Agenda

Welcome and Introduction

FDOE Webinar Logistics and Grant Application Reminders

PCOG Webinar Series

Building Your Tech Talent Through Apprenticeship

Questions
Webinar Logistics

• All participants will be muted for the duration of the webinar.
• How to submit questions during the webinar?
  • You may submit questions during the presentation through the webinar question and answer (Q&A) feature.
  • The Q&A will be utilized for questions throughout the presentation. Host and panelists will be able to see all questions and will respond in writing.
Note about Questions

• Invited presenters will not address any questions related to the Request for Proposals (RFPs) requirements.

• Questions requiring research will be submitted to the grant contact for posting as part of the Frequently Asked Questions process.

• For questions on the submission of RFP, submit your questions by July 1st to Charlie Feehrer, at Charles.Feehrer@fldoe.org.
2022-2023 Pathways to Career Opportunities Funding Opportunity (PCOG)

- Request for Proposal is located at https://www.fldoe.org/pathwaysgrant/
- A Notice of Intent-to-Apply for each grant proposal to be considered must be submitted to FDOE by July 15, 2022 (by 5pm EDT).
  - https://www.surveymonkey.com
- Application Due Date: July 15, 2022, proposals must be received within the FDOE not later than the close of business (5pm EDT) on the due date.
PCOG Webinar Series

- June 16, 2022
  - 2022-23 PCOG: Funding Opportunities Webinar
- June 21, 2022
  - Apprenticeship 101: A Quality Assurance System
- June 22, 2022
  - CareerSource Florida: Resources for Successful Apprenticeships
- June 27, 2022
  - Can’t Find Qualified Employees? Don’t Keep Trying to Buy Them; Use Registered Apprenticeships to Build Them!
- June 29, 2022
  - Building Your Tech Talent Through Apprenticeship
- July 7, 2022
  - Highlighting Successful PCOG Programs
Building Your Tech Talent Through Apprenticeship

Katie Adams, Senior Director, Safal Partners
Building Your Tech Talent Through Apprenticeship
Why Apprenticeship? Why Now?

- **Competing for Talent:** Increasingly difficult for employers to find IT/tech talent using existing pipelines and hiring approaches.

- **Turnover:** Tech occupations have highest 1-year worker turnover rate (13.2%) in U.S. (LinkedIn, 2021)

- **Pace of Change:** Current workers need upskilling to keep pace with evolving threats and technology.

- **Lack of Diversity:** Employers are looking for new ways to recruit and train a more diverse tech workforce.
Registered Apprenticeship is a proven, customizable, and structured model to finding and training diverse new talent as well as upskilling current workers in critical occupations.
Employers Using Apprenticeship

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Five Core Components

Employer involvement
Structured On-the-job Training
Related Instruction
Rewards for skill gains
National Occupational Credential
Benefits of Apprenticeship

Would You Switch to a New Employer Offering Training?

- **Becoming an Employer of Choice:** 70% of workers would be “extremely” or “very” likely to switch to a new employer offering training opportunities (Gallup, 2021)
- **Reducing Churn:** 92% of apprentices are retained by their employer as FTEs after program completion; 90% are still with their company five years later (USDOL)
- **Positive ROI:** Employers report earning on average $1.47 for every $1 invested in apprenticeship (USDOL)
- **Accessing Benefits:** employers with apprenticeship programs can qualify for federal and state tax credits, workforce funding, and a network of partners to support program implementation
Diversifying Tech

Increasing Diversity: Having structured apprenticeship-based OJT and an instructional plan in place enables employers to expand talent sourcing beyond 2- and 4-year college graduates for tech occupations, but also historically-underserved populations for tech occupations including:

- Veterans
- Women
- Minorities
- In-school and out of school youth (ages 18-24)
- Candidates coming through non-credit training programs (i.e. bootcamps) or who have some related work experience

Over 70% of all apprentices hired by Safal’s partners are from diverse backgrounds
Apprentices vs. Interns

Many tech companies – and companies hiring for tech positions – have internship programs as pipeline feeders…but apprentices are preferred FTE hires.

- 92% of apprentices are retained by organizations as FTEs following program completion compared to…

- only 55.5% of interns and 36.5% of co-op participants.

Building Retention

Apprentices stay with their employer longer.

- 90% of apprentices are still with their company five years later compared to...
- only 62% of interns and 49% of co-op participants are still employed more than a year out.

**5 Year Retention Rate**

- Co-Op: 49%
- Interns: 62%
- Apprentices: 90%

Safal Partners: Your Tech Apprenticeship Partner
Who We Are

The U.S. Department of Labor has recognized Safal Partners through multiple contracts and grants as a national leader in registered apprenticeship (RA) expansion. We currently serve as:

- a **USDOL National Industry Intermediary** for Cybersecurity and Tech apprenticeship expansion

- grant lead of the **USDOL Registered Apprenticeship Technical Assistance (RA TA) Center of Excellence** focused on expanding strategic partnerships nationwide to accelerate apprenticeship adoption and improvement alignment with education and workforce systems

- a **USDOL-approved national Cyber & Tech Registered Apprenticeship Program Sponsor**

- grant lead for the **USDOL Workforce System Technical Assistance Collaborative** focused on providing workforce system TA nationwide including RA expansion
What We Provide

- **Expert technical assistance** – we help complete all program documentation to start or expand an RA program with FL DOE

- **No-cost, industry-built, online training aligned with multiple industry credentials**; we can customize learning pathways and apprentices can begin taking courses within 24 hours of registration

- **Approx. $500/apprentice in direct incentive funding**

- **Ongoing expert technical assistance and program support** for your hiring managers and HR staff (i.e. reporting and apprentice registration assistance)

- **Access to talent pipeline partners** for candidates (colleges, military bases, etc.)

- **Apprenticeship resources, tools and training** for staff (i.e. mentor training, diversity and inclusion training, etc.)

- **ALL OF OUR SERVICES ARE AT NO COST**
Occupations We Support

- Cybersecurity Support Technician/SOC Analyst
- Cyber Defense Incident Responder
- IT Help Desk Technician/IT Support Specialist
- Network/IT Systems Administrator
- Data Analyst
- IT Generalist
- IT Analyst
- Software/Applications/Web Developer
- Project Manager
- Database/CRM Administrator
- UX Designer
- Penetration Tester
- …and others upon request
Questions?

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