Transform the Workforce:

Empowering Employers with Game-Changing Tech Apprenticeships

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Apprenticeships for Tech

AIR®
Advancing Evidence.
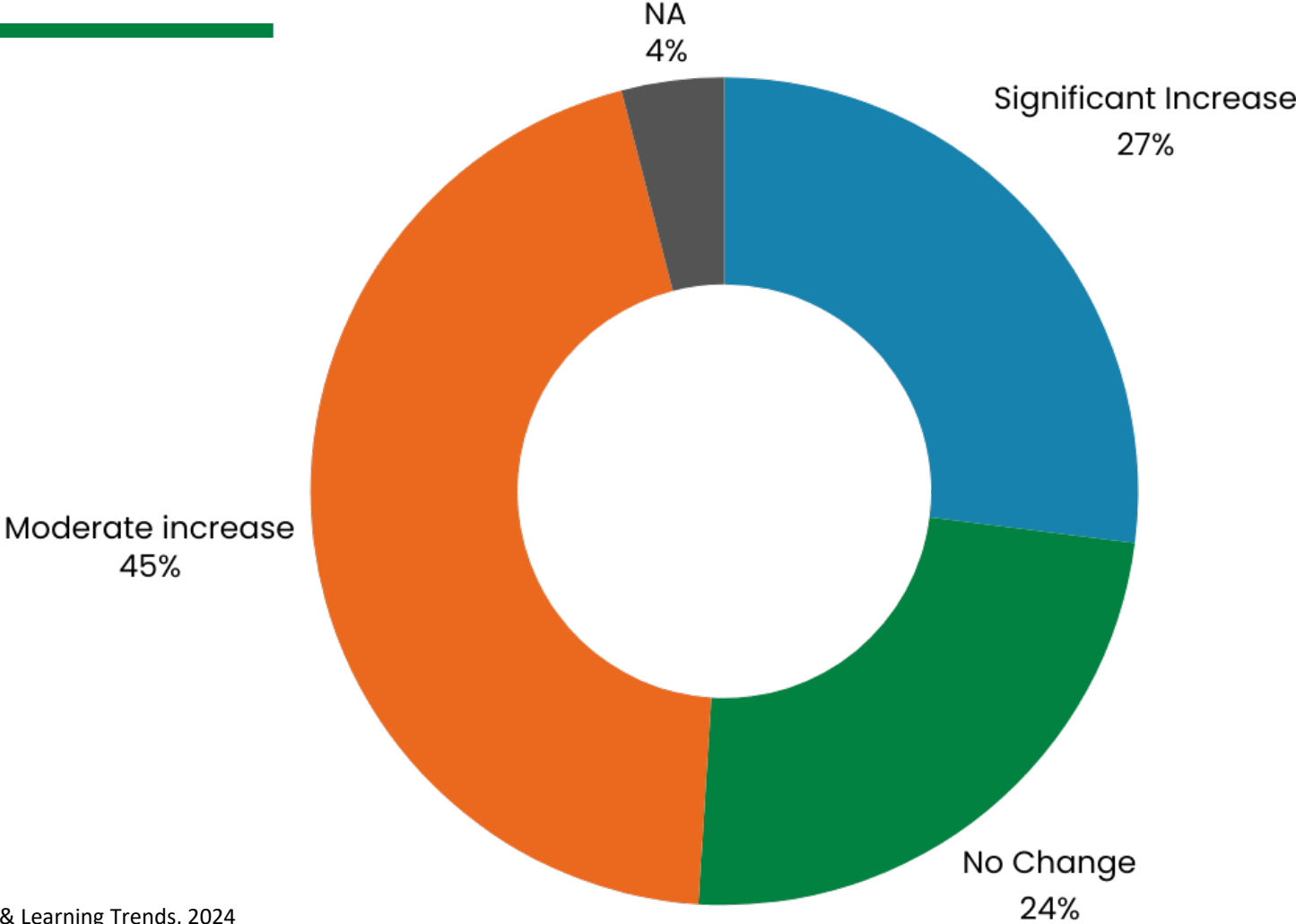Improving Lives.

