

APPRENTICESHIP MATTERS

FOCUS ON REGISTERED APPRENTICESHIP

Edition 1, June 2021

Registered Apprenticeship is a powerful tool for growing the American economy and is a proven method to help employers build diversity and inclusion in their workplaces. As a Workforce Intermediary, Appteon, Inc. promotes the expansion of inclusive registered apprenticeship programs within the IT/Cyber industry. This inaugural edition of *Apprenticeship Matters* highlights some of our partners' efforts to promote Equity, Diversity and Inclusion in apprenticeship.



"People across all different backgrounds, races, gender, sexual orientation, and abilities are pursuing career paths that start with apprenticeship. Recognizing that diversity is a cornerstone of apprenticeship, OA is proud to celebrate the Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) community." * [Office of Apprenticeship, U.S. Department of Labor](#)

"By fostering a culture of diversity – or a capacity to appreciate and value individual differences – employers benefit from varied perspectives on how to confront business challenges and achieve success." * [Office of Disability Employment Policy, U.S. Department of Labor](#)

npower

Did You Know?

"Women of color make up less than 10 percent of the computing workforce."

"The technology workforce is predominately male and predominately white."

[*Access the full research report: 'Breaking Through, Rising Up'](#)

40 by 22 initiative

[#NPowerTheFuture - Helping Young Women of Color Advance in Tech Careers.](#)

"Despite the health pandemic, the tech industry is estimated to recover and grow in the months ahead."

NPower seeks to identify and help address barriers to careers for women in technology, starting in their classrooms. Their 40 by 22 Initiative is a mission to increase program enrollment of young women by 40% by 2022.

[*Access information about NPower's 40 by 22 Initiative](#)

[NPower creates pathways to economic prosperity by launching digital careers for military veterans and young adults from underserved communities. *Learn more at \[www.npower.org\]\(http://www.npower.org\)](#)

Increasing Women in CyberSecurity Careers

WiCys , Women in Cybersecurity, is a global community of women and advocates dedicated to celebrating and fostering their passion and drive for cybersecurity.

[*Check us out at <https://www.wicys.org>](https://www.wicys.org)

Expanding Career Pathways for Persons with Disabilities

"The Office of Disability Policy, ODEP, promotes inclusive apprenticeship program models that meet employer needs by attracting a diverse array of candidates, including people with disabilities.

The [#ApprenticeshipWorks](#) Video Series demonstrates how apprenticeship works for job seekers and employers. These videos feature apprentices with and without disabilities and their apprenticeship sponsors participating in inclusive apprenticeship programs in high-growth industries like information technology and healthcare. Videos are available in English and Spanish with full captioning and audio introduced versions."

[*Access the full #ApprenticeshipWorks Video Series](#)

Diversity, Equity, and Inclusion in Apprenticeship

"To ensure that apprenticeship opportunities are available to all workers, apprenticeship expansion efforts in the U.S. must be built on a commitment to equity and inclusion. When underrepresented populations participate and succeed in Registered Apprenticeship Programs, employers reach a larger and more diverse workforce pipeline and all workers have access to new career pathways through apprenticeships."

[*Access resources for Diversity, Equity, and Inclusion in Apprenticeship from WorkforceGPS - U.S. Department of Labor](#)

smoothstack

"A Tech Talent Incubator"

Are You Active Military or Veteran Looking to Shift to an IT Career?

"Natural leaders with a tremendous work ethic, military personnel and veterans bring unique qualities to the IT workforce. IT employers are eager to hire from this talent pool, but also want to make sure the right technical skills are there.

Smoothstack bridges the gap. Our services are not only for transitioning military members, they're also perfect for active duty staff serving in the reserve forces or veterans seeking a change in their post-military careers."



"This month we celebrate #pridemonth. Smoothstack has changed our logo to celebrate #diversity of voices across our company and within the #lgbtqiaplus Community. Standing up for #equityandinclusion is a fundamental part of our mission, not only this month but every month."

[*Learn more at \[www.smoothstack.com\]\(http://www.smoothstack.com\)](http://www.smoothstack.com)

Apprenticeship Trivia

In FY 2020, more than _____ individuals nationwide entered the apprenticeship system.

A. 221,000 B. 320,000 C. 132,000

[*Click here to find the correct answer](#)

"Information technology is critical to our country's infrastructure, security, and economic competitiveness. The challenge? Significant talent shortages and skill gaps are slowing IT employers' efforts to innovate, expand, and excel."

[*Access the Discover Apprenticeship: Information Technology Fact Sheet](#)

"Information technology (IT) companies and businesses in sectors with significant IT requirements face complex workforce challenges keeping up with the demands of rapid technological advancements. Apprenticeship is your proven solution for recruiting, training and retaining world-class technology talent."

[*Access more information on Apprenticeship.gov](#)

Appteon, Inc. has been developing technology solutions for nearly 20 years and serves as an IT Industry Intermediary for the U. S. Department of Labor to support continued apprenticeship expansion and opportunity. Industry Intermediaries function as a conduit between employers and other industry partners and the Office of Apprenticeship to accelerate apprenticeship program development.

Follow us:

For more information about IT Registered Apprenticeship:

[*Visit: <https://appteon.com/workforce-development>](https://appteon.com/workforce-development) / [*Email: \[apprenticeship@appteon.com\]\(mailto:apprenticeship@appteon.com\)](mailto:apprenticeship@appteon.com)

Appteon's Partners in Expanding Inclusive IT Registered Apprenticeship Programs Include:

