Abstract

The U.S. labor market is experiencing a monumental disconnect. While there are currently 11.3 million jobs that are currently unfilled because employers do not feel there is an adequate skilled workforce. There are also approximately 9.4 million people who are unemployed and looking for work (source: BLS). While the labor shortage is impacting nearly every sector, it is particularly dire in technology and roles that require some level of technology skills. Currently, net tech employment in the US is at 12.1 million and there were 3.6 million postings by US employers for tech job openings during 2021. Because colleges and universities in the US only graduate 50,000 computer science grads each year (source: Code.org) employers are looking for talent through other means.

There are huge populations of under-employed individuals in our country who have the *potential* to fill tech jobs and who are currently under-represented in the field. Specifically, veterans, BIPOC, women, and differently-abled populations offer a tremendous opportunity to both fill these critical jobs *and* diversify this important sector. There are several reasons why it makes sense to invest in solutions to move these populations into technology jobs. First, the median tech occupation wage is 125% higher than the median national wage in the US, which makes technology a faster route to social mobility. Furthermore, many of these roles are learnable through on-the-job training and related instruction and do not require a degree. Lastly, by creating alternative pathways into technology roles, companies can diversify their workforce with a group of stable, loyal workers who will improve the workplace by bringing different perspectives and experiences into an otherwise largely homogeneous environment.

By using digital tools and a "hub" approach through the creation of Tech Apprenticeship Innovation Districts, our project will expand technical RAPs.

At BuildWithin we have built out significant technologies that allow employers to recruit, select, train, and manage tech apprentices at scale. Through this grant opportunity, we will build upon and expand partnerships and relationships with employers, community-based organizations, institutions of higher education, trade associations and government agencies and create five (5) *Tech Apprenticeship Innovation Districts*: 1) Sacramento/Bay area, 2) Los Angeles/Nevada 3) District of Columbia/Maryland 4) Northern Virginia and 5) Kansas City, Missouri/Kansas

In the Tech Apprenticeship Innovation Districts, BuildWithin will recruit a minimum of 10,000 apprentice candidates (through sourcing and outreach partnerships with 150 organizations) to be matched with employers to create 400 new RAPs. BuildWithin will place 1,200 new apprentices into tech jobs, create 50 pre-apprenticeship programs, place 180 individuals into these pre-apprenticeships, expand 10 pre-apprenticeship programs, engage 3,000 stakeholders, incentivize 77 employers, and create 200 technical resources.

As a Federally Registered Apprenticeship Program with 12 technology roles approved, BuildWithin is uniquely qualified to lead the creation of these Tech Apprenticeship Innovation Districts. Our team has 8 years of experience in developing and implementing successful tech apprenticeships for diverse candidates.

Lead Applicant / Organization Name: BuildWithin
Lead applicant entity type: Delaware C-Corporation

Lead Applicant City and State: Washington, DC
Grant Category: D. Registered Apprenticeship Hubs: up to $6 million for local/regional or statewide and up to $8 million for national.
If applying for the Set-Aside, please select the primary focus: Equity partnerships and pre-apprenticeship activities
Project Title: Tech Apprenticeship Innovation Districts (TAID)
Funding Amount Requested: $8,000,000
Applicants Geographic Scope of Proposed Project: National
Number of apprentices enrolled in RAPs during the life of the grant: 1,200
Population(s) to be served: BIPOC, women, differently abled, neuro-divergent, veterans, seniors, opportunity youth and individuals on re-entry

Required Partners: (Organization name and entity type)

Our National Partners include the Software & Information Industry Association.
Our Regional Partners in each Tech Apprenticeship Innovation District include:
1) Northern CA with HQ in Sacramento: Sacramento Chamber of Commerce, Sacramento Hispanic Chamber of Commerce, CA State Asian Chamber of Commerce, Black Chamber of Commerce, Greater Sacramento Economic Council, St. HOPE, NAACP, Valley Vision, Seven Management (employer), La Familia, and Fathers and Families
2) Southern CA and Nevada with HQ in Los Angeles: Board of LA County Supervisors, CommunityBUILD
3) District of Columbia and Maryland: DC Department of Employment Services, George Washington University, the Golden Triangle BID, Howard Stirk Holdings (employer), Capital Brands (employer), Sestra Systems (employer), Regional Manufacturing Institute of Maryland
4) Northern Virginia: Northern Virginia Technology Council, Fairfax County Economic Authority, Alexandria/Arlington Regional Workforce Council, Capitol Canary (employer)

List of Credentials(s) to be Awarded:
- CompTIA Security+, SSCP: Systems Security Certified Practitioner, Certified Sales Professional (CSP), Salesforce Sales Development Representative Professional Certificate, Hootsuite Social Marketing Cert, Google Ads Certification/Analytics IQ Certification, Online Marketing Certified Associate (OMCA), Certified Customer Experience Professional (CCXP), Certified Customer Success Manager (CCSM) Level 1, Microsoft 70-480 Programming in HTML5 with JavaScript and CSS3 Certificate, Certified Associate in Software Testing (CAST), Certified Software Tester (CSTE)

SUMMARY OF PROGRAM ACTIVITIES: By using digital tools and a "hub" approach through the creation of Tech Apprenticeship Innovation Districts, our project will expand technical RAPs.

Public Contact Information:
Name, Title: Ximena Hartsock, CEO, BuildWithin
Address: 900 19th St NW, Floor 6, Washington DC 20006
Phone Number: 202-577-9317, **Email Address:** x@buildwithin.com