



**SOURCE
& GROW
TALENT**
Apprenticeships
for Tech



Connecting Diverse Tech Talent to Every Industry

Labor markets across the country are not only in desperate need for entry level tech talent, they desire talent that reflects the diversity of our workforce. Partner with us to build your tech talent pipeline, and train or retrain workers to fill tech needs in any industry by expanding opportunities for Registered Apprenticeships in these target occupations:

- Tech Support Specialist
- Tech Project Coordinator
- Network Support Specialist
- Cybersecurity Support Technician
- Data Analyst



APPRENTICESHIPS FOR TECH: BUILDING A STRONGER WORKFORCE

Businesses in every industry need tech talent to grow and thrive in today's digital economy. The American Institutes for Research® (AIR®)

Apprenticeships for Tech initiative aims to increase opportunities and pathways to employment for populations traditionally underrepresented in tech, including those with disabilities, women, and communities of color.

In fact, this program pays more than just lip service to diversity, equity and inclusion; we have a mandate to include at least 50% of apprentices from underrepresented populations. This mandate empowers employers to do their part to shatter the barriers to access that have historically prevented diverse people from entering tech careers.

...and when teams become more diverse, everyone wins.

In today's increasingly high-stakes tech world, businesses need new perspectives and ideas to help navigate the emerging IT and cybersecurity challenges and to achieve business objectives.

As non-college pathways to employment rapidly become more popular among individuals, businesses are also taking note. In fact, some 57% of senior leaders within tech organizations say they expect the four-year degree will continue to be deprioritized as a requirement, and 76% of hiring managers say they support the move to relax the requirement. [CompTIA Workforce & Learning Trends Report 2021]

With apprenticeship, though, dropping the degree requirement doesn't mean sacrificing the quality of teams. Apprentices have ongoing access to best-in-sector training materials, on-the-job training and mentorship that will help them become invaluable tech team members, with every likelihood of sticking around long after their apprenticeship ends.



APPRENTICESHIPS BENEFIT ORGANIZATIONS AN ALL-AROUND WIN



For Employers

- Develop a high-skilled tech workforce
- Diversify your talent pipeline
- Amplify employee engagement and retention
- Increase productivity and deliver better results



For Apprentices

- Earn while you learn
- Gain skills through classroom-based and hands-on training
- Transition from a job to a career pathway
- Attain industry-recognized, certifications



For Workforce, Educators and Training Providers

- Enhance career pathways for job seekers and students
- Increase opportunities for career development and employment
- Support shift to competency-driven skill attainment
- Launch initiatives that make a positive impact



HOW CAN YOU GET INVOLVED?

Contact us to learn more about Apprenticeships for Tech
at ApprenticeshipsForTech@air.org.

For general information visit

<https://www.air.org/project/apprenticeship-industry-intermediary-project>

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ABOUT AIR

Established in 1946, the American Institutes for Research (AIR) is a nonpartisan, not-for-profit organization that conducts behavioral and social science research and delivers technical assistance both domestically and internationally in the areas of education, health and the workforce. AIR's work is driven by its mission to generate and use rigorous evidence that contributes to a better, more equitable world. With headquarters in Arlington, Virginia, AIR has offices across the U.S. and abroad. For more information, visit www.air.org.