

Technical Apprenticeship Program Offers Transitional Support to Recent Graduates Entering the Workforce

Graduates seeking a first-time job often find the transition from education to professional to be difficult. Some industries experience high attrition rates as students navigate the expectations and discover what it takes to succeed in business. In the tech space in particular, a skilled workforce is essential to meet the rapid pace of development and emerging demands. To help meet this challenge, one Information Systems company empowers recent graduates through an apprenticeship program, allowing individuals to gain valuable job experience while giving them the necessary training and certifications to embrace a successful career path in technology.



CHALLENGES

Recent graduates often struggle with the progression from the student world to the business realm. Graduates seek positions within companies, only to be told they lack relevant experience. To meet these demands, young people often work low-paying jobs in order to gain the necessary background they need to be considered for higher-level positions. Especially in the tech space, where innovations abound rapidly and things are in a constant state of flux, transitioning into the business world can be difficult. Rather than continuing in this endless cycle, one major company chose an apprenticeship program to offer structured support to new employees.



SOLUTION

Through a partnership with CompTIA and the support of the Department of Labor, the Entry-Level Training Program (apprenticeship program) took form. Individuals commit to take part in the program for 42 or 48 months (depending on the track they have selected). During that time, participants learn the coursework necessary to earn valuable CompTIA certifications, while working in their chosen field. Graduates are also nurtured with supported engagement activities and hands-on training so that they can actively participate within their job role.



RESULTS

- Recent graduates gain vital job experience while remaining gainfully employed and working toward valuable certifications.
- Participants enter a field of their choice enabled by hands-on training and technical certifications.
- Individualized support plans keep participants engaged and working toward a successful career in technology.

BY THE NUMBERS



Over 500 individuals have successfully completed the apprenticeship program



More than 20 years of successful apprenticeships in technology fields

LESSONS LEARNED

- ▶ Technical certifications help students succeed as technology professionals.
- ▶ On-the job training is valuable for graduates transitioning into a professional setting.
- ▶ With the right partners, apprenticeship programs offer the necessary support and hands-on learning to help graduates succeed in technical fields.

Apprenticeship Program Opens Doors for Recent Graduates

Apprenticeships have historically been thought of as programs for blue-collar industries. However, this type of supported learning opportunity can be very beneficial for technical training. To encourage structured growth and provide valuable job experience, CompTIA partners with organizations that offer apprenticeships to give graduates access to technical curriculum and valuable certifications.

Apprenticeships require a significant investment of time and effort, but when a participant commits, it can be the perfect mixture of learning, training, and professional growth. Rather than working low-paying jobs to bridge the gap of limited or no experience, recent graduates can develop the right skillset while remaining gainfully employed and productively engaging with others in their profession. CompTIA recognizes the value of apprenticeships and works with organizations to offer the latest tools, resources, and curriculum. For one major Information Systems company, their Entry-Level Training Program (apprenticeship program) is a guided

path which focuses on helping students progress from the collegiate realm into the professional world. For many students fresh out of their educational pursuits, an apprenticeship is exactly what is needed. Apprenticeships last 42 or 48 weeks, depending on the track that is chosen.

Working with the Department of Labor, CompTIA, and others participating organizations, one company has seen significant success with a technical apprenticeship program. Individuals in the program participate in an initial 15-16 week training phase, after which they are officially brought into a professional role. Throughout the remainder of the program, participants perform on-the-job training, while engaging in professional teambuilding to learn collaborative problem-solving skills. Individuals also learn CompTIA curriculum, engage in hands-on learning to reinforce those methodologies, and then test to become certified with CompTIA's certifications. Supported by industry-leading certifications, participants sometimes grow to the executive level and beyond.

Apprenticeships require a significant investment of time and effort, but when a participant commits, it can be the perfect mixture of learning, training, and professional growth.

With more than twenty years of success, this apprenticeship program readies recent graduates for the technical workforce with consistent and personalized support. Participants are frequently surveyed to evaluate individual growth and ensure they are on track for a successful technical career. The program experiences unusually low attrition rates (nearly half when compared to industry standards) due to the quality of training and structured learning environment.

Offering the best in job experience, hands-on training, and the latest technical curriculum, apprenticeship programs help provide a skilled workforce for the next generation of technology.

PROGRAM INSIGHTS



"It's a long time to be in a program. The whole time we're engaging them, keeping them active, keeping them on track, ensuring they are growing with on-the job training and the in-class component."



"When you hear the word 'apprenticeship,' you historically think of blacksmithing or something similar. We have applied this from a computer or high-tech perspective. We've had people grow all the way up to executive level."