



CompTIA[®]
Apprenticeships for Tech

 **Maher & Maher**
Investment Advisors for Talent Development.
An Affiliate of the American Institutes for Research[®]

 **DISCOVER
APPRENTICESHIP**[™]

Today's Presenters



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Delivering Diverse Tech Talent to Every Industry

Agenda

- CompTIA Apprenticeships for Tech – CompTIA and Maher & Maher Partnership
- Why Registered Apprenticeship in Tech, Why Us
- What is Registered Apprenticeship and Why it is Important
- Our Approach through Partnerships
- How to Launch Registered Apprenticeship Programs
- Questions and Answers

Introductions



The Computing Technology Industry Association (CompTIA) is a leading voice and advocate for the \$5.2 trillion global information technology ecosystem; and the estimated 75 million industry and tech professionals who design, implement, manage, and safeguard the technology that powers the world's economy.



Maher & Maher, a wholly owned affiliate of the American Institutes for Research® (AIR®), is a talent development firm that helps organizations view their work through the eye of their “customer.” We partner with our clients in identifying ways to improve workflows, align resources, and develop people to excel at fulfilling the needs of the customers they serve.

Why Registered Apprenticeship in Tech?

- **Tight** tech labor market
- Versatile program for both **new talent and upskilling** current workers
- Broadens the aperture for **untapped talent**
- Enables the actualization of **diversity, equity and inclusion** priorities
- **Existing pipeline** of candidates seeking opportunities in tech
- Apprenticeship co-exists within a **portfolio** of talent development programs
- Yields a **positive return on investment**

Question #1?

How many entry-level tech jobs are you budgeting to fill this year?

Question #2?

What is your experience with Registered Apprenticeship programs?

- **Currently offering registered apprenticeships for Tech/IT**
- **Currently offer registered apprenticeships for jobs other than Tech/IT**
- **Currently offering apprenticeships, however they are not “registered”?**
- **Not offering apprenticeships, but currently considering**
- **Not offering and unsure**

Question #3?

Are you planning on implementing a registered apprenticeship program in 2021?

- **Yes**
- **No**
- **Unsure**

Question #4?

In your opinion, what outcome you are hoping to achieve with registered apprenticeships? (check all that apply)

- **Sourcing qualified talent**
- **Predictable talent sourcing strategy**
- **Retaining talent sourcing strategy**
- **Hiring more diverse talent (including women)**
- **Hiring more military vets**

ROI Comparison: Work Based Learning Options

	Apprenticeship	Internship	Co-op
Active Enrollment in a Degree Pathway Required	NO	YES	YES
Average Length	12-24 months	3 months (1-2 rotations)	6 months (2-3 rotations)
New Hire Conversion Rate	91%	46%	28%
Retention Rate after 1 year	91%	70.6%	47.3%
Talent Aquisition Cost (Campus recruiting, sign-on bonuses, housing, relocation, etc)	\$	\$\$\$	\$\$\$
Talent Supply Chain	Universities, Community Colleges, Bootcamps, Veterans, Career, Re-Inventors, Returnships, Incumbent Workforce, High Schools, NGO's	Universities	Universities
Federal Training and Wage Offsets	YES	NO	NO
Rate of Diverse Hires	41.8%	While diversity hiring data is unavailable, according to NACE Trends and Predictions, 81% of employers have diversity recruiting efforts.	

**Source: 2018 Internship & Co-op Survey, National Association of Colleges and Employers*

***Source: 2016 Urban Institute report on all RAPIDS states illustrates people of color*

Tech Occupation Highlights

Tech Support Specialist

- Total job postings in 2020: **263,123**
- Average Starting Salary: **\$39,000**
- Median Salary: **\$42,700**

Networking Support Specialist

- Total job postings in 2020: **21,308**
- Average Starting Salary: **\$49,800**
- Median Salary: **\$61,300**

Cybersecurity Support Technician

- Total job postings in 2020: **8,919**
- Average Starting Salary: **\$78,200**
- Median Salary: **\$83,200**

Tech Project Coordinator

- Total job postings in 2020: **185,556**
- Average Starting Salary: **\$86,900**
- Median Salary: **\$104,900**

Source: CompTIA analysis of Burning Glass Labor Insights data

Question #5?

