

Apprenticeships for Tech

Future Proofing Workforce Skills

Tech Apprenticeship Programs for Today and Tomorrow

NCATC 2024 Conference | September 27, 2024



Advancing Evidence.
Improving Lives.

Meet the Presenters



Joe Thiry

*American Institutes for Research
Business Engagement Lead*



Megan Scott

*American Institutes for Research
Apprenticeship Coach*

Agenda

1. Why This Work Matters and the Case for Apprenticeship in Tech Roles
2. The Apprenticeships for Tech Network Story
3. Systems Building & Partnership Development
4. Action Steps to Future Proof the Workforce

What We've Heard This Week

- 70% of employers say certifications are "as or more important than a degree."
- For many, we're preaching to the choir about the benefits of apprenticeship, BUT operationalizing it continues to be a challenge.
- We still have work to do on recruiting and supporting apprentices with unique needs and experiences.
- The next generation of workers are looking for a new options.

Why Future Proofing Workforce Skills Matters

The upskilling of our workforce is the seminal issue of our time...we need workers today.



Why Future Proofing Workforce Skills Matters



The Case for Apprenticeships in Tech Roles

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

The Case for Apprenticeships in Tech Roles

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**

The Case for Apprenticeships in Tech Roles

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

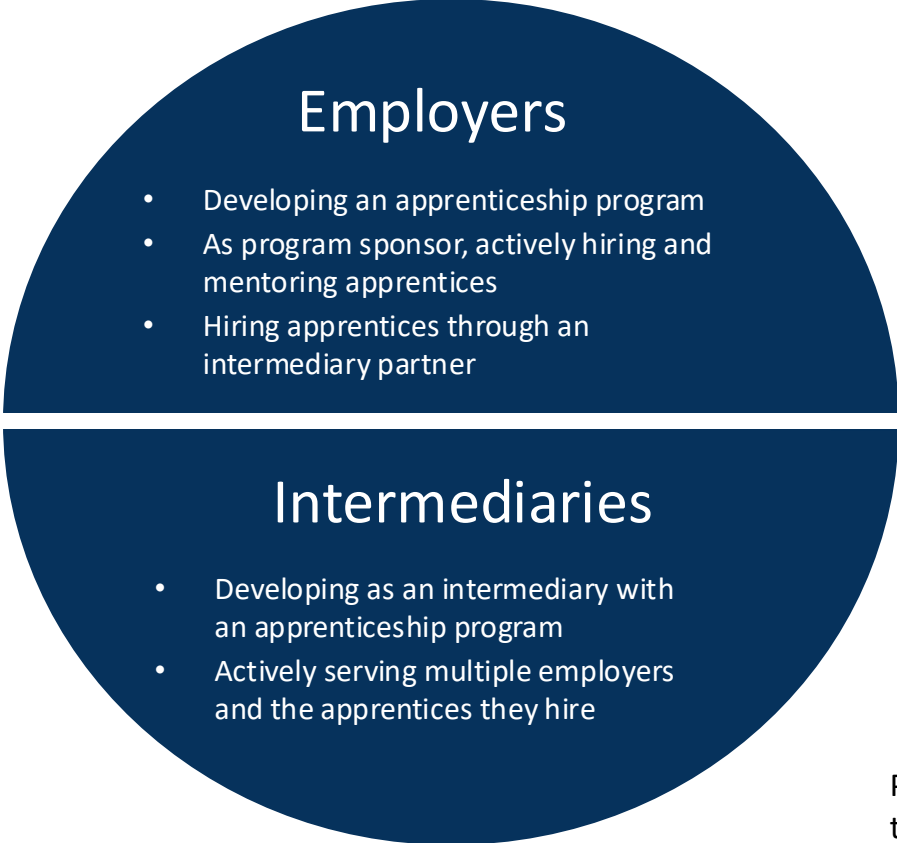
Apprenticeships for Tech Network

Source & Grow Talent

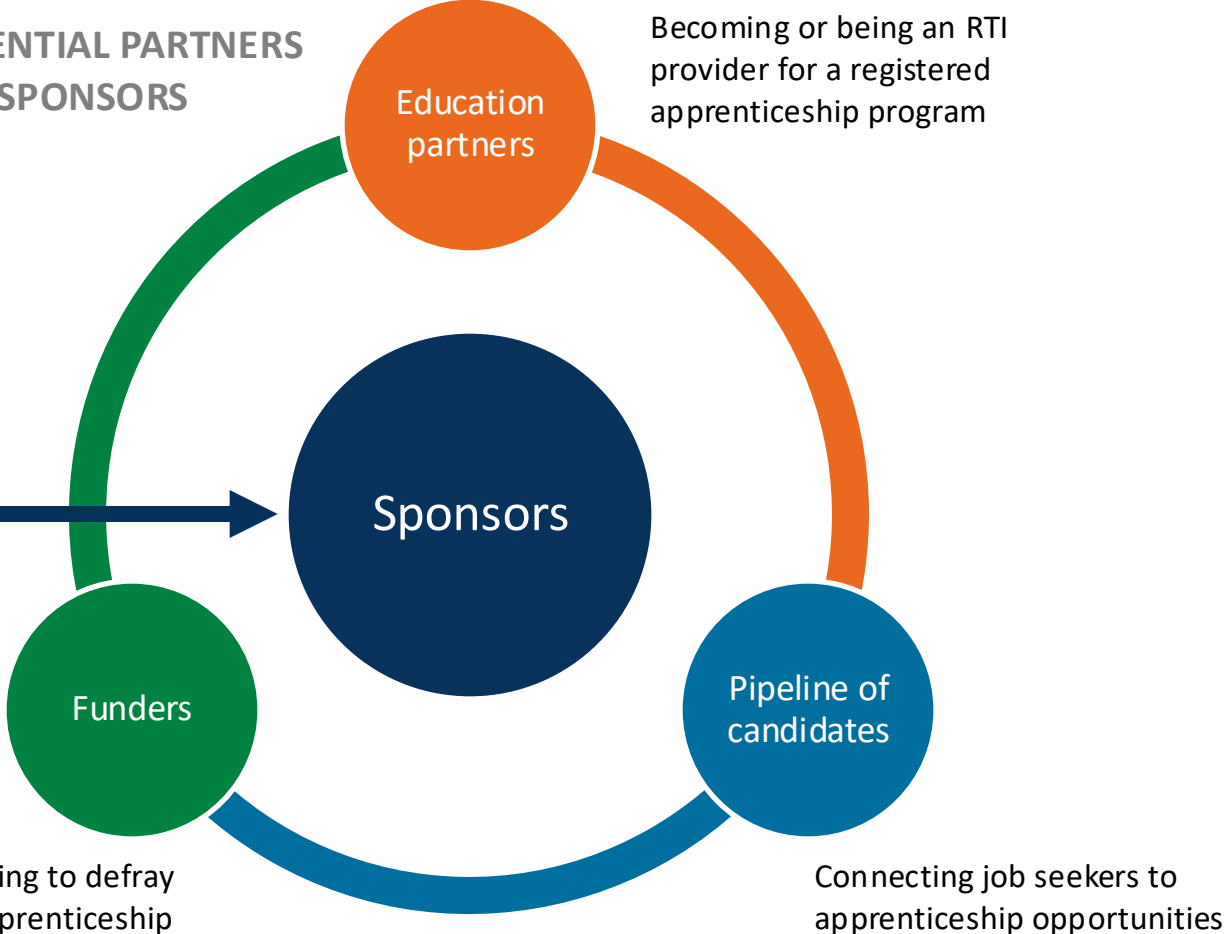


Apprenticeships for Tech Network

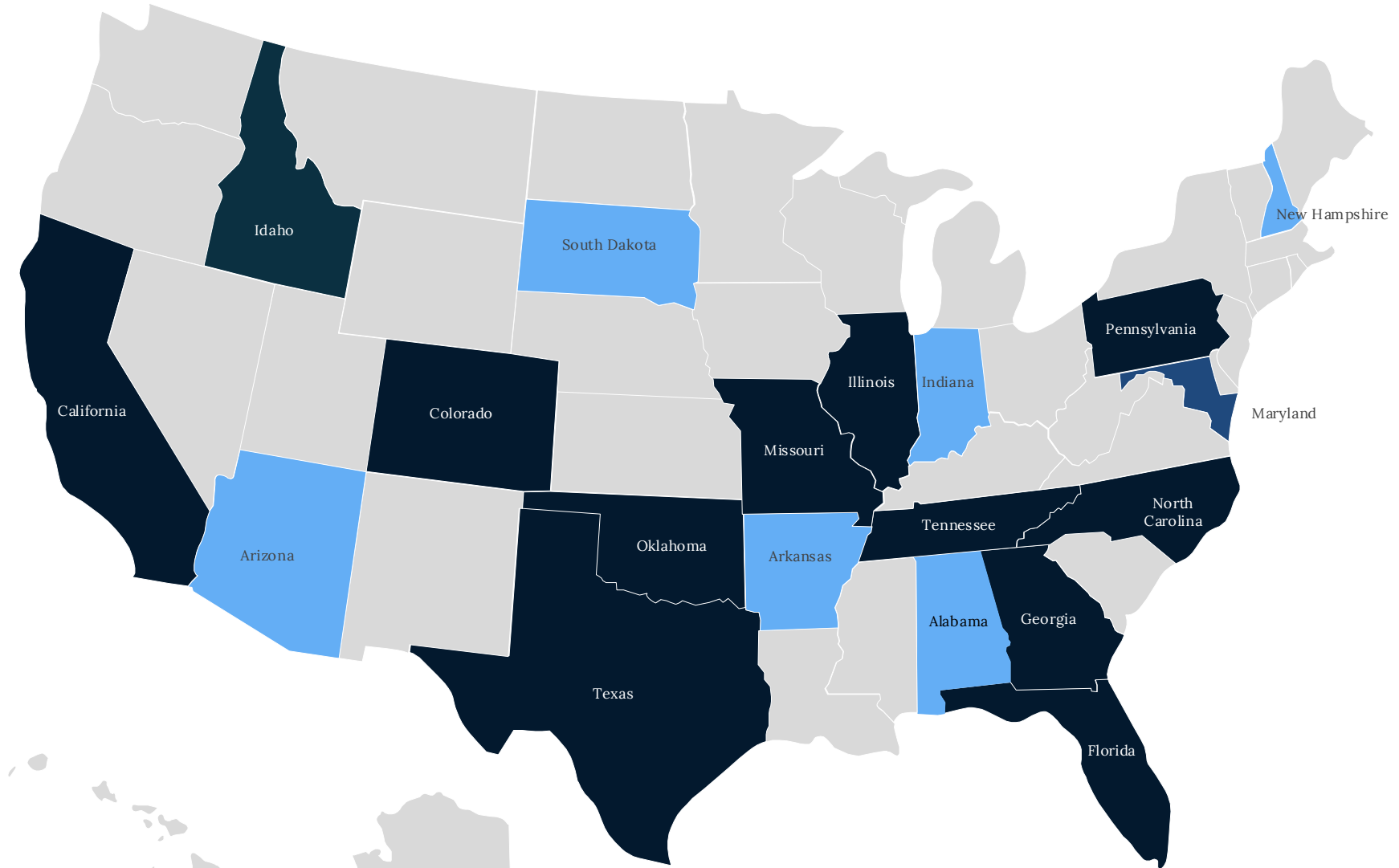
SPONSORS



POTENTIAL PARTNERS FOR SPONSORS



Our Network and Who We Serve — Apprenticeship Intermediaries



- Markets with intermediaries actively serving multiple employers
- Markets with intermediaries newly launched and/or beginning to scale
- Markets intermediaries might be able to serve

