# The Apprenti Solution

- Trusted national organization building the next generation of tech talent

- Time-tested model of apprenticeship creating a quicker path to qualified and certified tech talent

- Access to more broad and diverse talent pool

- Proprietary candidate screening tools

- Higher retention at reduced cost to hire

- Leader in developing non-traditional talent for tech roles

Proven National Model

Apprenti experts are located in 16 US markets and expanding. As a company-driven model, we go where companies need us, and help invest in these communities to create economic mobility nationwide.

- STATES/CITIES APPRENTI OPERATES IN
- STATES CURRENTLY IN DEVELOPMENT
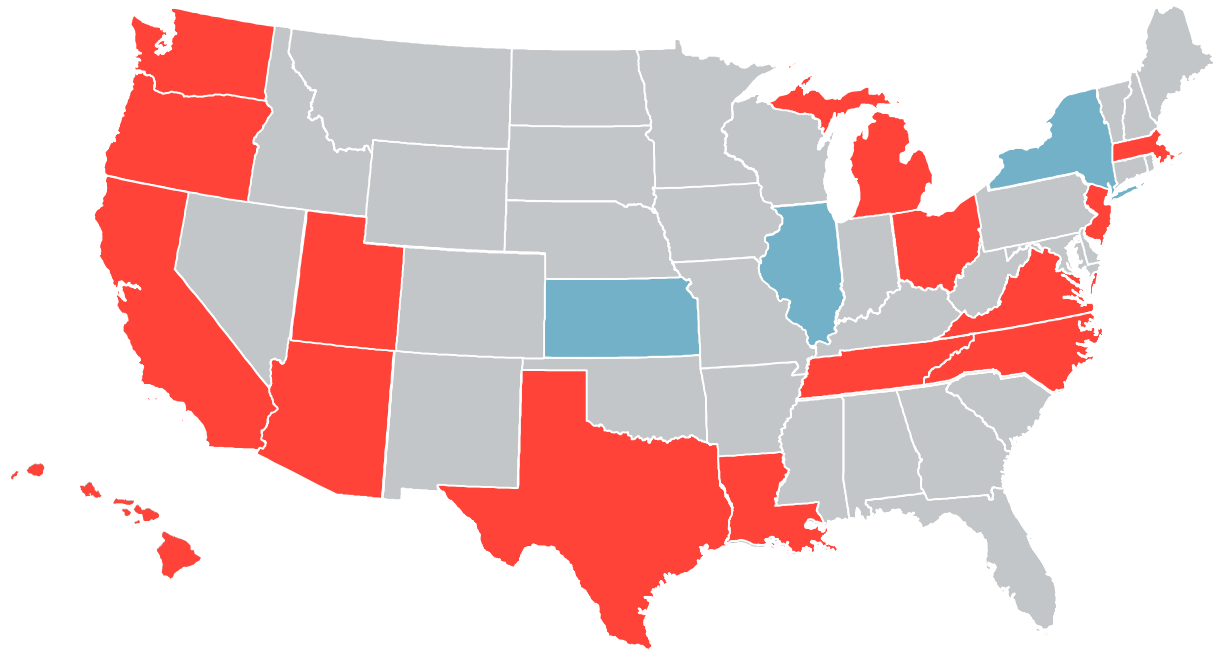
Current Occupations & Training

Cloud Operations Specialist 1 and 2
CompTIA Network+, Linux+, Python/SQL (and cloud service certification for level 2)

Network Security Administrator
Cisco CCENT, CCNA Security

CRM/CMS Developer
HTML/CSS, SQL, CRM cert (e.g: Salesforce)

Software Developer or Software Analyst
HTML, JS, primary language stack (e.g., C#, Java, Python), computer science basics