Which of the tech occupations are most important to you?

- **Tech Support Specialist**
- **Network Support Specialist**
- **Cybersecurity Support Technician**
- **IT Project Manager**

Question #6?

Is there a tech occupation do you wish to see offered in the future?

The Goal of CompTIA IT Apprenticeships for Tech

To help close the digital skills gap, to build a strong tech talent pipeline, and to help organizations, industries, individuals and communities thrive.

Our strong focus on diversity, equity and inclusion opens new talent pools for businesses and offers new opportunities for entry and upskilling into tech roles that many individuals do not have the confidence nor access to pursue currently.

Maher & Maher and CompTIA formed a partnership to address this shared goal, now we are seeking like-minded organizations to partner with us.



Why Partner With Us?

- CompTIA's deep **expertise in IT training and certifications**
- Maher's expertise in **consultive services that enhance program success and sustainability**
- USDOL approved **National Guideline Standards (NGS)** simplifies the process and ensures success
- Support with **registering programs** in states in partnership with state and federal apprenticeship offices
- Facilitated **connections to state and local resources**
- Help with **recruiting and placing apprentices**

Who can be a partner?

We seek organizations that share the same vision of expanding tech talent by developing new registered IT apprenticeships.

- **Employers** across industries seeking a sustainable solution for a diverse talent pipeline of IT/tech workers.
- **Education and Training Providers** desiring to work with employers to build a robust pool of tech talent.
- **Workforce Providers** supporting recruitment and career preparation for job seekers for tech careers.
- **Non-profit and Philanthropic Organizations** helping their clients who aim to enter tech careers.

WHAT IS REGISTERED APPRENTICESHIP AND WHY IT'S IMPORTANT

Apprenticeship – Earn and Learn



Paid Job



On-The-Job
Training



Mentorship



Related
Coursework



Industry-
Recognized
and USDOL
Endorsed
Credentials

Benefits to Business

- Recruit and develop a diverse and highly-skilled workforce that helps you grow your business
- Immediate pool of workers today and skilled talent tomorrow
- Improve productivity, profitability, and your bottom line
- Create flexible training options that ensure workers develop the right skills
- Timely training in specific skills and knowledge, that meets the business need and keeps pace with industry changes



Benefits to Students & Career Seekers

- Earn while learning
- Reduces educational debt
- Recognized credentials
- Increases value on the job market
- Gain workplace-relevant skills in occupations in high-demand
- Create a foundation for a career path, not just a job



Benefits to Society

- Multiple advanced education models
- Reduces cost of education
- Reduces need and cost of retraining
- Closes the skills gap
- Access to the middle class for all



Our Approach is to Partner with
Sponsors and Intermediaries to
Build and Expand
Tech Apprenticeship Programs

National Guideline Standards (NGS)

- CompTIA has **extensive knowledge** in developing and maintaining certifications and curriculum, to establish NGS approved by the U.S. DOL.
- CompTIA is responsible for keeping the National Guideline Standards **fresh and relevant** to future changes in these occupations.
- NGS **defines competencies, related technical training, program policies** to streamline program registration with the federal office or state apprenticeship offices.
- NGS are designed to be **customizable** to meet the specific needs of employers, and to empower collaboration with state and local partners rather than competition.
- NGS are **stackable** and allow the employer to optimize the structure of on-the-job training and technical instruction.

Flexible, Competency-Based Programs



CompTIA Apprenticeships for Tech are:

- **Flexible** programs that are customized to meet the need of each employer. We will work with you to use CompTIA's NGS to build a program that is ideal for you.
- **Competency-based**, not time-based programs, so apprentices advance as they achieve competency. NGS are built around a one-year program for the average apprentice.
- **Designed to best fit** the needs of an employer or a group of employers with a group sponsor, front-loaded and blended learning are options.

