What is Apprenticeship?

- A Job
- Minimum of 2,000 hours of mentored training
- Intent is Train to Retain
- Cultivation of a secondary talent pipeline
- Rewards competency over pedigree
- Opens doors for non-traditional backgrounds of any age
- Invests domestically in home grown talent
- System: Combination of accelerated classroom and On The Job experience

The Apprenti Solution

- Trusted national organization building the next generation of tech talent

- US DOL IT Sector Lead -Contractor

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

- Access to broader, diverse talent pool

- Flexible system of integration to fit your need

- Higher retention at reduced cost to hire

- Support you in developing non-traditional talent

Apprenti

DIGITAL SKILLS SHORTAGE

4 million* tech jobs in USA

197,000 net new tech roles in 2021

900K+ remain unfilled

New Paths for tech talent are required

Higher Education: 75k graduates annually

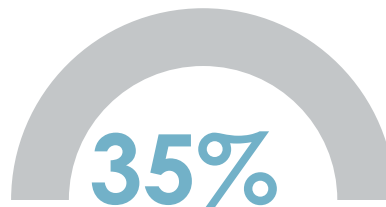**Overseas:** 65K H-1B Visas in tech

Poach: Finite

"Positions cannot be filled fast enough. With the pace of new technologies and openings each year, CIOs have never had to recruit at this pace."
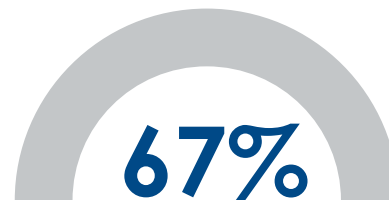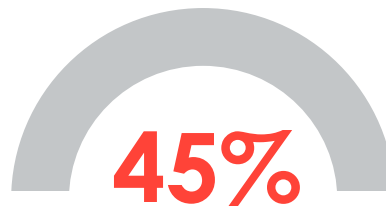**ComputerWorld 12.3.21**

DIVERSITY IN THE WORKPLACE
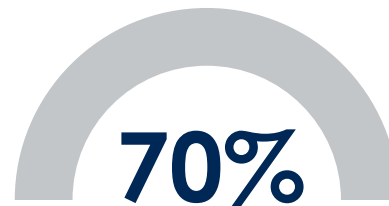
35%
Profitability above industry standards*