Cybersecurity Analyst
CompTIA Network+, Security+, PenTest+ or CEH

Systems Administrator
Linux LPIC 1/2 or Microsoft Windows Server MCSA

Technical Sales Specialist
Content depends on employer need

Data Center Technician/ IT Support
CompTIA A+, Network+, Linux+ or Windows MTA

Network Operations Developer (DevOps)
CompTIA Network+, Linux+, HTML/JS, Python
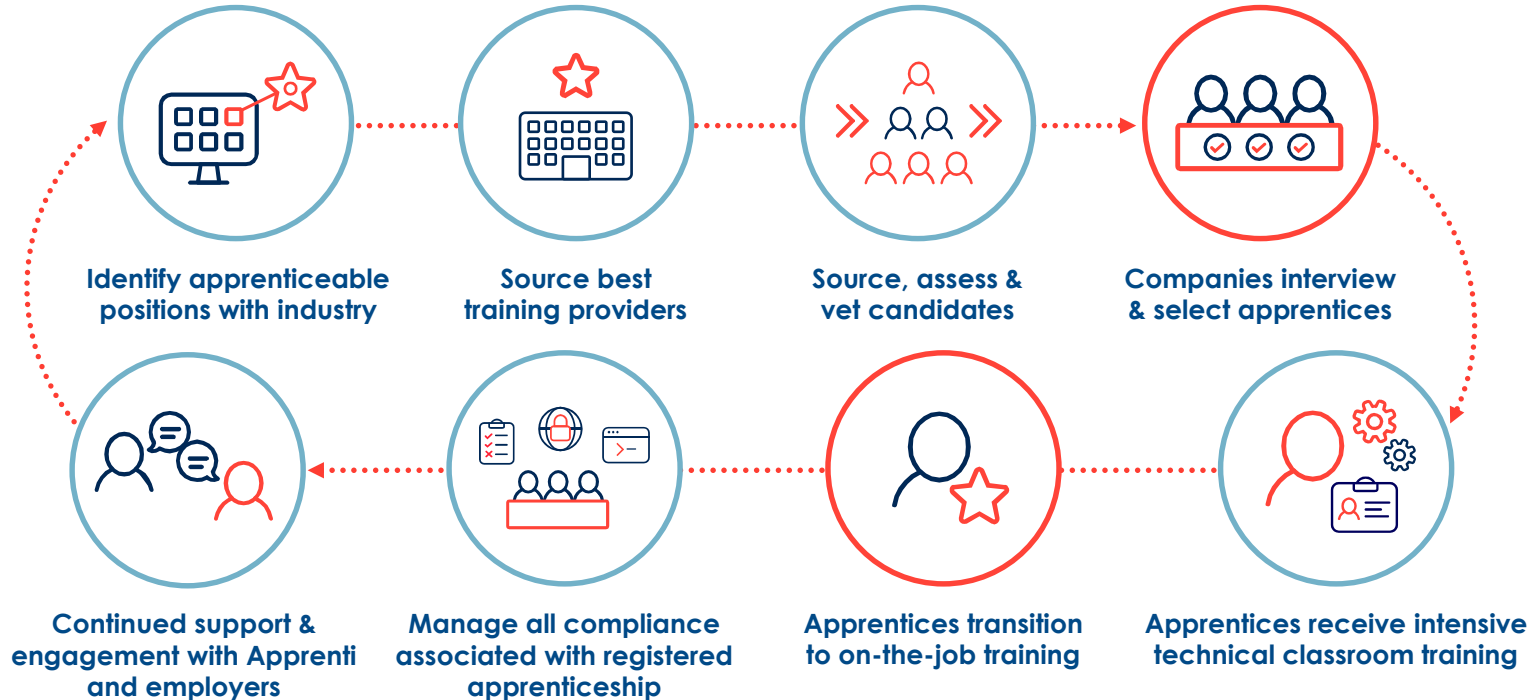
IT Business Analyst
ITIL Foundations, Business basics, SQL, Tableau

Additional occupations are under development
Apprenti can also file new occupations and build specialized programs

Apprenti Process

Delivering a national platform using the time-tested model of apprenticeship to reach and engage a more diverse population of talent in technology careers.

