

The Apprenti Process



The path, the plan, your career in tech.

The mission of Apprenti is to address the tech workforce shortage via Registered Apprenticeship. At Apprenti, we create alternative pathways to access diverse tech talent and help organizations address digital skills shortages. We also provide economic mobility to underrepresented groups by identifying, training, and placing talent from non-traditional backgrounds into tech careers.

The Digital Skills Shortage

Recruiting, training, and retaining tech talent is one of the great challenges of the 21st century. With over 192k new tech roles created every year, and only 75k college graduates, 900k tech positions went unfilled. With this gap growing exponentially year over year, the need to invest in creating more tech talent at a faster pace is clear.

Diversity, Equity, Inclusion, and Accessibility in the Workplace

It is proven that diversity, equity and inclusion in the workplace is good for business. Apprenti works with community based organizations, HBCUs, workforce development agencies, and other groups to cultivate a richly diverse candidate pool. Over 91% of our apprentices are from underrepresented groups.

The Apprenti Solution

The Apprenti model allows employers to build their own pipeline of highly-skilled and highly-motivated tech talent. Delivered via apprenticeship, Apprenti is able to source, assess, train and place tech talent inside companies at a 30% cost savings over traditionally sourced talent.



APPRENTI'S ROLE

- Consult with companies on how to operationalize apprenticeship
- Work with employer to match apprenticeship opportunities with employer talent needs
- Determine related technical instruction (RTI) plan with employer input
- Assess and screen talent
- Select and manage training provider(s)
- Manage apprentice registration and paperwork
- Support apprentice and employer success



EMPLOYER'S ROLE

- Interview and select apprentices
- With support of Apprenti, develop an apprentice training plan and regularly assess apprentice progress
- Supervise and mentor apprentices during on-the job training (OJT)
- Pay apprentice salary and benefits during OJT — at a discounted wage
- Contribute toward cost of training
- Pay a nominal placement fee

Get Started Now!

Join our national network of hiring partners and use apprenticeship to develop a highly-skilled, more diverse workforce. Learn more at

www.apprenticareers.org





The Apprenti Program

APPRENTI



EMPLOYER

Develop standards, cross-industry roles, and RTI (training) plans

Develop cost guidelines and assist with employer internal reviews

REVIEW PROGRAM INFO: LOA, EAA, handbooks, sample curricula, standards, labor agency forms, apprentice competency benchmarks, and identify internal talent needs and apprenticeship target occupations

Obtain internal headcount, hiring, and finance approvals

EXECUTE LOA and EAA

Scope role, confirm training plan, and set employer cost-sharing contribution; develop relationship with hiring managers and SMEs who will inform the apprentice OJT work plan

Review apprenticeship occupation work processes/competencies and skill requirements against job description

With Apprenti support, hiring manager(s) and SMEs begin development of apprentice work plans using Standards competency checklist

Confirm headcount, timelines and finalize details

EXECUTE SCOPE OF WORK

Find training provider, screen candidates

Interview candidates

Register apprentices with labor agency

Conduct apprentice orientation

RTI: progress tracking, tracking certifications attendance, grades

Conduct manager/supervisor/mentor orientation

Select apprentices and assign supervisors/mentors

Pay Apprenti

Complete employment and apprenticeship paperwork

Participate in supervisor and mentor orientations and invite apprentices to participate in company meetings or events in order to stay connected; participate in apprentice presentations or projects as able and applicable

Conduct apprentice onboarding

Meet with apprentices on a regular basis to discuss their progress; use competency checklist and internal apprentice work plan to guide discussions

12 months of OJT; supervisor completes 3 required surveys of apprentice progress and notifies Apprenti of issues and successes.

Make retention decision as apprentice nears attainment of competencies or at conclusion of the year of OJT

PROGRAM GRADUATION

Provide apprentice completion certificate