67%
of job seekers value workforce diversity*

45%
Average innovation revenue reported*

70%
Americans do not have college degrees

* HBS, Boston Consulting Group, McKInsey

3

Bridging the gap----**Creating new** talent
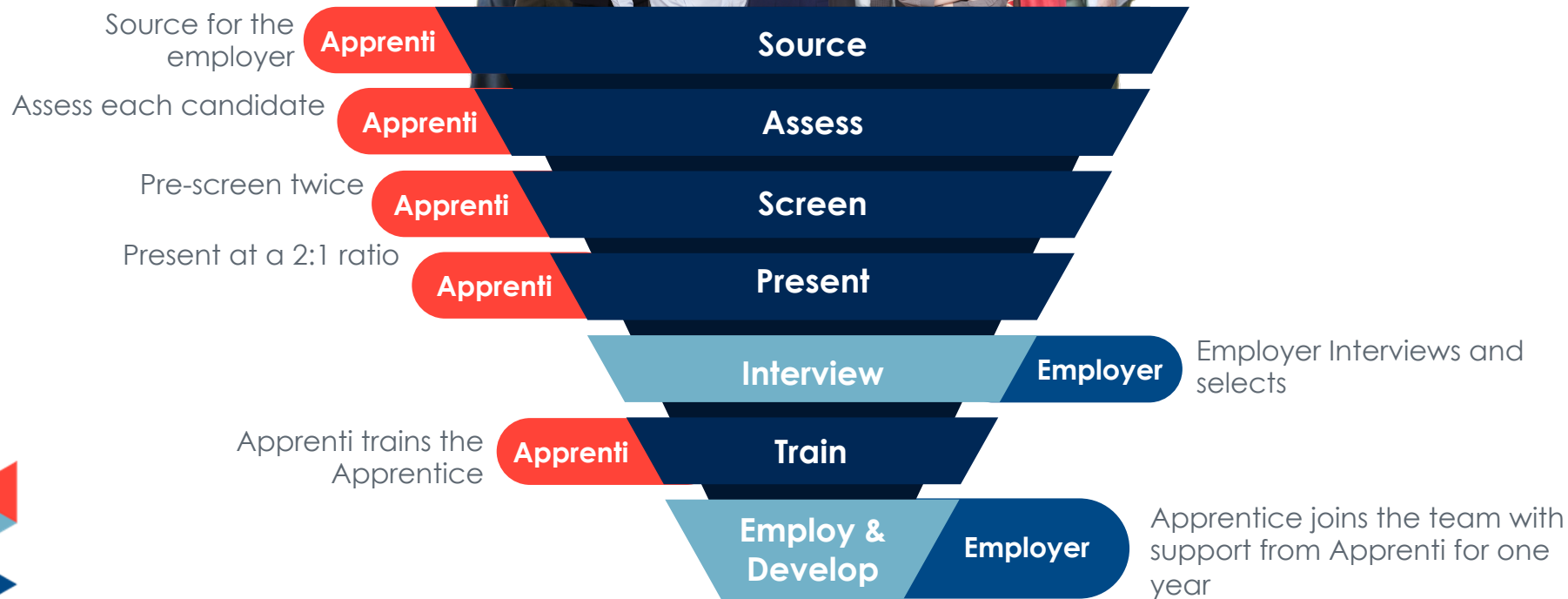
APPRENTI.

1010
1010 DIGITAL SKILLS SHORTAGE

DIVERSITY IN THE WORKPLACE

Apprenti not only **creates alternative pathways** to access tech talent and help organizations address digital skills shortages, we provide economic mobility to underrepresented groups by identifying, training and placing diverse talent through **Apprenticeship**

How Apprenti Works

Source for the employer — **Apprenti** — **Source**

Assess each candidate — **Apprenti** — **Assess**

Pre-screen twice — **Apprenti** — **Screen**

Present at a 2:1 ratio — **Apprenti** — **Present**

Interview — **Employer** — Employer Interviews and selects

Apprenti trains the Apprentice — **Apprenti** — **Train**

Employ & Develop — **Employer** — Apprentice joins the team with support from Apprenti for one year

Apprentice/Employer Journey

APPRENTICE JOURNEY

APPRENTICE
Bobbi M.
Mom 10 yrs
Teacher 6 yrs

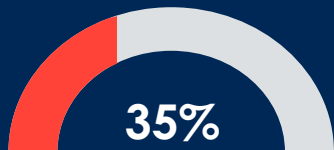| Interview	Related Technical Instruction 5-16 weeks	Join Team training wage	Monthly meeting with mentor	Hired!
Select and hire Apprentice	Line up mentor and supervisors	Initiate Work Plan	Meet with Apprenti at 10-month mark (intent to retain)	Extend offer to Apprentice

EMPLOYER JOURNEY

ROI: Return On Individual

35%
Savings in salary

92%
Apprentices are retained*
Vs
75% of Higher Ed

32
Average age

>85%
Placements from Apprenti are from underrepresented groups

P&G JPMorgan Chase & Co. wayfair Kroger amazon Microsoft

"The Apprenti program has over delivered on its promise bringing good candidates who function well in our environment. The selection process they used to present the four candidates we interviewed matches well with our goals for new associates. May we please have more?"

- **Matthew Groom**, Director of Supply Chain & Manufacturing Systems, Kroger Technology

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

- **Joe Meyer**, Chief Architect, Paycor

"The Apprenti program is outstanding. At PTC, we're excited to tap into this diverse talent pool. The shortage for high tech talent is real. Apprenti is helping to address this issue while assisting high tech companies in building a more diverse workplace, which ultimately leads to greater innovation."

