

San Jacinto Community College District – Pasadena, TX

Award Amount: \$12,000,000

Project Name: Texas Is IT! (TXIT)

Projected Apprentices to Be Served: 5,000

Industry Focus: Information Technology

Private Sector Partners include a business consortium consisting of IBM, Lockheed Martin, Cerner Corporation, Cisco Systems, and Rackspace.

Type(s) of Apprenticeship Program Proposed: Registered Apprenticeship Program (RAP), Apprenticeship, Pre-Apprenticeship

Finding that rapid advancements in digital technologies are dissolving industry boundaries and rendering information technology a “cross-industry,” the TXIT project is partnering with employers in the advanced manufacturing, healthcare, and IT sectors to build new apprenticeships within the IT industry. The project also is designing its apprenticeships for “new collar adults”—workers without bachelor’s degrees—to address a key challenge facing the IT industry, in which many technology companies require a bachelor’s degree for jobs that can be performed without one.

TXIT is offering both registered and non-registered apprenticeships, all of which are connected to college credit and/or industry-recognized certificates. In addition, the apprenticeships are portable, stackable, and tailored for online and/or virtual applications to meet the needs of apprentices who must juggle class instruction with on-the-job learning, while also meeting family responsibilities.

A key project focus is building pre-apprenticeships that achieve a steady stream of well-qualified applicants for the newly created apprenticeships. TXIT is developing these pre-apprenticeships based on several models, including the Pre-Apprentice Academy pioneered by partner IBM in Great Britain, which combines coding-camp-style digital learning with hands-on work experience, including soft skills. Another model is a digital literacy pre-apprenticeship, which instructs apprentices in the types of data appropriate for specific uses, the use of data analysis and visual analytics tools, and the effective communication of results through storytelling, among other topics.

TXIT’s initial service areas are Houston, San Antonio, Dallas, and Austin—home to the four consortium colleges, as well as urban centers of the state where technology industries are clustered. The project will then move to California through existing industry partners that have company locations in that state, as well as with the support of the California Division of Apprenticeship Standards, which has committed to helping the project scale nationally. Assisting this effort are TXIT’s employer partners, all of which are national companies with locations throughout the country, as well as the American Association of Community Colleges, which will work through its member networks to expand the project’s national scope.

IHE consortium members include Alamo Community College District, Austin Community College, and Dallas County Community College District.