Benefits of Partnering with an Apprenticeship Intermediary

**Diverse
apprentice
recruitment**

**Simplified
processes**

**Mentor
support**

**Time-saving
solutions**

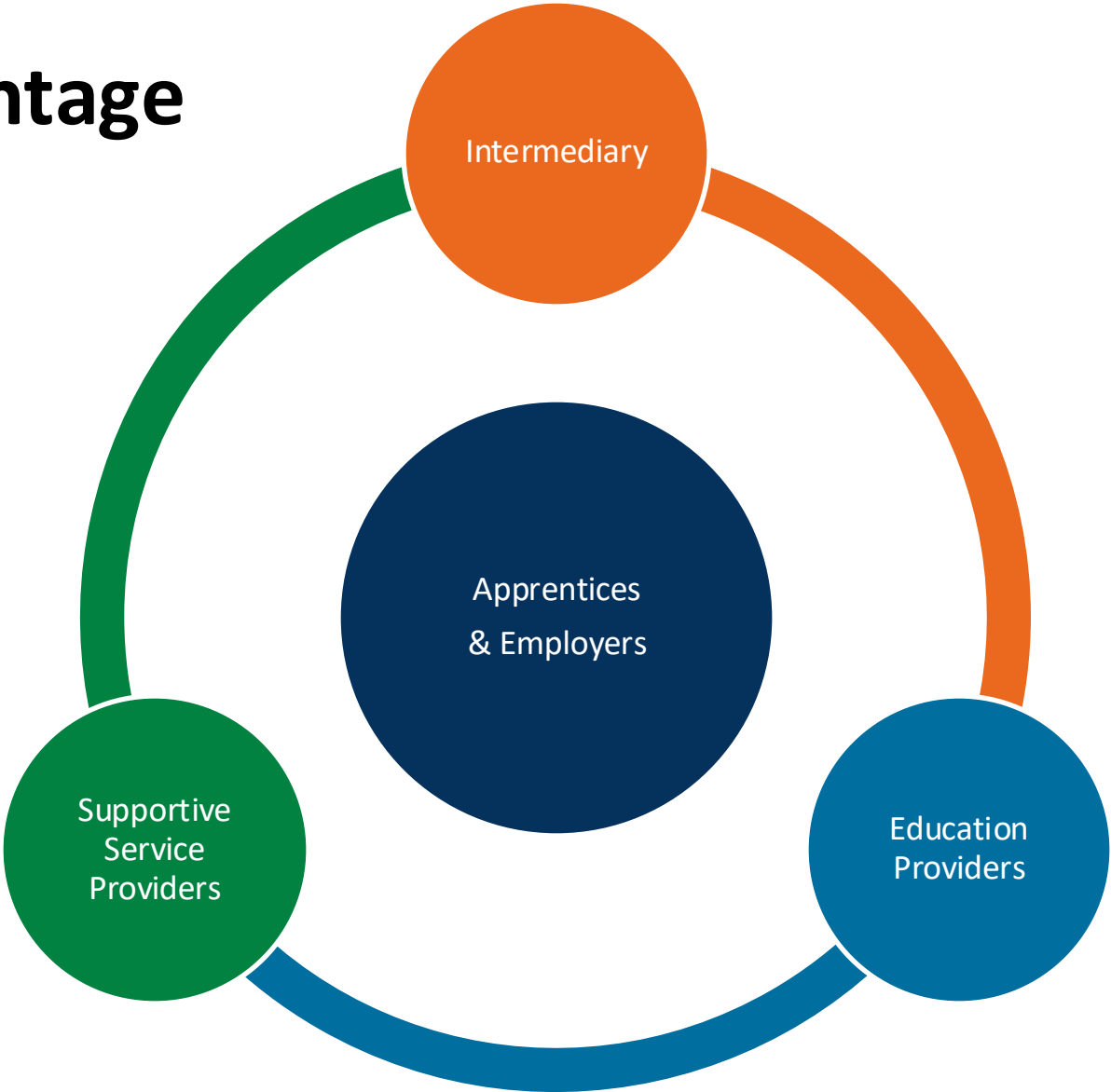
**Registered
programs**

**Educational
partnerships**

**Support
services**

**Funding
assistance**

The Intermediary Advantage



Systems Building and Partnership Development



Drexel University, Philadelphia, PA

Source & Grow Tech Talent HIGHLIGHTS

 **AIR**® | Apprenticeships for Tech
Source & Grow Talent



What do you hear from employers
about their **talent needs**?

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.

Top Projected Growth Occupations for 2024

Occupation	Projected Growth 2024	Projected Growth 10 years*	Network Partner Apprenticeship
Data Scientists/Analysts	5.5%	304%	X
Cybersecurity Analysts/Engineers	5.1%	267%	X
Software Developer/Engineers	4.8%	225%	X
Software QA and Testers	4.3%	177%	X
CIOs and IT Directors	3.6%	134%	
Web Developers	3.6%	125%	X
Web and Digital Interface Designers	3.6%	134%	X

Collaborative Employer Engagement

- Lead generation campaigns
- Showcasing intermediary Impact
- Building a community of practice
- Responding to changes in the market



Actionable Steps for Colleges and Employers



How to Get Involved in Future Proofing Workforce Skills

Colleges

- 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

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](#)



Invest in Our Future — Help Spread the Word About Apprenticeships



Thank You!

Joe Thiry

Partner Development Lead
Apprenticeships for Tech
jthiry@air.org

Megan Scott

Apprenticeship Coach
Apprenticeships for Tech
mescott@air.org

Copyright © 2024 American Institutes for Research®. All rights reserved.

Thank You for Your Participation!

This project of the American Institute for Research (AIR) has been funded, either wholly or in part, with Federal funds from the Department of Labor, Employment & Training Administration under Contract number, 1605C2-20-C-0009, the contents of this publication do not necessarily reflect the views or policies of the Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement of same by the U.S. Government.