

# Apprenticeship Virtual Learning Community

December 11, 2024

Information Tech

**Welcome!**  
**Please put**  
**your**  
**names and**  
**institution in**  
**chat.**

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Agenda

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National Apprenticeship Week Schedule  
Change

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Information Technology Poll Results

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Information Technology Apprenticeships

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Questions and Discussion

# National Apprenticeship (Schedule Change)

## The Future of NAW

"Most importantly: Save the date for #NAW2025! After a successful 10-year run, it's time to consider ways to take NAW to the next level. Our ApprenticeshipUSA partners over the past decade shared feedback that November is a challenging time of year for NAW due to budget cycles, colder weather and election season so we have decided to move National Apprenticeship Week to the spring to capitalize on warmer weather, graduation ceremonies and other end-of-year celebrations. To help with the transition, there will be a single National Apprenticeship *Day* in 2025, resuming the week-long celebration in 2026. Make note of dates for the next four years"

- April 30, 2025
- April 26-May 2, 2026
- April 25-May 1, 2027
- April 23-April 29, 2028

# Info Tech Poll Results

X People submitted the poll

X Community Colleges were represented

Roles: Sponsor - X, Intermediary/Sponsor - X, Neither - X, Programs in the works - X

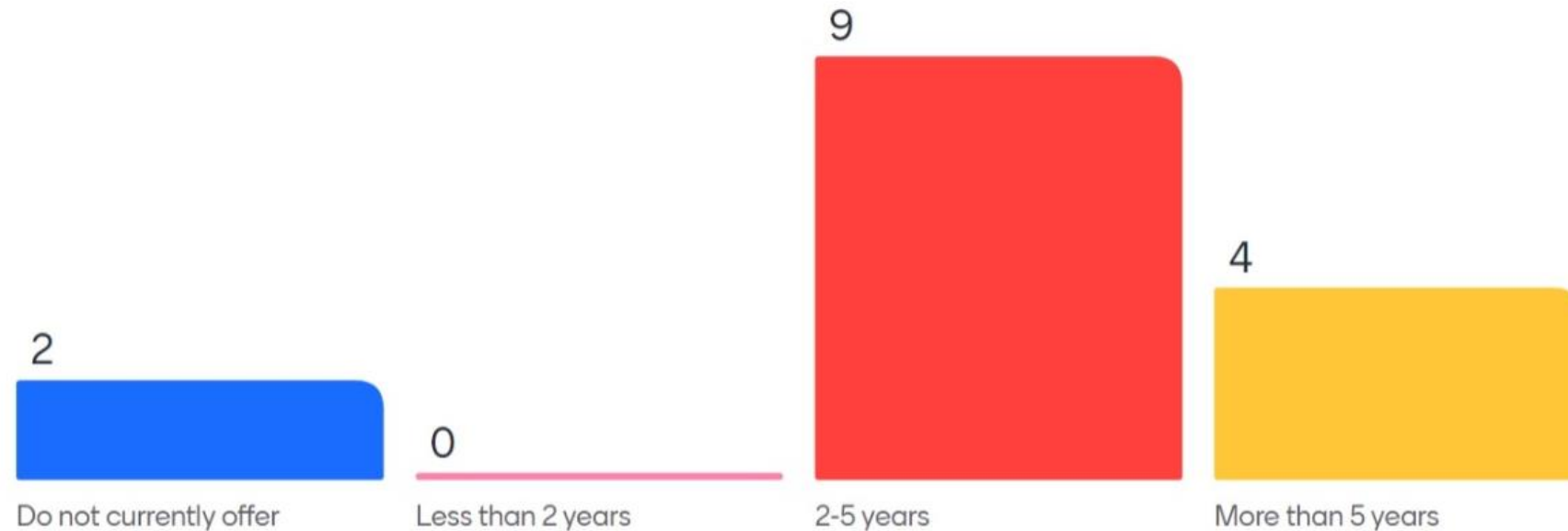
Full-time positions advancing apprenticeships: One or less - X, Two to Three - X, Four to Five - X