Commitment to Diversity

50% of all apprentices placed with support from this initiative must be from diverse populations, including but not limited to:

- People of Color
- Women
- People with Disabilities

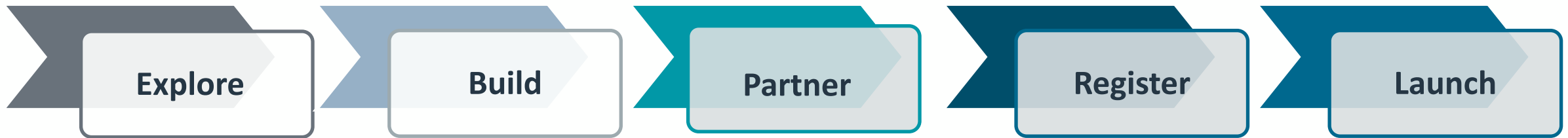
This initiative goal aligns with our corporate goals, and we seek partners who also **share a commitment to diversity**.

We are building a network of partners to help provide a qualified talent pipeline through pre-apprenticeships and other feeder programs.

HOW TO LAUNCH REGISTERED APPRENTICESHIP PROGRAMS

Our Services Enabling Program Development

Support will help you take these steps to launch...



Get to know apprenticeship, it's benefits and how different employers and sponsors are creating programs across industry and geography.

Understand your options, the steps involved in building an apprenticeship program and tools we offer to get you started.

Collaborate with employers, apprenticeship representatives, workforce organizations and educators to build the program.

Take advantage of benefits such as funding opportunities, tax credits and no-cost technical assistance when you register your program.

Recruit prospective apprentices, measure and monitor your program and share your success.

Registered Apprenticeship Program Roles

Employer	Sponsor	Educator	Supporter
<ul style="list-style-type: none">• Can be any organization that hires employees, minimum of one or more employers required• Owns program design<ul style="list-style-type: none">• Hires and pays apprentice• Provides mentored on-the-job-training/learning	<ul style="list-style-type: none">• Can be<ul style="list-style-type: none">• Employer or consortium of employers• Industry association• Joint labor management organization• Educational or training provider• Community-based org• Workforce center• Other• Administers the program (maintains records, responds to audits, manages complaints,...)	<ul style="list-style-type: none">• Can be one or a combination of<ul style="list-style-type: none">• Employer• Community College, 4-year institution, K12• Private Training provider, Boot Camps• Industry-based training provider• Joint labor management organization• Other• Provides related instruction coursework	<ul style="list-style-type: none">• Can be one or more<ul style="list-style-type: none">• Workforce Center• Non-profit org• Chamber or Trade Association• Able to offer a portfolio of supportive services to complement program design and support apprentices and employers directly

How Can **Employers** Fit In?

Apprenticeship Program Functions	Employer Solo	Employer + Edu/Wf Partner	Employer + Intermediary + Edu/Wf Partners
Sponsor (Admin)	Employer	Employer	Intermediary
Recruit, Assess Apprentices	Employer	All	All
Hire, Train, Graduate	Employer	Employer	Employer
Related Coursework	Employer	Education Partner	Education Partner

A Sponsoring Intermediary is an organization who runs the program for several employers

Apprenticeship Program Lifecycle



Apprenticeship Sponsoring Intermediary Lifecycle



A sponsoring intermediary may exist in the employer's labor market. Sponsoring intermediaries serve multiple employers and typically provide a structured program for the employer to customize and implement, greatly reducing the employer's effort to design, build, and run apprenticeship programs.

Submit program for registration

We're here to help!



Apprenticeships for Tech

Connecting Diverse Tech Talent to Every Industry

Leverage CompTIA's
National Guideline
Standards to streamline
development

Learn how to become or
connect with a
sponsoring intermediary

Engage talent leveraging
CompTIA's brand and
networks

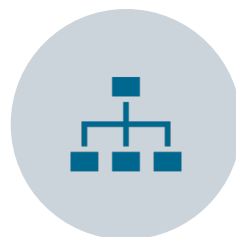
Form a Team



LEAD PROGRAM
MANAGER



HUMAN
RESOURCES



FRONT-LINE
MANAGEMENT



CORPORATE
TRAINING



CORPORATE
PHILANTHROPY

Receive Expert Support



Program structure design



Connections to needed partners



USDOL registration



Marketing launch campaign



Diversity recruiting

Leverage resources

We can facilitate connections to resources that may be available to help offset some of these elements.