Objectives

1. Understand innovative apprenticeship models.

2. Learn strategies to engage employers.

3. Realize best practices for scaling apprenticeships locally through the intermediary model.
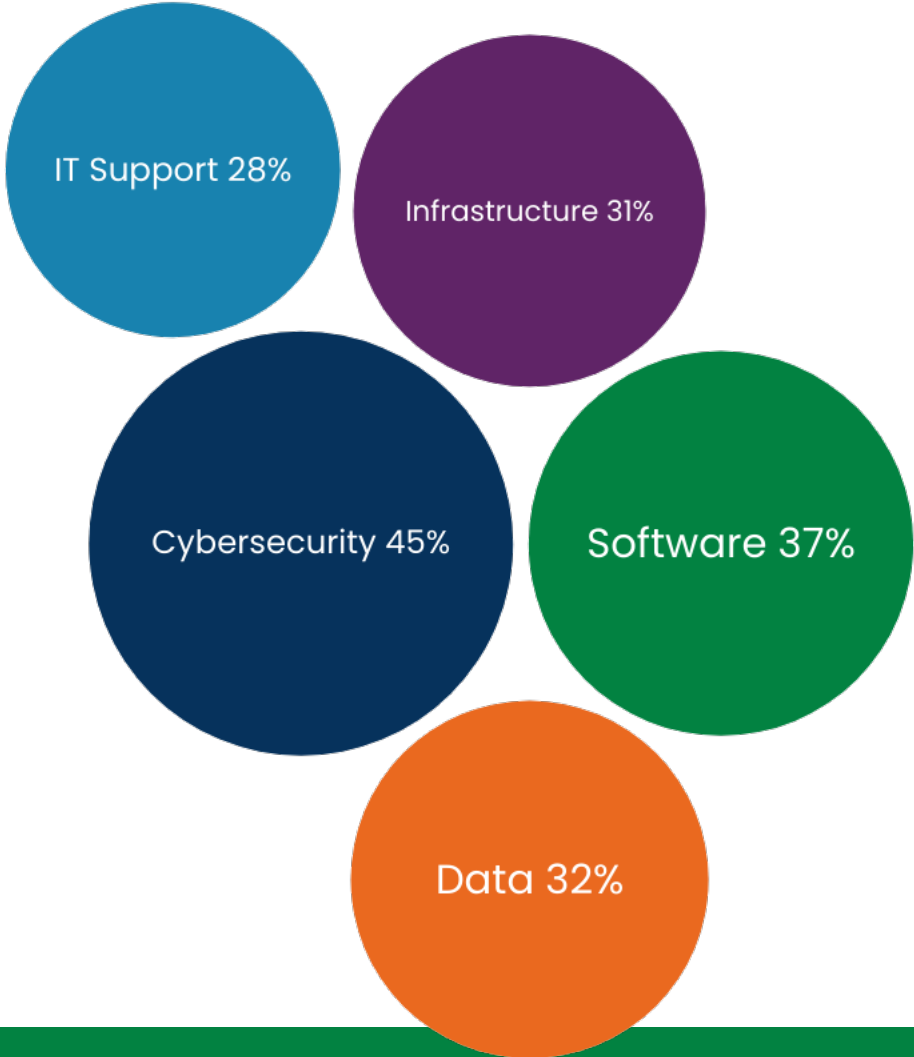
The Case for Apprenticeships in Tech Jobs

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Hiring intent for tech job roles in the year ahead