Industry recognized credentials embedded in Info Tech Apprenticeships:

X % of the colleges that responded have offered apprenticeships for 2 - 5 years

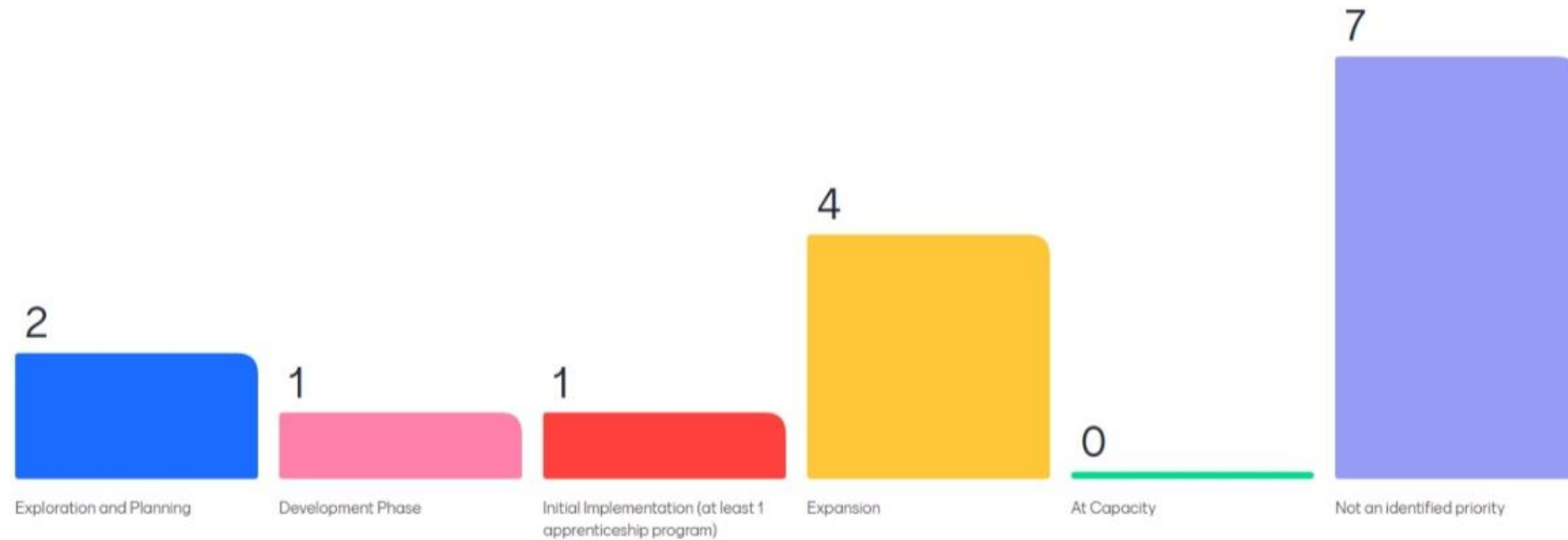
# Info Tech Poll Results

How long has your college offered apprenticeships?