Design and development of the apprenticeship training

Registration of the program with the appropriate federal or state agency

Curricula development

Delivery of classroom education or online training to apprentices

Train-the-trainer activities (e.g., training for apprentice mentors)

On-the-job training for apprentices (excluding wages for apprentices or mentors)

Training equipment for apprentices

Program marketing and recruitment of apprentices

Would you like to have a conversation with us?

- We are more than happy to have a direct conversation with anyone who would like to discuss this opportunity. Please put your interest in the chat box and we will follow up to schedule a time to meet.

To Learn More

- Visit our website
- Download the Getting Started Guide
- Download the program flyer
- Connect with us if you're interested in partnering
- Visit www.apprenticeship.gov



THANK YOU FOR YOUR TIME!

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FAQ

Why CompTIA Apprenticeships for Tech?

CompTIA research shows that **77%** of U.S. companies believe technology is a primary factor in reaching their business objectives, yet half of them do not have formal strategies in place to address skills gaps.

Today's organizations are struggling to find diverse talent to fill open positions or to upskill staff with the competencies needed to meet new business demands. In addition to a dire skills gap, tech teams face an alarming lack of diversity, as hiring managers have historically looked to the same talent pools and credentials to staff this area.

To address this issue CompTIA and Maher & Maher was awarded a Department of Labor grant -- Notice ID # 1630DC-20-R-00020, titled "Industry Intermediaries to Expand Registered Apprenticeship Programs".

The goal is to increase opportunities and pathways to employment for populations traditionally underrepresented in tech, including those with disabilities, women and communities of color.

Maher & Maher: [Press Release](#)

CompTIA: [Press Release](#)

What is the opportunity for my company?

- Fill critical cybersecurity positions
- Fill critical Tech jobs with a pipeline of diverse applicants
- Increase loyalty and retention of new hires – 94% retention rate for apprentices
- Cost effective recruitment, hiring and training

How does the program work?

CompTIA's Competency-Based Cybersecurity Apprenticeships include:

- A minimum of 2000 hours *on-the-job training* and work experience
- Approximately 753 hours of *technical coursework*.
- Mentorship is required by a qualified professional in your company.

Apprentices are your employees

- *You hire them* before they start the program, and you may offer the program to existing employees.

Regular Employment offer following completion of the program

- Upon program completion, you may but are not required, to *offer them a permanent position* within your company.
 - Research shows that 94% of all apprentices are offered and accept full employment following completion of apprenticeship programs.

What do we need to budget for the program?

Program start-up, cost vary by company. There is *no cost to you for our support* as it is covered by the USDOL contract.

On-the-job training, wages & benefits, and mentorship; these costs vary by company, however:

- The national average wage for Cybersecurity Support Technician is \$48/hour, the apprenticeship training wage would start at *approximately \$25/hour* and increase as they achieve competency up to \$35/hour;
- The difference between the apprentice training wage and the fully competent employee wage helps offset the cost of training and mentorship. The national average savings is \$36,000 per year for cybersecurity technicians.

Technical coursework, Cybersecurity course materials and certifications include CompTIA A+, CompTIA Network + and CompTIA Security+.

- Purchased as a bundle, the training materials are *deeply discounted for apprenticeship program partners and/or training providers* used to deliver the program.
- You can choose the method for delivery of the training courses, and costs vary depending on the method. Options include:

- Local training provider
- Internal training department
- CompTIA customized training

How do we get started?

- Commit to launching a program.
 - Complete a Partnership Agreement and launch your program by **Sept. 2, 2021**
 - Program development support is Federally funded (no cost to employers)
 - Approved Tech Apprenticeship Guidelines streamline the paperwork and process
- Identify cybersecurity positions to fill.
- Hire or identify current employees to place into positions.
- Train apprentices and provide mentors.
- Report results.



How does the partnership work?

Partnering with CompTIA Apprenticeship for Tech verses going it alone:

- We will help you develop, register and launch your program; we will coach your team on successful execution, implementation and sustainability.
- We will drive diverse candidates to you for consideration.
- CompTIA can provide the technical course work, connect you with an authorized training provider or provide course materials and certification vouchers at deep discounts.