

Cybersecurity

Properly managed cybersecurity tools and techniques protect against today's constantly evolving threats. However, there is a severe shortage of skilled cybersecurity workers.¹ The United Services Military Apprenticeship Program (USMAP), the largest Registered Apprenticeship program to date, continues to add new cybersecurity trades targeting technical apprentice skills to bolster our nation's cyber workforce. To learn more about USMAP visit the [Federal Agency Apprenticeship Programs](#) page. Registered Apprenticeship is a proven solution for recruiting, training, and retaining world-class cybersecurity talent. In 2023, there were 60,676 registered apprentices served in cyber-related occupations, a 254 percent increase over the past 5 years.²

SNAPSHOT: EXAMPLE OF CYBERSECURITY-RELATED APPRENTICEABLE OCCUPATIONS

- ▶ Cybersecurity Support Technician
- ▶ Cyber Defense Incident Responder
- ▶ Penetration Tester
- ▶ Cybersecurity Analyst
- ▶ Cybersecurity Specialist
- ▶ Hardware Hacker

CYBERSECURITY AND THE GROWING TALENT GAP

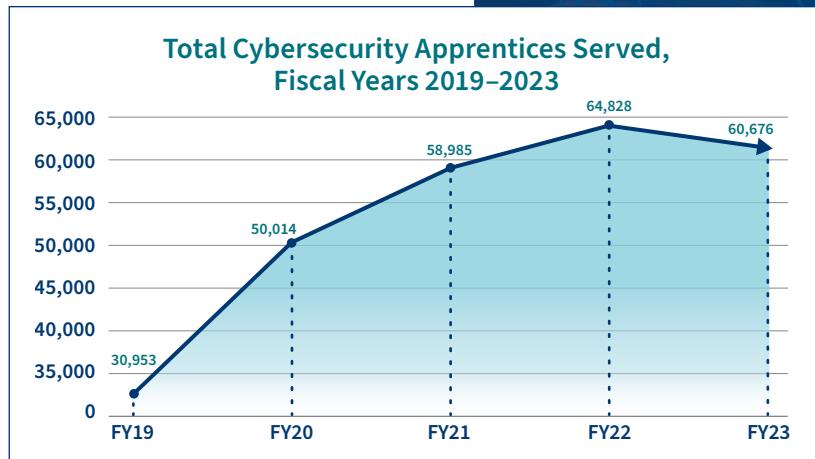
Cybersecurity skills are critical to the country's economic competitiveness. The challenge? Significant talent shortages are slowing employers' efforts to expand, innovate, and excel. Among these challenges:

- ▶ Developing talent that can keep pace with the latest technology advances and rapidly escalating cyber threats.
- ▶ Finding and hiring a more diverse workforce.
- ▶ Retaining skilled workers.
- ▶ Providing employer-customized training.

These workforce challenges undermine employer productivity and profitability. The good news? There is a proven solution that can be integrated into existing training and workforce development strategies to meet critical talent challenges: **Registered Apprenticeship**.

¹ Fortinet, "2022 Cybersecurity Skills Gap" (www.fortinet.com/content/dam/fortinet/assets/reports/report-2022-skills-gap-survey.pdf)

² The numbers represent apprentices from multiple industries in cybersecurity related occupations as recorded in the Registered Apprenticeship Partners Information Database System (RAPIDS). The total includes 50,383 United Services Military Apprenticeship Program (USMAP) apprentices and 10,293 non-USMAP apprentices.



REGISTERED APPRENTICESHIP: THE TOP TALENT DEVELOPMENT SOLUTION FOR EMPLOYERS

Employers in the cybersecurity field across the United States and around the world use Registered Apprenticeship to recruit, train, and retain workers with the right skills. Registered Apprenticeship has been the most effective training model for enhancing companies' performance and competitiveness.

WHAT IS REGISTERED APPRENTICESHIP?

Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, and receive progressive wage increases; classroom instruction; and a portable, nationally recognized credential. Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency.

HOW REGISTERED APPRENTICESHIP HELPS COMPANIES

Organizations that hire cybersecurity and related IT employees realize a number of benefits from implementing Registered Apprenticeship programs. Through apprenticeship, organizations will:

- ▶ Vet workers with the right aptitude and attitude to instill the company's culture.
- ▶ Recruit and develop a diverse and highly skilled workforce.
- ▶ Improve productivity, profitability, and the company's bottom line.
- ▶ Reduce turnover, improve loyalty, and retain top talent.
- ▶ Demonstrate investment in the community.
- ▶ Gain access to federal, state, and local support for your program through apprenticeship, education, and workforce systems.



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"We invest in building cybersecurity talent development through a variety of Lockheed Martin-sponsored cyber-related apprenticeship programs that prepare our employees with the technical and professional skills needed to protect our customers' products and digital environments, ensuring those we serve always stay ahead and ready."

— **Jon Gustafson, Director, HR Economic Development Opportunities, Strategic Workforce Initiatives, Lockheed Martin Corporation**

Partner with the Office of Apprenticeship, a [U.S. Department of Labor Industry Intermediary](#), or your respective State Apprenticeship Agency to access a nationwide network of expertise, customer service, and support. Our apprenticeship team creates business solutions and helps you quickly achieve workforce results.

Explore Registered Apprenticeship Today!

Want to learn more? Visit the U.S. Department of Labor's one-stop source for all things apprenticeship: www.apprenticeship.gov or email us at cybersecurityapprenticeship@dol.gov.

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