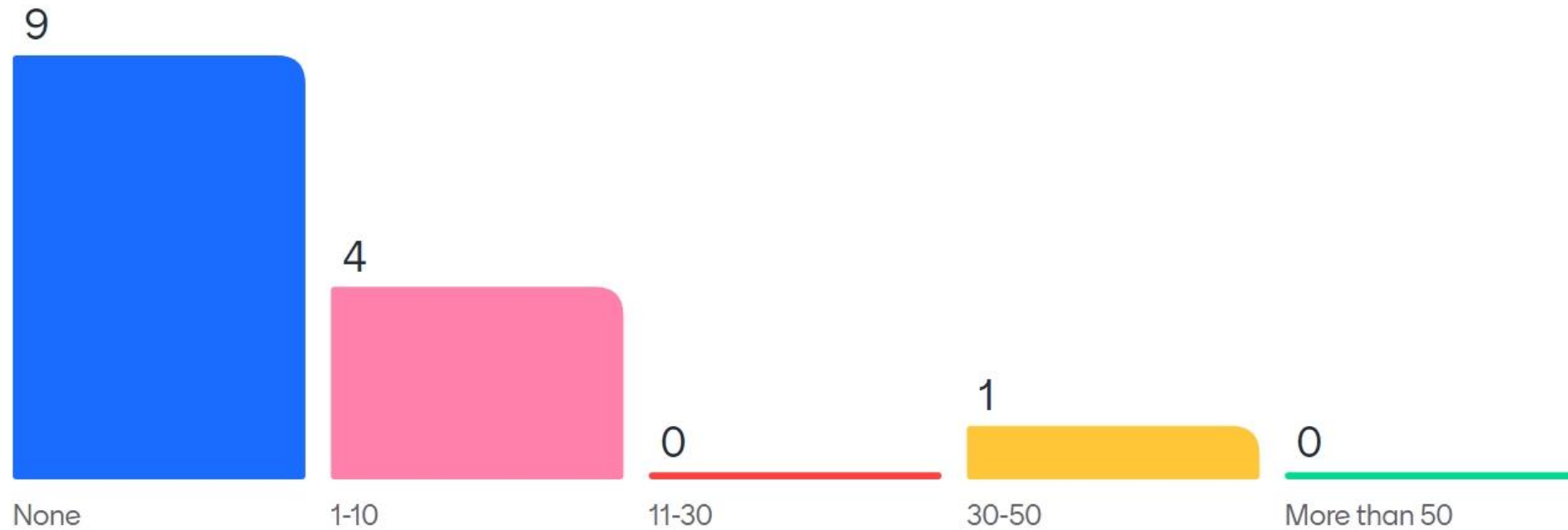
# Info Tech Poll Results

What is the current status of your Information Technology (IT) apprenticeship program(s)?