NA
4%

Significant Increase
27%

Moderate increase
45%

No Change
24%

Source: CompTIA Workforce & Learning Trends, 2024

Areas with the Greatest Skill Gaps

IT Support 28%

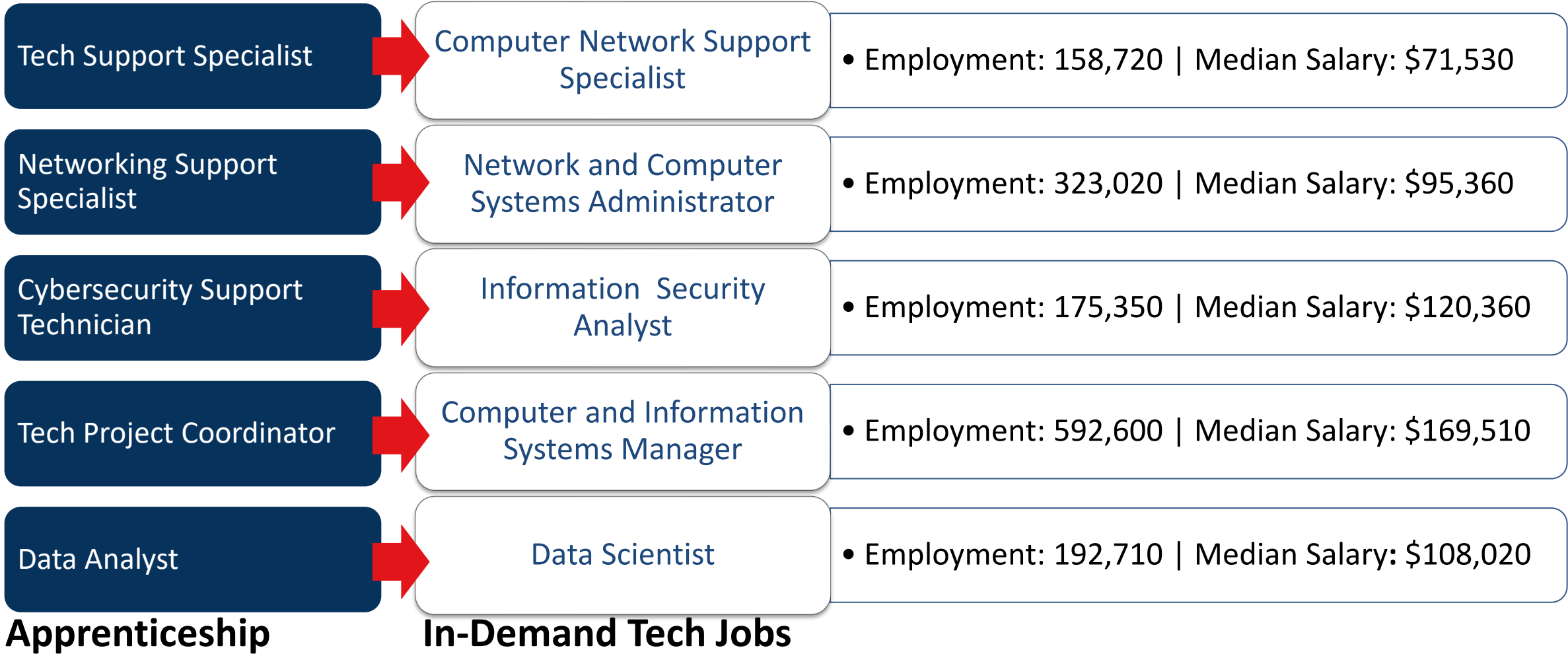Infrastructure 31%

Cybersecurity 45%

Software 37%

Data 32%

Source: CompTIA IT Industry Outlook 2025

Top Projected Growth Occupations for 2024

Occupation	Projected Growth 10 years*	Network Partner Apprenticeship
Data Scientists/Analysts	304%	X
Cybersecurity Analysts/Engineers	267%	X
Software Developer/Engineers	225%	X
Software QA and Testers	177%	X
CIOs and IT Directors	134%	X
Web Developers	125%	X
Web and Digital Interface Designers	134%	X

*Source: CompTIA State of the Tech Workforce 2024

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Apprenticeship Bridges to Career Employment

Apprenticeship	In-Demand Tech Jobs	
Tech Support Specialist	Computer Network Support Specialist	• Employment: 158,720 | Median Salary: $71,530
Networking Support Specialist	Network and Computer Systems Administrator	• Employment: 323,020 | Median Salary: $95,360
Cybersecurity Support Technician	Information Security Analyst	• Employment: 175,350 | Median Salary: $120,360
Tech Project Coordinator	Computer and Information Systems Manager	• Employment: 592,600 | Median Salary: $169,510
Data Analyst	Data Scientist	• Employment: 192,710 | Median Salary: $108,020

