Scaling Apprenticeship Grant

*Texas is Information Technology (TXIT) - 12M*

- Alamo College
- Austin Community College
- Dallas College
- Cerner
- Lockheed Martin
- IBM
Registered Apprenticeships

- A proven model of apprenticeship, validated by the U.S. Department of Labor
- 144hrs Related Technical Instruction, 2,000hrs on-the-job learning
- Combines paid on-the-job training under the supervision of experience journey worker (mentor) “Earn while you learn” model
Apprenticeship Benefits

- Business Involvement
- Structured On-The-Job Training
- Related Training and Instruction
- Rewards for Skill Grains
- National Occupational Credential
TXIT Challenges

Student Challenges

• Resume Writing
• Interview Preparation
• Interview Etiquette
  • What to say….
  • What not to say….
TXIT Challenges

**Employer Challenges**

- Identifying employer partners
- Employer must identify a mentor
- Ensure competencies are met
- Wage increases (6 months and upon completion of the apprenticeship)
- Bottleneck with hiring
- Work Process Schedule
TXIT Successes

- Developed an innovative occupation
- Dean and Department Chair support
- Buy-in from internal stakeholders/administration
- Employer engagement
- Established talent pipelines
- Establishment of diverse talent
- Effective Partnerships
  - IBM Pre-apprenticeship program
TXIT Lessons Learned

• Ask questions, communicate with FPO/DOL
• Familiarize yourself with TEGLs
• Collaborative relationships
  • Employer needs
  • Employer budgetary constraints
  • Identify solutions
Early Professional Tech Jobs
Open the Talent Pipeline

Historical inequities in the distribution of social, economic, and cultural capital

WELL FUNDED HIGH SCHOOLS, HIGHLY SKILLED TEACHERS/COUNSELORS

ACTIVE SOCIAL NETWORKS/CLUBS (ROBOTICS)

INTERNSHIPS, SUMMER JOBS, VOLUNTEERING

HONOR CLASSES/AP COMP-SCI

SCHOLARSHIPS/‘IN THE KNOW’ SUPPORT NETWORKS

MIDDLE TO UPPER CLASS NEIGHBORHOODS

HIGHER ED

POORLY FUNDED HIGH SCHOOLS, LESS SKILLED TEACHERS, NO AP COMP-SCI

POORLY FUNDED HIGH SCHOOLS

DIGITAL LITERACY AND ACCESS TO BROADBAND AND COMPUTERS

COMMUNITY COLLEGE/MILITARY SERVICE/‘SELF TAUGHT’/SERVICE JOBS

YOUTH PRE-APPRENTICESHIPS/TECH COMPETITIONS

WORK-BASED LEARNING (APPRENTICESHIPS)

PRE-APPRENTICESHIPS

PATHWAYS IN TECHNOLOGY

SPONSORED

Historical inequities in the distribution of social, economic, and cultural capital
Questions