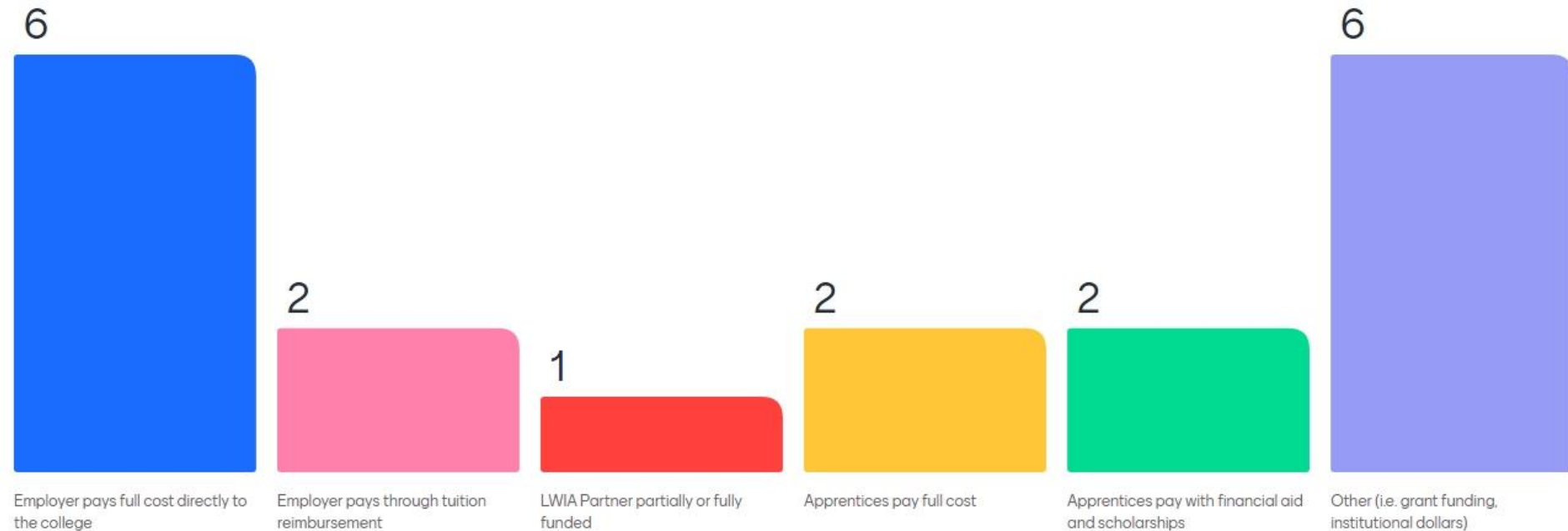
# Info Tech Poll Results

How many IT apprentices are currently active?



# Info Tech Poll Results

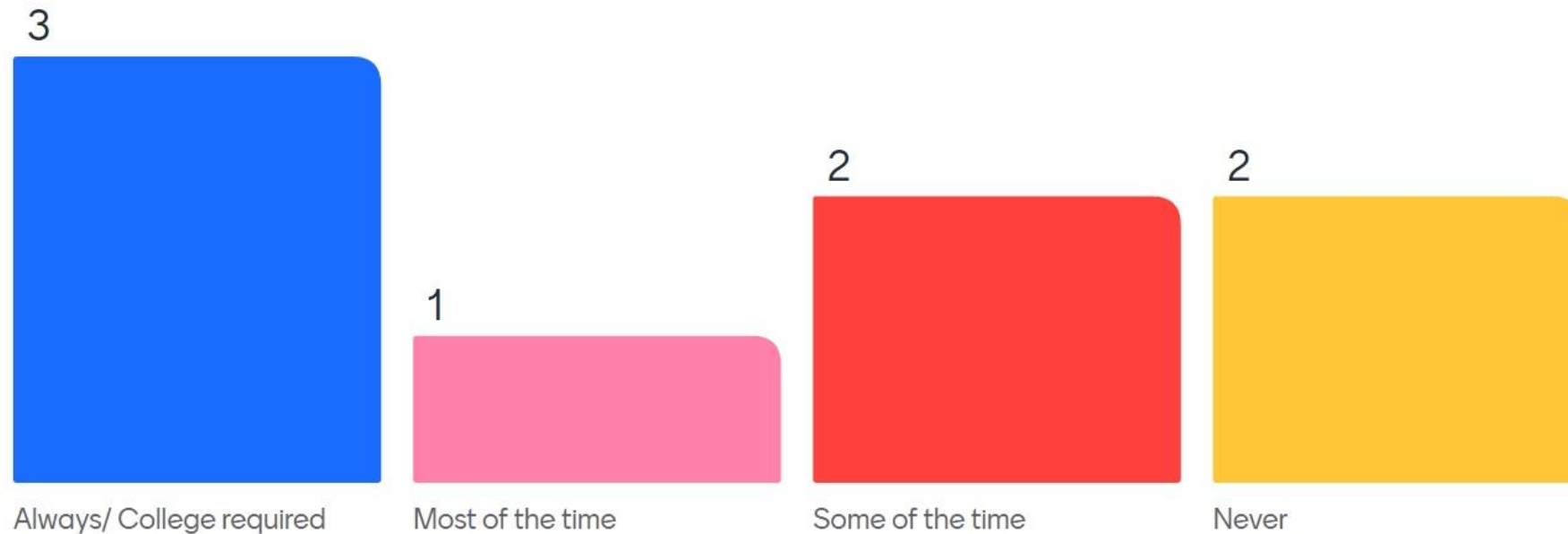
In IT apprenticeships, how are tuition and fees paid?





