**CompTIA.**
**Apprenticeships** for Tech

## Source and Grow Talent With Us

Businesses can source apprenticeship talent in key markets across the U.S. through the growing AIR | CompTIA Apprenticeship for Tech network of qualified partners. Our partners serve as apprenticeship intermediary organizations that effectively bridge the gap between the hiring employer and the apprentice by providing expertise, capacity, and relationships that support formalizing tech job training. Businesses can benefit in numerous ways from working with apprenticeship intermediaries:

- Accelerated access to a new pipeline of candidates.
- Time saved by not having to design a program from scratch.
- Apprentice recruitment support, often focused on underrepresented populations.
- Information or direct access to funding to help offset the start-up or other costs of the apprenticeship.
- Simplified processes for setting up internal systems to manage and train apprentices.
- Mentor preparation and training.
- Access to established relationships with educational providers.
- Access to organizations that can provide supportive services to apprentices.
- Apprentice tracking and reporting support.
- Enrollment in a program that is officially registered with the U. S. Department of Labor or a State Apprenticeship Agency.

## The Power of This Network

Each intermediary serves multiple employers and typically multiple job roles within a defined regional labor market. The intermediary will help a business set up and hire apprentices for these critical job roles and more as needed:

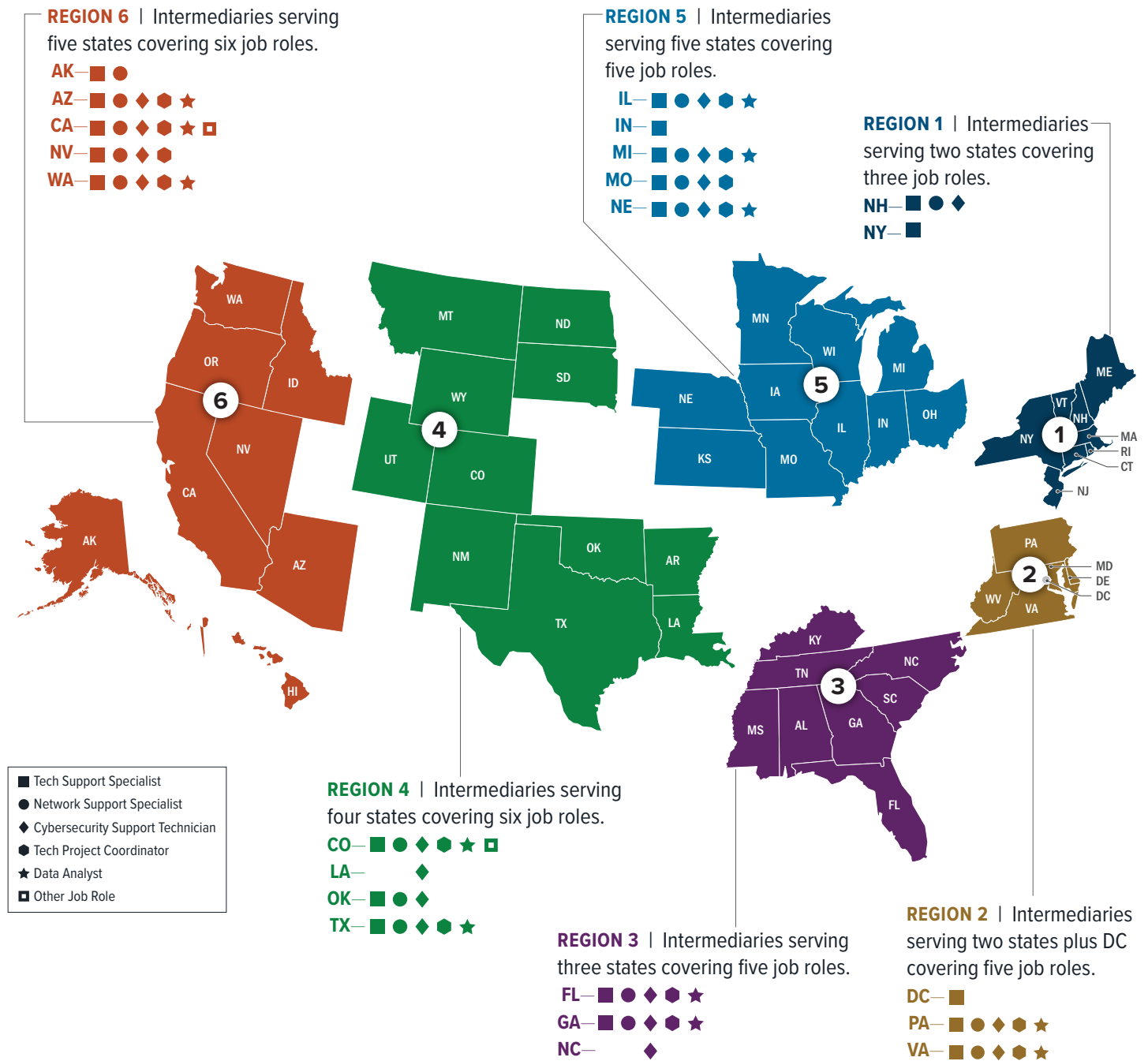| Tech Support / Help Desk | Cybersecurity Support | Project Coordinator | Network Support | Data Analyst | And more… |

