Technology

All industries depend on workers with tech skills such as computer technicians, web developers, IT project managers, and cybersecurity analysts. But constantly changing technological needs and advancements make it so many companies find it difficult to establish and maintain a skilled technology workforce. Registered Apprenticeship is a proven solution for recruiting, training, and retaining world-class talent in technology. In 2024, there were over 64,800 registered apprentices served in technology occupations, a 29% increase over the past 5 years.[1]

THE NEED FOR REGISTERED APPRENTICESHIP IN TECHNOLOGY

Tech skills are critical to the country's economic competitiveness. The challenge? Significant talent shortages are slowing tech employers' efforts to innovate, expand, and excel. Among these challenges:
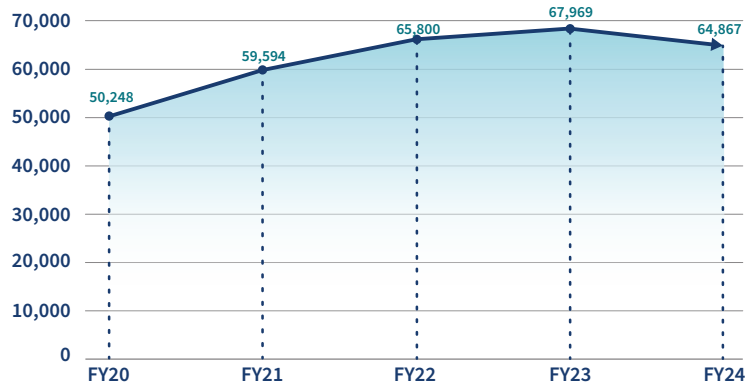
- ▸ Developing agile, adaptable workers who can keep pace with rapid industry evolution.
- ▸ Dealing with a lack of workers with advanced specialty skills and credentials.
- ▸ Having a need for more rapid and responsive workforce training and "up-skilling" models.

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 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

Total Technology Apprentices Served, Fiscal Years 2020–2024

Fiscal Year	Apprentices Served
FY20	50,248
FY21	59,594
FY22	65,800
FY23	67,969
FY24	64,867

In 2024, there were over

64,800

Apprentices Served

in the technology industry

SNAPSHOT: EXAMPLES OF TECHNOLOGY-RELATED APPRENTICEABLE OCCUPATIONS

- ▸ Application Developer
- ▸ Customer Service Tech Support
- ▸ Cybersecurity Support Technician
- ▸ IT Generalist
- ▸ IT Project Manager
- ▸ Network Support Technician

companies' performance and competitiveness.

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 with a mentor, receive progressive wage increases, classroom instruction, and a portable, nationally recognized credential. Registered Apprenticeships are industry vetted and approved by the U.S. Department of Labor or a State Apprenticeship Agency.

HOW CAN REGISTERED APPRENTICESHIP HELP COMPANIES?

Organizations that hire tech 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 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.

"Registered Apprenticeship programs offer Amazon a multifaceted solution to tech talent acquisition and development. They provide access to diverse talent pools, including veterans and underrepresented groups, while offering a faster way to upskill new hires and existing employees for specific IT, cyber, and technology roles. Additionally, apprentices bring fresh perspectives from their lived experiences that contribute to Amazon's innovation culture, and help address the challenge of ensuring we look to talent in all ways to help critical business areas."

—Nick Curry, Senior Manager, Emerging Talent Pipelines, Amazon

[1] The The numbers represent apprentices from multiple industries in tech-related occupations as recorded in the Registered Apprenticeship Partners Information Database System (RAPIDS). The total includes United Services Military Apprenticeship Program (USMAP) apprentices

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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★★★

The Employment and Training Administration promotes Registered Apprenticeship—a proven model of apprenticeship that has been validated by the U.S. Department of Labor or a State Apprenticeship Agency—under the National Apprenticeship Act.

Updated January 2025