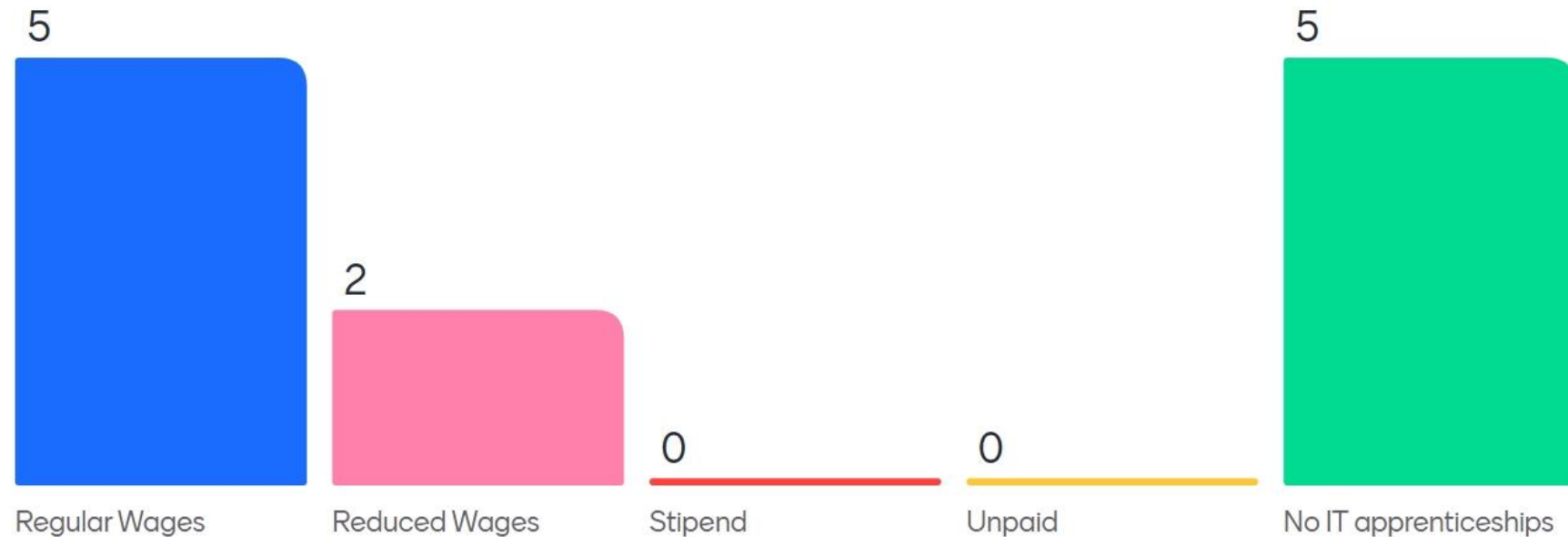
# Info Tech Poll Results

Do employers provide release time for IT apprentices to complete coursework during their workweek?



# Info Tech Poll Results

In IT apprenticeships, how do employers pay apprentices? Check all that apply.



# Info Tech Poll Results

Please provide the names of the top 2-3 employer partners in IT apprenticeships.

8 responses

We have none.

Northwestern Medicine; Forster Tool Inc.

N/A

Zurich North America

Not Applicable

Caterpillar, Idea Entity

NA

Northwestern Medicine, Allstate,  
McDonalds, CNA, SDI

# IT Apprenticeships at City Colleges

## Building an Inclusive Technology Talent Pipeline and Business Solution for Chicago

### Apprenticeship is Part of a Larger Districtwide Tech Strategy

#### Vision

We envision an inclusive, thriving tech ecosystem in Chicago with City Colleges students at the center

#### Realizing Our Vision

City Colleges, a leading talent source for the tech ecosystem in Chicago

### CAP-IT Grant Aligned with CCC's Momentum in Tech

#### 2020

##### Credit Programs

Cybersecurity  
Web Development  
Networking  
Software Development  
(Fall 2021)

