

Information Technology



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. Registered Apprenticeship is a proven solution for recruiting, training, and retaining world-class technology talent in good, quality jobs. In 2022, there were over 5,000 Registered Apprentices in the IT industry, which is a significant increase over the last nine years.¹

THE NEED FOR REGISTERED APPRENTICESHIP IN INFORMATION TECHNOLOGY

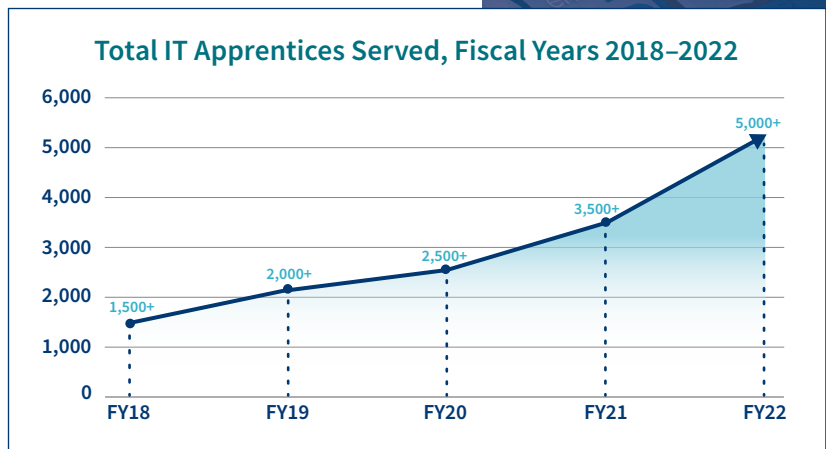
IT skills are critical to the country’s economic competitiveness. The challenge? Significant talent shortages are slowing IT employers’ efforts to innovate, expand, and excel. Among these challenges:

- ▶ Developing agile, adaptable workers that can keep pace with rapid industry evolution.
- ▶ Finding and hiring a more diverse workforce.
- ▶ A lack of workers with advanced specialty skills and credentials.
- ▶ A need for more rapid and responsive workforce training and “up-skilling” models.

These workforce challenges undermine 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**.

REGISTERED APPRENTICESHIP: THE TOP TALENT DEVELOPMENT SOLUTION FOR EMPLOYERS

Thousands of IT employers across the U.S. and around the world use the Registered Apprenticeship training model 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.



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SNAPSHOT: EXAMPLES OF IT-RELATED APPRENTICEABLE OCCUPATIONS

- ▶ Desktop Support
- ▶ Applications Developer
- ▶ IT Generalist
- ▶ Computer Programmer
- ▶ Information Security Analyst
- ▶ IT Project Manager

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, 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 CAN REGISTERED APPRENTICESHIP HELP COMPANIES?

Organizations that hire 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 the program through Registered Apprenticeship, workforce, and education systems.

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.

“The power of Registered Apprenticeship programs is their recognition of potential. Delivering skills through on-the-job training focuses on what is exactly needed for success and allows the apprentice to demonstrate their aptitude. It’s a win for the apprentice and a win for the company. We’re looking forward to seeing the excellence from our next apprenticeship cohort”—**Tan Moorthy, Executive Vice President, Infosys**

¹The numbers represent apprentices associated with the NAICS Code 51.

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 apprenticeship@dol.gov.

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