

HIRE

Tech Apprenticeships

How Other States Are Creating Tech Talent Pipelines

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What is Apprenticeship?



PAID JOB

Apprenticeships are jobs!
Apprentices earn a competitive wage from their employers during training.



CLASSROOM LEARNING

Apprentices are provided classroom instruction on the critical aspects of their careers.



WORK-BASED LEARNING

Programs provide structured on-the-job learning to prepare for a successful career.



CREDENTIALS

Apprentices earn a portable, nationally-recognized credential within their industry.



MENTORSHIP

Apprentices receive on-the-job learning under the instruction of an experienced mentor.



\$72K

Average Starting Salary

Average starting salary after an apprentice completes an apprenticeship program



92%

Employment Retention

Percentage of apprentices who retain employment after apprenticeship completion



\$300K+

Lifetime Earning Advantage

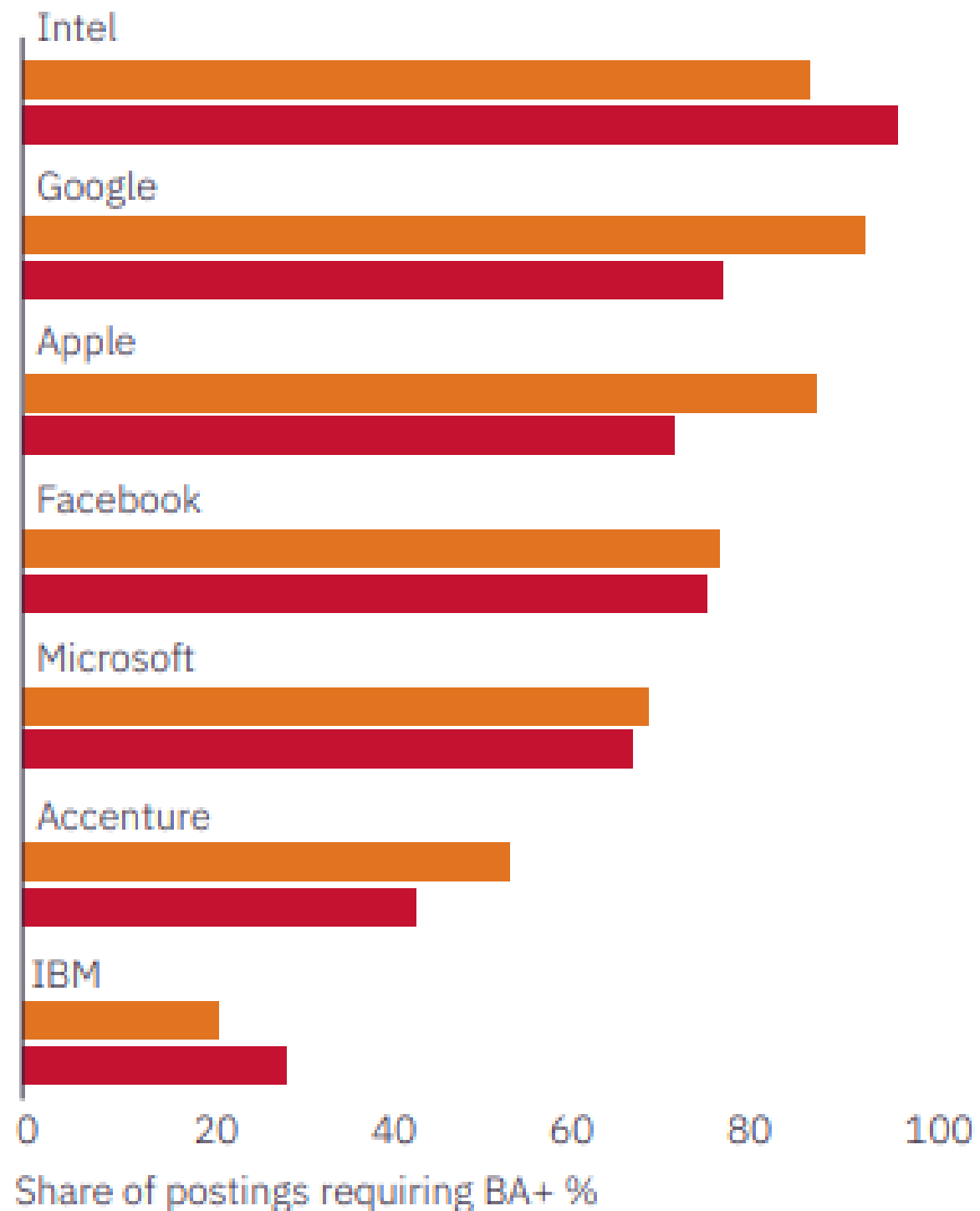
Apprentice graduates earn more over their lifetime compared to peers who don't

FIGURE 5: Share of BA+ postings in IT occupations at big tech employers

Notes: Bars show the vacancy-weighted share of BA+ postings in the occupations group Information Technologies for big tech employers and Accenture.

Source: Emsi Burning Glass 2017 and 2021.

■ 2017 ■ 2021



Why Apprenticeships?

FIGURE 4: Degree requirements across tech firms for select IT occupations

Notes: Orange shading reflects a higher prevalence of degree requirement than the national average for that occupation. Green shading reflects a lower prevalence.

Source: Analysis of Emsi Burning Glass data, 2021.

	National	Amazon	Apple	Google	Microsoft	Accenture	IBM	Facebook	Intel	HP	Oracle
Computer Support Specialist	24%	11%	55%	55%	54%	9%	42%	50%	50%	6%	93%
Software Developer / Engineer	60%	76%	65%	80%	62%	40%	31%	84%	98%	84%	99%
Software QA Engineer	54%	80%	90%	84%	87%	26%	29%	66%	94%	92%	100%
Network Administrator	52%	59%	73%	76%	21%	50%	34%	91%	84%	71%	100%

IT Apprenticeship Best Practices Across the Country



CHICAGO APPRENTICE NETWORK



O*NET CODE	OCCUPATION ▼	REGISTERED?
43-2099.00	Communications Equipment Operators, All Other	★
11-3021.00	Computer and Information Systems Managers	★
15-1241.00	Computer Network Architects	★
15-1231.00	Computer Network Support Specialists	★
15-1299.00	Computer Occupations, All Other	★
15-1251.00	Computer Programmers	★
15-1211.00	Computer Systems Analysts	★
15-1232.00	Computer User Support Specialists	★



Funding Support for Apprenticeships

Federal Support



State Support



tech•talent™



inspire > hire > develop > retain

Questions or Want to Get Involved?



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