Apprenticeship　　　　**In-Demand Tech Jobs**

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Big Benefits

- Median ROI for Employers: **$144** for every $100 invested

- Average student borrows nearly **$34,000** in loans

- By 2030: 100% of baby boomers will be **65 or older**

- **92%** of apprentices retain employment upon completion
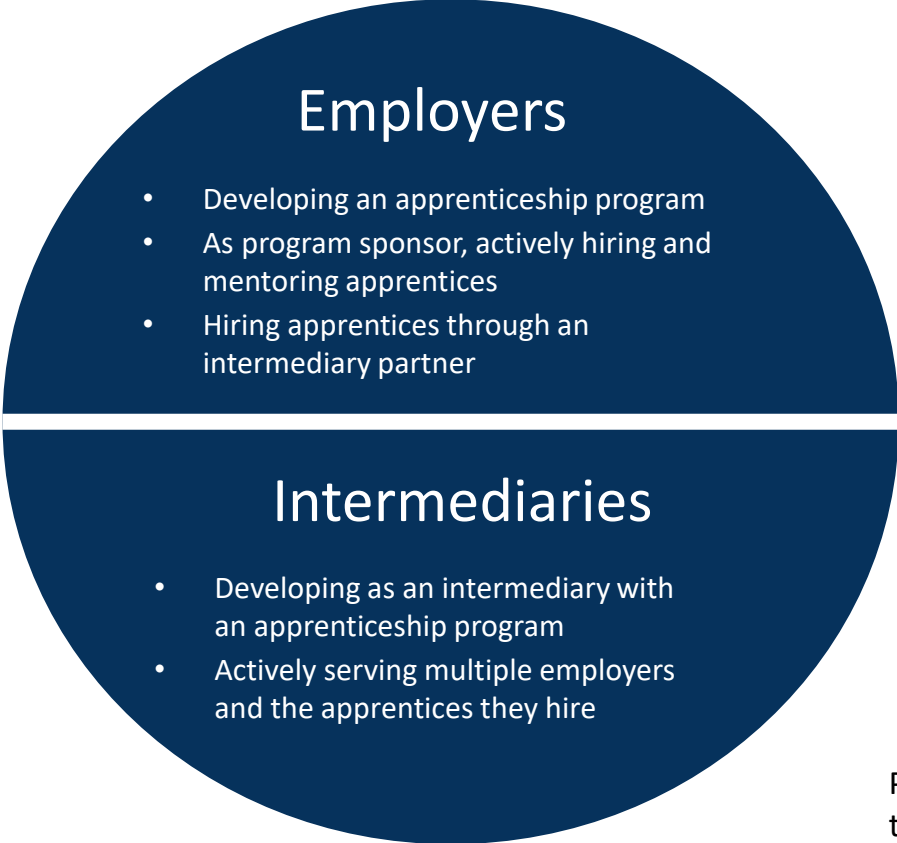
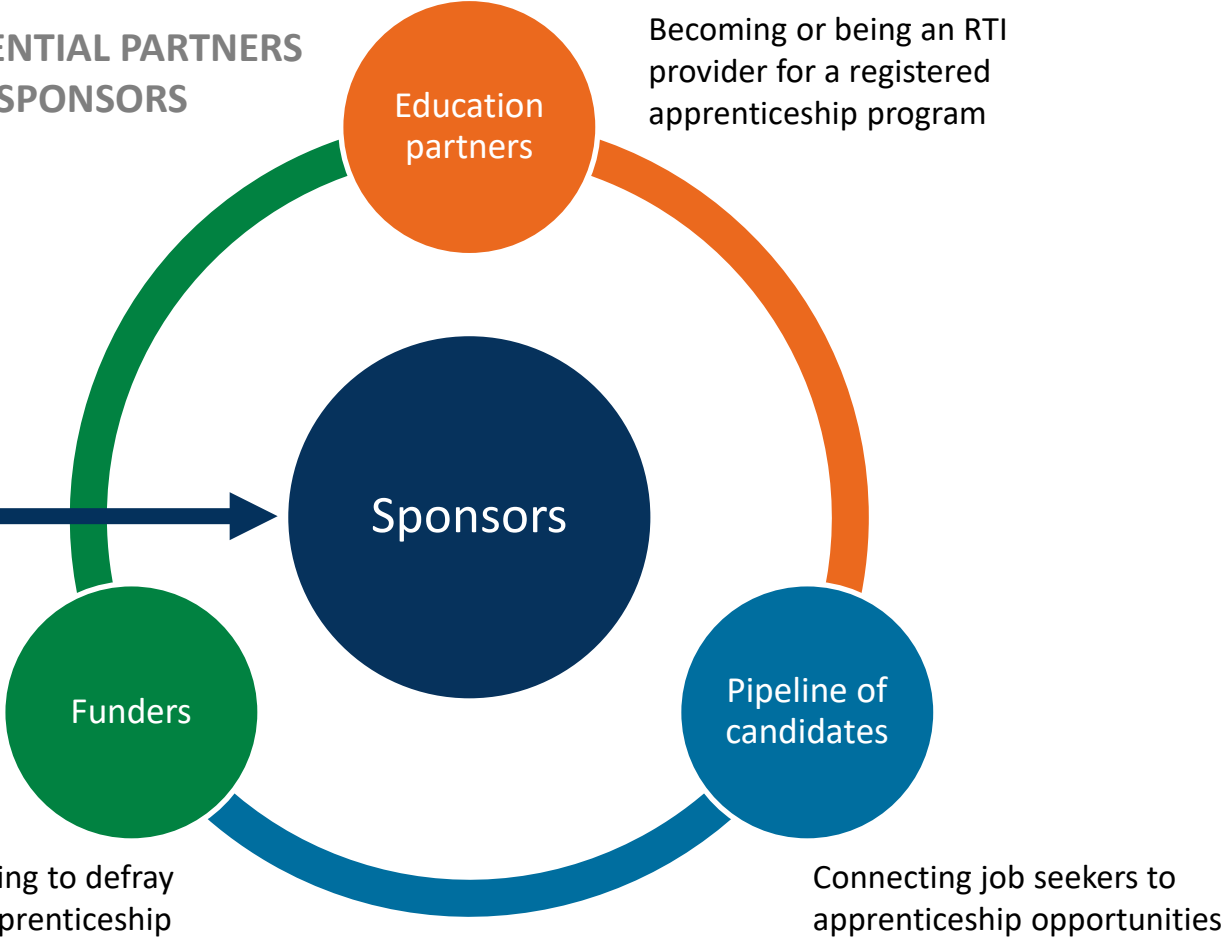# Apprenticeships for Tech Network