-Colleen Simonelli, Vice President Of Inclusion and Diversity and Organizational Development, PTC

ROI: Return on Individual
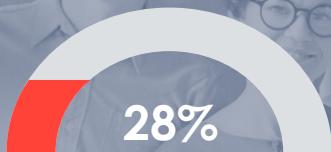
28%
Were unemployed before Apprenti

$85,000
$32,000
More than double their income in year one

Receive a Portable Certificate

Levi S
Airforce, then driving Uber
➤ Solution Architect

Shane G
Bartender
➤ Software Developer Engineer

Bobbi M
Former teacher and mom for 15 years
➤ Systems Engineer

Monica T
After leading troops in Afghanistan was waiting tables
➤ Cyber Security Analyst

Thomas G
Had a house cleaning business for 19 years
➤ CRM developer

45M more jobs disappearing by 2030 according to McKinsey   **250,000** troops returning to civilian life annually

Apprenti Increases Diversity and Equity

	Apprenti	Apprenticeship	Tech Industry
Gender			
Male	**75%**	89%	64%
Female	**25%**	11%	36%
Race			
White	**38%**	76%	69%
Asian	**18%**	2%	14%
Black	**22%**	18%	7%
Hispanic/Latino	**12%**	N/A	8%
More than One	**8%**	1%	1%
Other	**2%**	3%	1%
Disability			
Yes	**14%**	1.2%	
Veteran			
Yes	**56%**	11%	< 4%

Occupations & Training

Software Developer/Analyst
HTML, JS, primary language stack, computer science basics

12-19 weeks weeks training, $13-15k training cost

Network Security Administrator
Network+, Security+, CCNA Security and/or Microsoft-specific Certifications

13-14 weeks training, $10-15k training cost

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

11-12 weeks training $10-15k training cost

Cloud Operations Specialist 1 & 2
CompTIA Network+, Linux+, Python/SQL, Platform Training and Certification (AWS, Azure, other)

11-14 weeks training, $10-15k training cost

Cybersecurity Analyst
CompTIA Network+, Security+, and CySA+ OR PenTest+

13-14 weeks training, $13-18k training cost

UX Designer
User Research, User-Centered Design, UX Design Process, Wireframing, Usability Testing, Prototyping

12 weeks training, $13,455 training cost

Systems Administrator
Network+, Linux+, Server+ and/or Microsoft-specific Certifications

12-13 weeks training, $17k training cost

Technical Sales Specialist
IT industry overview, sales techniques, client presentation/public speaking

7-8 weeks training, $10-15k training cost

IT Support Professional
CompTIA A+, Network+, and Linux+ OR Platform-specific training and certification (e.g. MS 365, Managing Modern Desktops, Azure Fundamentals, Support and Configure Windows, MS Teams)

10-11 weeks training, $7-10k training cost

DevOps Specialist
CompTIA Network+, Linux+, HTML/JS, Python

14-16 weeks training, $13,250 training cost

IT Business Analyst
ITIL Foundations, Business Fundamentals, Database Fundamentals/SQL, Data Visualization and/or Agile Project Management

12-13 weeks training, $14.5k training cost

Software Test Manager
ISTQB Tester Foundation Level, ISTQB Agile Tester, ISTQB Test Analyst, SCRUM Master, ISTQB Certified Test Manager

5-7 weeks training, $7k training cost

Game Developer
Unity, Unreal, C#, C++

16 weeks training, $10-15k training cost

CRM Administrator
Administration and Architecture, CRM/CMS Certification(s), Database Fundamentals, SQL, Analytics

16 weeks training, $10-15k training cost

Web Developer
Computer Science Basics, HTML/CSS, JavaScript, MVC Design, Agile Software Development

14-18 weeks training