Identify apprenticeable positions with industry

Source best training providers

Source, assess & vet candidates

Companies interview & select apprentices

Continued support & engagement with Apprenti and employers

Manage all compliance associated with registered apprenticeship

Apprentices transition to on-the-job training

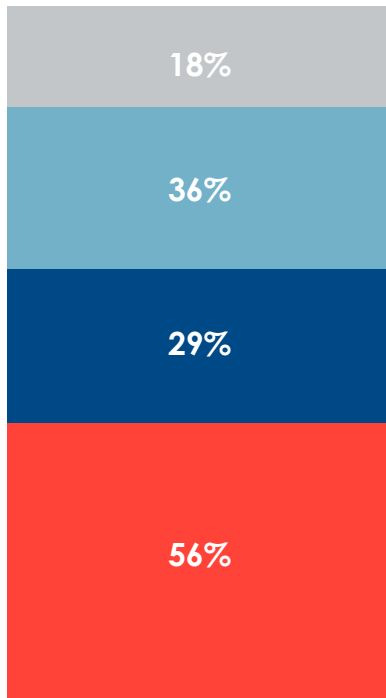**Apprentices receive intensive technical classroom training**

Leading the Way
in diversifying the tech talent pool

National Apprenti Applicants (19,495)

18%
36%
29%
56%

National Technology Workforce

75%
<1%
19%
<5%
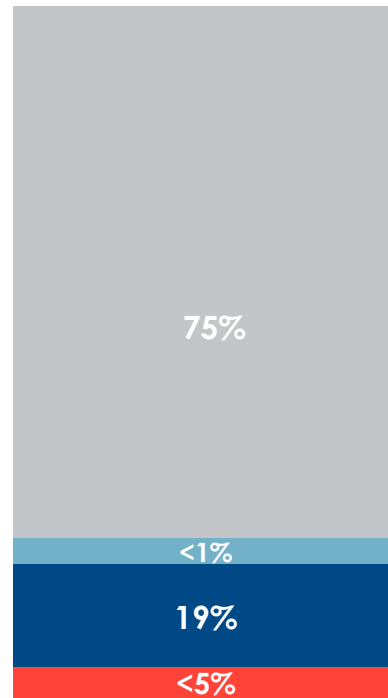
RACIAL MINORITIES **WOMEN** **VETERANS** **NON-TARGETED**