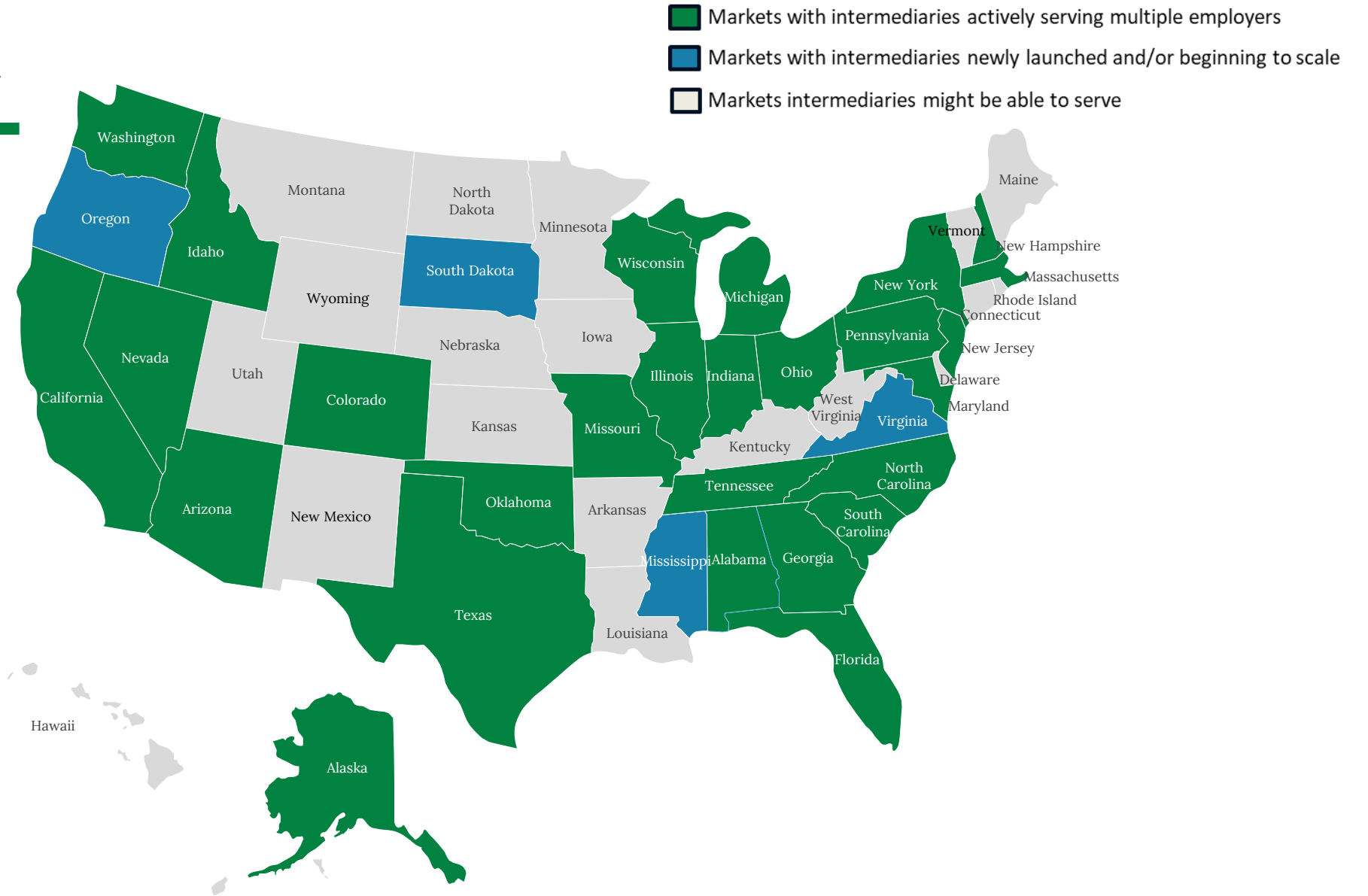## Source & Grow Talent

Apprenticeships for Tech Network

SPONSORS

Employers

- Developing an apprenticeship program
- As program sponsor, actively hiring and mentoring apprentices
- Hiring apprentices through an intermediary partner

Intermediaries

- Developing as an intermediary with an apprenticeship program
- Actively serving multiple employers and the apprentices they hire

POTENTIAL PARTNERS FOR SPONSORS

Education partners

Becoming or being an RTI provider for a registered apprenticeship program

Sponsors

Funders

Providing funding to defray the costs of apprenticeship

Pipeline of candidates

Connecting job seekers to apprenticeship opportunities

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Our Network

Legend:
- Markets with intermediaries actively serving multiple employers (green)
- Markets with intermediaries newly launched and/or beginning to scale (blue)
- Markets intermediaries might be able to serve (gray)

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Benefits of Partnering with an Apprenticeship Intermediary

Diverse apprentice recruitment	**Simplified processes**	**Mentor support**	**Time-saving solutions**
Registered programs	**Educational partnerships**	**Support services**	**Funding assistance**