Businesses hire apprentices and pay wages. Businesses also select individuals to serve as mentors to apprentices and provide on-the-job training and work supervision. Learn more about apprenticeship intermediaries.

Our growing number of intermediary partners in the network are ready to help you source tech talent. The map below outlines the coverage per region and state by job roles for our existing intermediary partners. The regions shown align with the U.S. Department of Labor's apprenticeship regions. Are you interested in hiring apprentices to work remotely? We have intermediaries that specialize in remote-based apprenticeships.

## Intermediaries Ready to Serve in 21 States Plus DC

**REGION 6** | Intermediaries serving five states covering six job roles.

- AK — ■ ●
- AZ — ■ ● ♦ ⬡ ★
- CA — ■ ● ♦ ⬡ ★ ▫
- NV — ■ ● ♦ ⬡
- WA — ■ ● ♦ ⬡ ★

**REGION 5** | Intermediaries serving five states covering five job roles.

- IL — ■ ● ♦ ⬡ ★
- IN — ■
- MI — ■ ● ♦ ⬡ ★
- MO — ■ ● ♦ ⬡
- NE — ■ ● ♦ ⬡ ★

**REGION 1** | Intermediaries serving two states covering three job roles.

- NH — ■ ● ♦
- NY — ■



**Legend:**
- ■ Tech Support Specialist
- ● Network Support Specialist
- ♦ Cybersecurity Support Technician
- ⬡ Tech Project Coordinator
- ★ Data Analyst
- ▫ Other Job Role

**REGION 4** | Intermediaries serving four states covering six job roles.

- CO — ■ ● ♦ ⬡ ★ ▫
- LA — ♦
- OK — ■ ● ♦
- TX — ■ ● ♦ ⬡ ★

**REGION 3** | Intermediaries serving three states covering five job roles.

- FL — ■ ● ♦ ⬡ ★
- GA — ■ ● ♦ ⬡ ★
- NC — ♦

**REGION 2** | Intermediaries serving two states plus DC covering five job roles.

- DC — ■
- PA — ■ ● ♦ ⬡ ★
- VA — ■ ● ♦ ⬡ ★

Employers that want to hire apprentices in markets outside of those outlined in the map above will be connected with one of our nationally registered apprenticeship intermediaries who can operate in any location to discuss opening operations in that new market.

Beyond the five core tech job roles, "other job roles" currently offered by select intermediaries include Technical Sales, Software Developer, Database Administrator, and Truck Inspection Maintenance and Repair Technician. Employers that want to hire for other job roles will be connected with an intermediary to explore adding new job roles.

# How Do I Get Started?

1. **Share your needs** | Contact us at ApprenticeshipforTech@air.org to schedule a time to discuss your needs so that we can match you with the right partner. We'll explore the job roles and location(s) you are seeking to fill.

2. **Meet intermediary** | We'll then work to match you with one or more intermediaries in our network. We'll set up a call to have them share a bit more about the specifics of their program including these important aspects:
   - **Onboarding** | How the intermediary will help the business set up the apprenticeship internally, including preparing staff and mentors and setting up needed processes to ensure a smooth launch.
   - **Training Plan** | Details about the apprentice training plan and schedule for coordinating coursework and on-the-job training.
   - **Recruiting** | How the intermediary will lead and support the recruiting process when the business is ready to hire its first apprentice, including methods for attracting a diverse candidate pool.
   - **Apprentice Support** | Details about the support the intermediary will provide to the business and apprentice throughout the training process as the apprentice acquires the skills necessary to progress in the job role.

3. **Get prepared** | While we work to connect you with an intermediary, there are preparations you can begin to bring apprenticeship to your workplace by hiring through an intermediary. We will send you a checklist to get you started with tips to help you:
   - Gain internal buy-in.
   - Choose an apprenticeship intermediary.
   - Get ready to hire.

Once matched, you'll largely be working directly with a chosen intermediary, but rest assured that we're here if you need further assistance at any time.

**We look forward to helping you source talent through apprenticeship!**