

The Apprenti Process



The path, the plan, your career in tech.

About Apprenti

The mission of Apprenti is to address the workforce shortage in the tech industry via registered apprenticeship and identify diverse talent to meet industry needs. Apprenti is a program of the Washington Technology Industry Association (WTIA) and is operating nationally with funding from the US Department of Labor.

Apprenti is focused on increasing diversity in the tech industry although anyone 18 years or older with a high school diploma or GED is eligible to apply. Apprenti has a large pool of diverse candidates, including women, veterans, and minorities.

How Apprenti Works

Apprenti helps you source diverse talent and train new hires with foundational technical skills before beginning a one-year, earn-and-learn term of employment with your company. Under your close supervision and mentorship, you will help develop these competent beginners into capable, entry-level hires over the term of apprenticeship. In exchange for your mentorship and the investment in skill development, apprentices are paid a discounted rate during their time at your company. Once your company agrees to become an Apprenti hiring partner, Apprenti works with you to select and train apprentices.

APPRENTI'S ROLE

- Consult with companies on how to operationalize apprenticeship
- Review employer job description and match with apprenticeship opportunities
- Determine instructor-led training (ILT) plan with employer input
- Assess and screen talent
All candidates complete an assessment of math, logic and critical thinking, and soft skills. If they receive a qualifying score, Apprenti will conduct a phone screen and in-person interview, choosing the best candidates to send to employer interviews. Candidates are evaluated on factors including communication, professionalism, motivation, transferrable skills, tenacity, and interpersonal skills.
- Select and manage training provider(s)
- Manage apprentice registration and paperwork
- Monitor apprentice performance

EMPLOYER'S ROLE

- Interview and select apprentice(s)
- Supervise and mentor apprentices during on-the-job training (OJT)
- Pay apprentice salary and benefits during OJT — at a discounted wage
- Contribute toward cost of training
- Pay a nominal placement fee

GET STARTED!

- Decide occupational needs
- Meet with Apprenti about the training plan
- Execute MOU
- Set up internal systems to support apprenticeship roles
- Identify target start date of first apprentice, keeping in mind that apprentices will arrive on the job 3-6 months after interview
- Select interview dates

POST-APPRENTICESHIP

Your company can extend full-time job offers to apprentices as early as six months or upon completion of one year of OJT; however, retention beyond one year is not required.



Process

