



# INFORMATION TECHNOLOGY



Information technology (IT) companies and companies in sectors with significant IT requirements face complex workforce challenges keeping up with the demands of rapid technology advancements which is why they are turning to apprenticeship programs to train the highly-skilled employees needed for this fast-paced field.

## Snapshot: Apprenticeable Occupations

- »» Computer Programmer
- »» Database Technician
- »» Information Assurance Specialist
- »» IT Project Manager
- »» Telecommunications Technician

## Information Technology and Complex Talent Challenges

Information technology is critical to our country's infrastructure, security, and economic competitiveness. The challenge? Significant talent shortages and skill gaps 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
- A lack of workers with advanced specialty skills and credentials
- A lack of workforce diversity
- A need for more rapid and responsive workforce training and "up-skilling" models

These workforce challenges undermine your productivity and profitability. The good news? There is a proven solution to meet your talent challenges: apprenticeship. It can be integrated into your organization's current training and human resource development strategy.

## Apprenticeship: Your Talent Development Solution

Thousands of IT employers across the U.S. and among our global competitors use the apprenticeship training model to recruit, train, and retain workers with the right skills. Apprenticeship has been the most effective training model for enhancing companies' performance and competitiveness.

/// As a cutting-edge IT services provider, we are regularly challenged with finding well-qualified talent in our area. Through our Internetworking Associate Apprenticeship Program, we've been able to design a program that educates and trains entry-level technicians in our niche technology field. We have had incredible success with this program and see it as an integral business mechanism for hiring talent into our organization and training them the Atrion way. We look forward to continuing this success and expanding our program to reach more talented individuals. ///

– Rachel Croce  
Atrion Networking Corp.

### What is Apprenticeship?

It's a national system of industry-driven on-the-job training delivered through partnerships with companies like yours. With a network of over 150,000 employers in more than 1,000 occupations, apprenticeship has trained millions of apprentices for over 75 years. Apprenticeship is an "earn and learn" training model that combines on-the-job training with related classroom instruction using the highest industry standards. When you establish an apprenticeship program, you develop a world-class IT workforce and enhance your company's bottom line.

### How Can Apprenticeship Help Your Company?

Employers in IT realize a number of benefits from implementing apprenticeship programs. Through apprenticeship, you will:



Recruit and develop a highly-skilled workforce



Improve productivity, innovation capacity, and your bottom line



Create flexible, customized training options



Standardize training so all workers receive the same national, industry-endorsed training at all facilities



Increase worker retention and reduce turnover costs



Receive tax credits and employee tuition benefits in participating states

Partner with apprenticeship and access a nationwide network of expertise, customer service, and support. Our apprenticeship team creates business solutions and helps you achieve workforce results quickly.

## HAVE QUESTIONS?

For more information on apprenticeship and how it can benefit your company, please visit [www.dol.gov/apprenticeship](http://www.dol.gov/apprenticeship) or call (202) 693-2796.