

APPRENTI[™]



**Access to Diverse
Tech Talent**





Apprenticeship

To address our tech workforce challenge, the WTIA Workforce Institute works with companies to identify jobs that can be filled by highly competent people, regardless of education background. Apprenticeship is an established practice in other industries for developing talent, combining classroom instruction and on-the job training under the supervision of an industry professional. Apprenti is the registered technology apprenticeship program that provides you diverse tech talent. Apprenti works with industry to create standard job taxonomies for apprenticeable technical jobs that lead to a career in the industry. Our program offers benefits to companies of all sizes.



“Apprenti offers an innovative approach to an issue of increasing urgency for employers: a skilled workforce that reflects the diversity of its partners, customers and communities. It is essential to our company’s and the technology industry’s long-term, competitive growth that we recruit and retain talent from a more diverse population.”

— **Julian Eames, Executive Vice President and Chief Operations Officer at F5 Networks**

Select Hiring Partners





Benefits & Requirements

Apprenti streamlines the screening process for hiring the diverse tech talent your company needs.

- > **Diversity:** Apprenti is focusing on increasing diversity. About 50% of current apprentices are women, 54% are minorities, and 20% are veterans. With an average age of 30, they bring a wide range of backgrounds and experiences to help them make the leap to tech careers.
- > **Pre-Screened Talent:** Apprenti recruits candidates who demonstrate aptitude for tech occupations. Apprenti staff pre-screen highly ranked candidates via phone and in-person before bringing the best to your company for interview. Companies choose their apprentices based on aptitude and cultural fit.
- > **Trained & Tested Professionals:** Apprentices receive two to five months of accelerated occupational training prior to beginning on-the-job training. Companies train apprentices on the specific skills they need to drive results for your organization.
- > **Compliance:** Apprenti handles all state and federal registration and reporting so you don't have to. You simply assign someone to supervise the apprentice who has been in a similar job for at least two years. Apprenti will gather periodic feedback from the company and manager to monitor progress and satisfaction.
- > **Retention:** Your company can extend full-time offers to the fully trained apprentices once their apprenticeship is complete or as early as six months; however, retention is not required.
- > **Cost Savings:** Registered apprentice salaries are 60% of market rate, offsetting your investment in on-the-job training. A one-time increase to 70% of market rate is provided at 6 months based on improved proficiency. Save on recruitment costs! Your company pays a one-time placement fee of \$2,500 per apprentice.

“ Our partnership with the Workforce Institute enables us to influence the curriculum and training provided to apprentices and lets us do the on-the-job training.”

— *Chuck Edward, Head of Global Talent Acquisition at Microsoft*

Apprenti Profiles



34-year-old female with a PhD in biochemistry wants to switch from a career in biotech. Has deep experience in data analysis and started studying coding online to transition into tech.

32-year-old immigrant who completed ICT degree in Tunisia. Took web development courses in US to move into a tech career here.

35-year-old former Airforce pilot looking to start a new career to support his family post-military. Accustomed to working in high-pressure environments and has great interpersonal and teamwork skills.

31-year-old female who graduated with a fine art degree and is fluent in Mandarin. Works in an environment that requires a strong ability to manage many details, but wants more intellectual challenge. Began studying programming on her own and is working on an e-commerce site using a SQL database.

Current Occupations & Certifications



Database Administrator
MCSA/E from Microsoft



Project Manager
CAPM, prep for PMP



Network Security Administrator
CCNA/P from Cisco



Web Developer
Through local best-aligned coding academy



Software Developer
Through local best-aligned coding academy



Windows Systems Administrator
MCSA/E from Microsoft



Linux Systems Administrator
LPIC 1, 2, and 3



Additional occupations are under development. If there are other jobs your company would like to fill, contact Apprenti staff; we can file occupations or build a specialized program.

For detailed information about training and providers, visit <http://apprenticareers.org/apply/#training>.

Screening & Hiring Process



Apprenticeship candidates take an online assessment that assesses their math, logic and critical thinking, and soft skills.



Apprenti staff pre-screen and interview candidates to match the jobs you want to fill.



Your company interviews candidates and selects apprentices based on attitude, aptitude, and cultural fit.



Apprentices complete two to five months of technical training before they begin one year of on-the-job training at your company.

Contact Jennifer Carlson at jcarlson@washingtontechnology.org to learn more about how apprenticeship can help you meet your workforce needs:

- > Send us information about the jobs you want to fill and desired fill dates
- > Identify executive sponsor and key contacts
- > Sign contract
- > Begin interviewing candidates