##### Apprenticeships

16 IT apprentices  
6 employers (since 2018)



#### 2024

##### Credit Programs

Cloud Computing and  
Machine Learning (AI)  
curriculum just approved (start  
offering Spring 2025)  
Data Science transfer pathway  
in development

##### Apprenticeships

175 IT apprentices (since 2018)  
54 IT interns  
20 employers (since 2018)

# IT Apprenticeships at City Colleges

## Information Technology Apprenticeship Roles

### **Cloud Computing**

### **Cybersecurity**

- Cybersecurity Analyst
- Governance, Risk, and Compliance (GRC)
- Security Operations
- Vulnerability Management

### **Information Tech**

- Desktop Support
- Info Services
- Info Tech Youth Apprenticeship

### **Networking**

- Networking & Infrastructure
- Network Voice Services Apprentice

### **Software Development**

### **Web Development**

## Department of Labor Registration

- CCC is currently registering Cybersecurity
- McDonald's, Accenture and Aon are registered by employer



**CHICAGO APPRENTICE NETWORK**



[Chicago Apprentice Network](#)

	Youth Apprenticeship (Career Launch Chicago)	Apprenticeship	Apprenticeship	Apprenticeship (15-to-Finish)
Students	Chicago Public School seniors who are recruited to start a pre-apprenticeship program (Aim to Launch) the summer after graduation	Students who are recruited to be enrolled at City Colleges or newer CCC students who are just starting their education	Students who have completed one year of CCC and received some technical instruction from program’s core courses	Students who have one semester left before they graduate with an associate’s degree and completed most of their R1
City Colleges of Chicago	<ul style="list-style-type: none"> <li>CLC staff engage CPS students during their senior year to expose them to different career paths, provide ongoing support, coaching, training, and workshops.</li> </ul> Additional aid also provided as needed	<ul style="list-style-type: none"> <li>CCC provides related technical instruction</li> </ul> CCC staff provide ongoing support before and during the program	<ul style="list-style-type: none"> <li>CCC provides related technical instruction</li> </ul> CCC staff provide ongoing support before and during the program	<ul style="list-style-type: none"> <li>CCC provides related technical instruction</li> </ul> CCC staff provide ongoing support before and during the program
Employers	<ul style="list-style-type: none"> <li>20-30 hours per week the first year of study at CCC</li> </ul> Paid hourly wage (at minimum) Weekly OJT Assigned mentor/manager	<ul style="list-style-type: none"> <li>20-30 hours per week</li> </ul> Paid hourly wage (at minimum) Weekly OJT Assigned mentor/manager	<ul style="list-style-type: none"> <li>20-30 hours per week</li> </ul> Paid hourly wage (at minimum) Weekly OJT Assigned mentor/manager	<ul style="list-style-type: none"> <li>20-30 hours per week</li> </ul> Paid hourly wage (at minimum) Weekly OJT Assigned mentor/manager

# Training Domain: Apprenticeships in Credit Programs

## Employer



### Cost to Employer

At minimum, the employer will need to pay the student's hourly wage (min \$16.20/hour) which is determined by the employer. For highly invested employer, they also cover the apprentice's salary and the full cost of tuition and books (which would cost approx. \$10k)



### Participant Recruitment & Assessment

We recruit students for open opportunities based on the employer's education requirements and/or specific tech program alignment. We also provide initial screening to provide employers the best qualified candidates.



### Customizable

Apprenticeships are completely customized to meet the employer's needs in their talent pipeline.



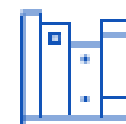
### Delivery & Dosage

Can range from 1 semester to 4 semesters (2 years) depending on what type of credential the student is seeking. Courses are offered in person, virtual, or hybrid.



### Integrated Services

CCC students have access to City Colleges campus resources from computer labs, Wellness Centers, Career Development Centers, advisors, discounted U-Pass, food pantries, to career closets.



### Program Variety

Credit offerings and stackable credentials in cybersecurity, software development, networking systems and technology, and web development.