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The Intermediary Advantage
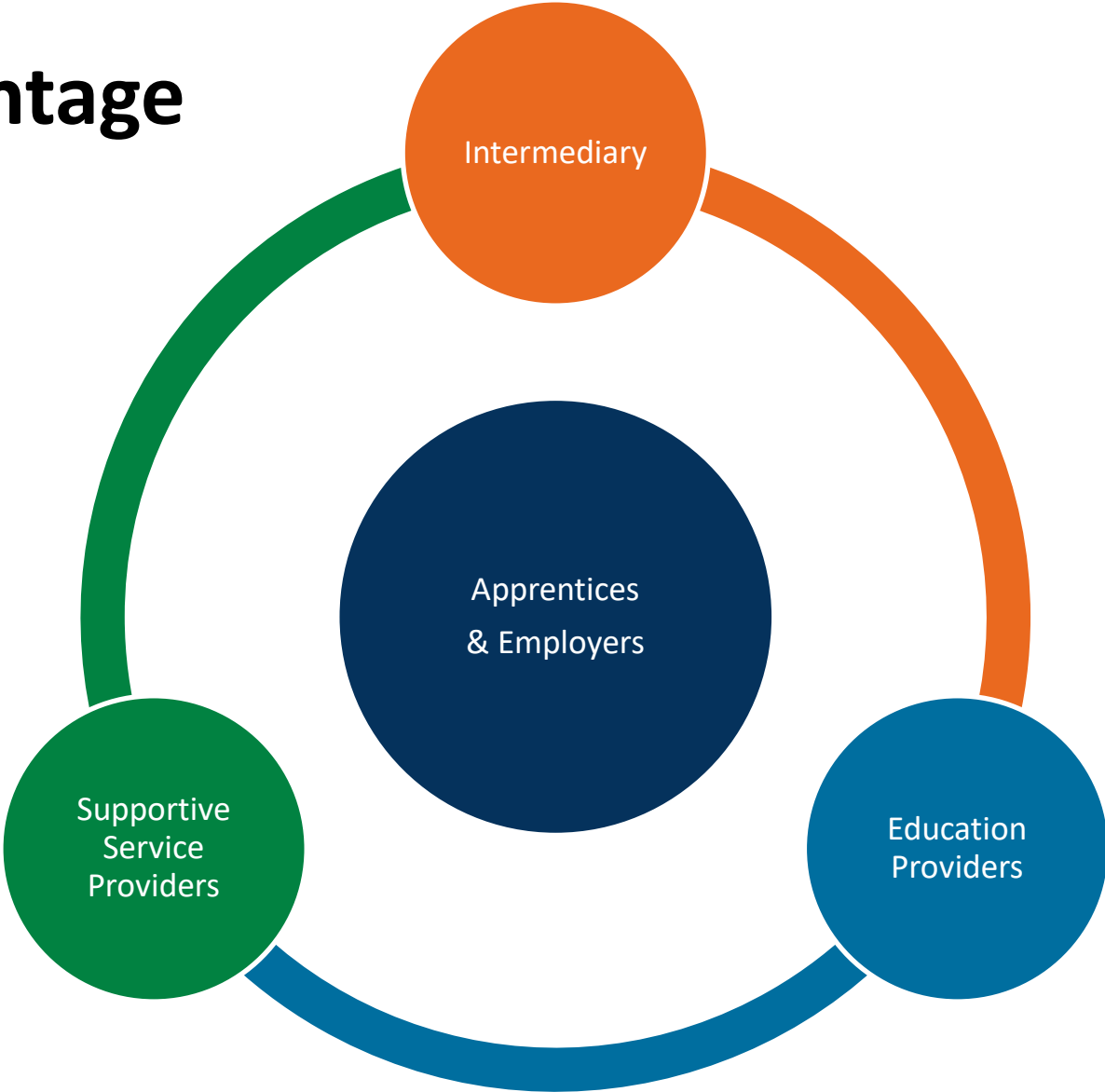
Panelists

Jennifer Mathis

*Vice President of
Career Training*

ACI Learning

Tony Bryan

*Executive Director
CyberUp*

Joshua Boyce

*Managing Director
Per Scholas*

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Understand Before Offering Benefits

- Take time to assess the employer's **needs and pain points**

- Use a **consultative approach** to explore their operations and challenges

- **Tailor your solutions** to address their specific needs

- Keep in mind: Apprenticeships add value but also **require extra effort on their part**

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Why Employer Engagement Matters — Responding to Changes in the Market

- Integrating **machine learning skills** into apprenticeship

- Embedding **valued certifications** into apprenticeship programs.

- Tech job growth is projected to **increase by 15%** by 2028.

- The **importance of tech roles** in businesses of every size and type in every industry will continue to grow into the future.

- Focusing on tech roles in **every industry** rather than only IT companies will provide a stable and transferable career path for apprentices.

- Conducting outreach to multiple industries will **increase the tech opportunities** to diverse talent pools that might otherwise shy away from or lack access to IT careers.

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Collaborative Employer Engagement

- Lead generation campaigns

- Showcasing intermediary Impact

- Building a community of practice

- Responding to changes in the market

Actionable Steps

How to Get Involved in

Education Providers
• Become an RTI provider
• Explore being an expansion partner
• Pipeline partners
• Become an intermediary
• Join a network

Employers
• Connect with an intermediary
• Expand your talent pipeline
• Future proof your entry level workers
• Upskill your existing staff

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Resources

- Apprenticeship.gov

- Getting Started Guide

- AIR Industry-Led Postsecondary Partnerships

- Ready for Work: Adapting High-Impact Workforce Training Models in Community College Settings

- Rapidly Deploy and Scale Apprenticeship: A Resource to Help Employers Work with an Apprenticeship Intermediary

- How Community Colleges Can Help Scale US Apprenticeships: New Report Release

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