Q1-2020 Data

6

Apprenti Results

AGE

AVERAGE AGE = 33

- 18-25: 11%
- 26-35: 62%
- 36-45: 20%
- Over 45: 7%

>1,000 apprentices placed nationwide

GENDER

- MALE: 66%
- FEMALE: 24%
- MALE VETERANS
- FEMALE VETERANS

RACE

- HISPANIC/LATINO: 15%
- BLACK/AFRICAN AMERICAN: 14%
- ASIAN: 16%
- WHITE: 44%
- WHITE VETERANS
- MORE THAN ONE RACE: 9%
- OTHER: 2%
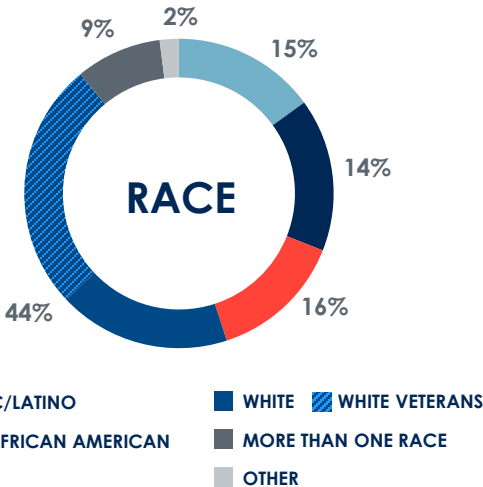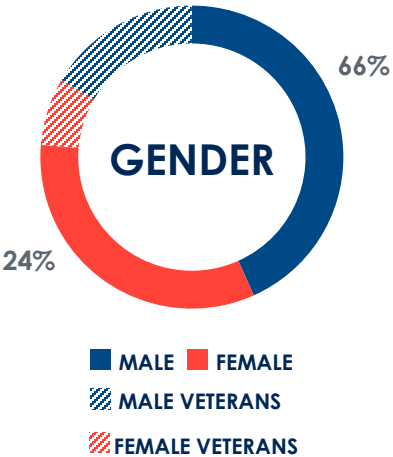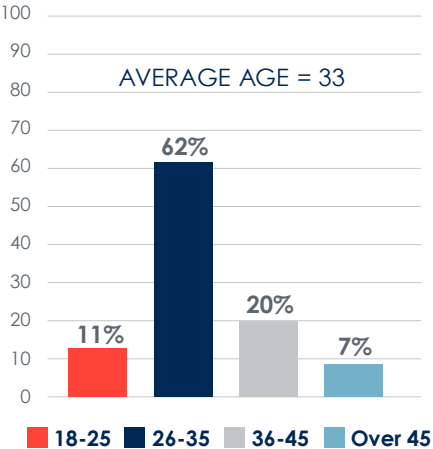
MOVING THE NEEDLE ON EQUITY & DIVERSITY

Apprenticing People of Color

OCCUPATIONS BY DEMOGRAPHICS

Apprenti	Record Count	Black/AA
BIZAN	27	7
CLOPS1	124	26
CLOPS2	121	32
CRMD	2	2
CYBER	17	2
ITSP (incl DCT)	181	34
NDEV (incl DevOps)	49	8
SYSAD	14	4
NSEC	4	0
SWANL	64	19
SWD1	241	31
SALES	13	5
WEB	7	0
TOTAL	864	170

UNEMPLOYED PRIOR TO APPRENTI

Apprenti	Record Count	Overall	Black/AA
ALL MARKETS	211	27.69%	32.21%
WA - Seattle	89	30.48%	40.48%
Apprenti other O&O	93	23.66%	24.18%
WA - Umatilla	15	38.46%	60.00%
CA	2	28.57%	#DIV/0!
DC	39	16.39%	8.00%
OH - CMH	13	44.83%	44.44%
MA	16	35.56%	50.00%
TX	8	22.86%	30.77%

Apprenticing People of Color

MEDIAN SALARY STARTING AT APPRENTI			
Apprenti	Record Count	Overall	Black/AA
ALL MARKETS	836	$59,994	$56,701
WA - Seattle	337	$76,627	$76,627
Apprenti other O&O	418	$56,701	$55,000
WA - Umatilla	39	$51,875	$51,875
CA	7	$68,640	#NUM!
DC	262	$59,821	$59,910
OH - CMH	29	$66,000	$55,000
MA	43	$50,000	$50,000
TX	38	$57,450	$56,701

MEDIAN RETAINED SALARY *			
Apprenti	Record Count	Overall	Black/AA
ALL MARKETS	180	$95,700	$94,000
WA - Seattle	97	$102,150	$102,150
Apprenti Other O&O	75	$75,000	$75,000
WA - Umatilla	10	$55,000	$55,000
CA	0	#NUM!	#NUM!
DC	56	$72,072	$93,000
OH - CMH	0	#NUM!	#NUM!
MA	0	#NUM!	#NUM!
TX	9	$75,000	$75,000
Reflects only those that have completed *apprenticeship to date.			

Apprenti by the numbers

# of Apprentices:	1,000
# of Employers:	>75
Median Salary in Apprenticeship:	$57,600
Classroom Training Completion:	95%
OJT Completion:	77%
Apprentices Retained:	86%
4-Year College Degrees:	62%
Youngest Placed:	18
Eldest Placed:	63

"Very talented group and very different backgrounds to choose from."

– Joe Meyer, Chief Architect, Paycor