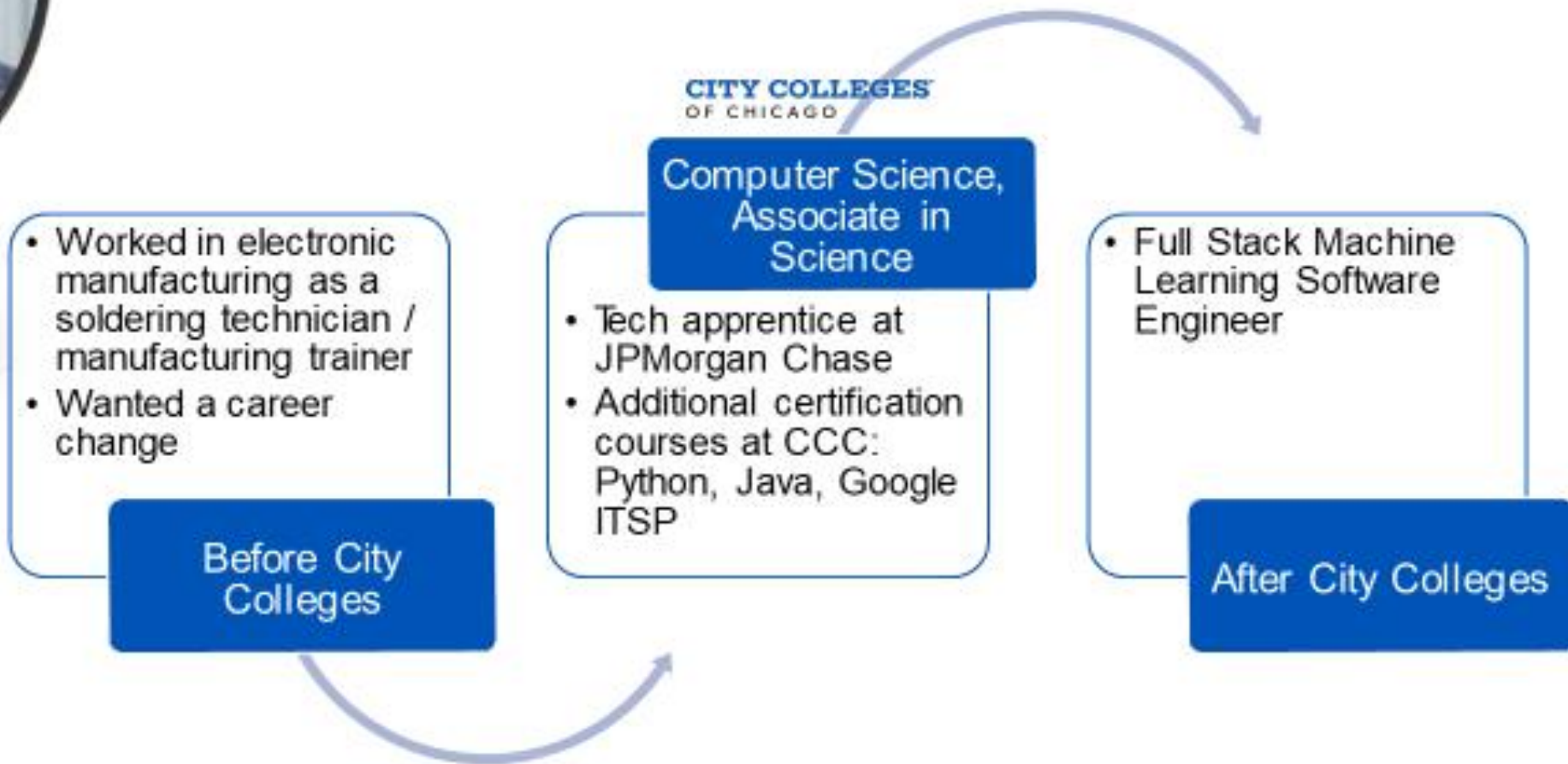






## Christopher Schaffer

*"My courses at City Colleges opened my eyes to the vast opportunities and gave me the confidence to learn other languages. It prepared me to continuously be curious either inside the class or outside the class."*





# IT Apprenticeships at City Colleges

## Challenges/Opportunities

- Interestingly only 1 employer is a "tech" company. Majority of tech apprentices are placed in tech roles at non-tech companies
- Grapple with competitiveness of local (non-education-aligned) tech apprenticeship market
- Integrate with existing or new employer-led apprenticeships (Google, IBM, Accenture)

## Future Development

- Explore apprenticeships in non-credit space
- Tech Pre-Apprenticeships
- Xchange Chicago [Xchange Grand Crossing](#)

# REND LAKE COLLEGE

## REGISTERED APPRENTICESHIP PROGRAMS:

Automotive Technician

Baking & Pastry Chef

Bus & Truck Maintenance Mechanic

Child Care Development Specialist

Computer Programmer

Culinary Chef

Diagnostic Imaging

Diesel Mechanic

Elevator Repairer

General Farmer

Heavy Rail Car Repairer

Industrial Maintenance Mechanic

Industrial Truck Mechanic

Machinist

Medical Assisting

Network & Computer Systems Specialist

Nursing Assistant

Phlebotomy

Production Technologist

Truck Driver

Welder

# Rend Lake College

## INTERNAL PARTNERS

Director of Workforce Development

Coordinator of Industry & Apprenticeship

Director of Adult Education & Family Literacy

Student Services Coordinator

IT Faculty

# REND LAKE COLLEGE

## Our Business Partners

### INCUMBENT WORKERS:

Upskill current employees



### MIXTURE:

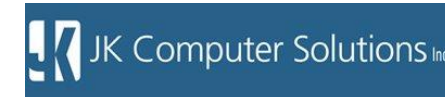
Upskill current employees

Accepted Apprenticeship students



### APPRENTICESHIP:

Accepted Apprenticeship students



# REND LAKE COLLEGE

Rend Lake College maintains an open enrollment policy. Admission to the college does not guarantee entrance into a particular course or program of study or an Apprenticeship Program.

01

**Apply with an Employer for an Apprenticeship Position**

You can contact our office or an employer in a career field of your interest.

02

**Complete and Submit a Rend Lake College Application and Materials**

Visit [www.rlc.edu](http://www.rlc.edu). Submit official high school transcript with graduation posted or GED

03

**Submit Test Scores or Take AccuPlacer Assessment**

Placement scores are required for college admission.

04

**Meet with the Apprenticeship Team**

The Apprenticeship Team will help you navigate the paperwork and enroll you in courses.

05

**Complete enrolled courses.**

Upon successful completion of courses, each participant receives a certificate of completion.

# REND LAKE COLLEGE

## **We've identified the following challenges for our IT Apprenticeships:**

- Wages for IT positions in Southern Illinois are low compared to state and national averages.
- According to EMSI data: The national median salary IT occupations is \$93,071, compared to \$81,746 in Southern Illinois.
- Fewer IT job openings in Southern Illinois
- Employers looking to fill full-time positions which hinders the ability of students enrolled in IT degree programs to work and go to school.

# REND LAKE COLLEGE

## SUSTAINING THE PROGRAM

- Expanding on essential relationships
- Developing partnerships
- Hosting and attending regional events
- Develop relationships with regional high school and students
- Marketing
- Grant funding resources
- Career Services

# Info Tech Apprenticeship Questions

What are you seeing?  
Do you do something different  
than these models?  
What barriers have you seen?  
What challenges are you  
facing?  
Where have you seen  
success?  
What questions do you have?





# Nuts and Bolts Follow-up

No Info Tech Session Planned  
Enjoy the holidays!

# Upcoming Learning Communities

# Thank You

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