

Exploring Tech Apprenticeship in Oregon

A new model to recruit and train workers interested in IT careers

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Chemeketa Community College



Apprenticeship

Chemeketa Community College

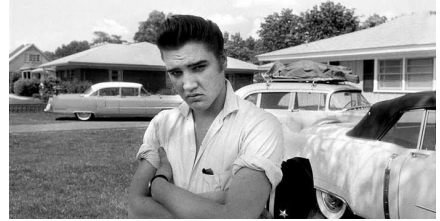
Registered Apprenticeship Definition and Benefits

Registered Apprenticeships provide occupational training that combines paid, on-the-job experience and classroom instruction.

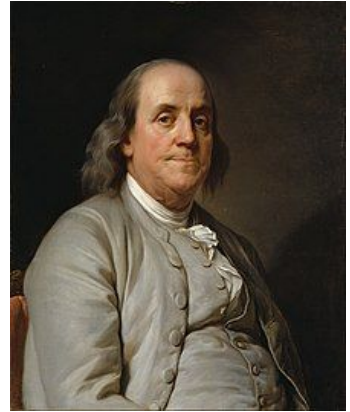
Apprenticeship solves common employer problems, including:

- Difficulty filling positions that require technical skills
- Skills or knowledge at risk due to an aging workforce
- New technology adoption that requires learning new skills
- High turnover due to limited advancement opportunities

[Apprenticeship video](#)



Two famous apprentices!



Registered Apprenticeship in Oregon



Oregon is known for rigorous Registered Apprenticeship Programs turning out high-quality workers in a multitude of industries. These include construction, electrical, manufacturing, and healthcare - with more programs added every year.

Oregon Apprenticeship by the numbers:

- 10,385 active Apprentices learning while they earn
- 5,035 Training Agents (employers) focused on building their workforce
- 150 Committees made up of employees and employers supporting apprentices
- 75+ Trades training new workers through Apprenticeship
- 200+ new apprentices joining programs each year
- Targeted outreach and recruitment to register traditionally underrepresented populations
- Robust pre-apprenticeship programs to introduce Apprenticeship to a wide audience, including youth

Every Apprenticeship program has [Standards](#) and Policies & Procedures developed by a designated committee that are approved by the Oregon State Apprenticeship and Training Council members.

Process to Develop a New Program



1. Explore interest and applicability in tech industry
2. Build partnerships between education and employers
3. Determine structure and develop JATC (Joint Apprenticeship & Training Committee)
4. Determine intermediary
 - a. An intermediary provides industry and/or occupation-specific expertise to support employers in a particular industrial sector, coordinate partner responsibilities, provide program administration to aggregate demand for apprentices, particularly for small and medium-sized employers that may not have the capacity to operate programs on their own, and assist with instruction and supportive services
5. Approval with State of Oregon BOLI Council
6. Launch program
 - a. Recruit employers and apprentices
 - b. Hire apprentices
 - c. Train on the job and through related instruction (college credit courses)

CompTIA, American Institutes for Research, and U.S Dept of Labor

Tech Support Specialist	Network Support Specialist	Cybersecurity Support Technician	Tech Project Coordinator	Data Analyst
Duration: 2,328 hours – not less than 2,000 hours of on-the-job learning, supplemented by the recommended minimum 328 hours of related instruction.	Duration: 2,591 hours – not less than 2,000 hours of on-the-job learning, supplemented by the recommended minimum 591 hours of related instruction.	Duration: 2,753 hours – not less than 2,000 hours of on-the-job learning, supplemented by the recommended minimum 753 hours of related instruction.	Duration: 2,257 hours – not less than 2,000 hours of on-the-job learning, supplemented by the recommended minimum 257 hours of related instruction.	Coming soon



Draft Concept for Oregon

Statewide CIS Technician Registered Apprenticeship

- Job description -
- 40 hour work week paid by employer for related training courses and work experience
- Each quarter ratio changes from less training time to more work hours (as skills develop) and wage increases

Proposal: Related training courses offered at community colleges throughout the state utilizing existing credit courses

Chemeketa submit application to oversee the administration of the apprenticeship component

Next Steps

Based on employer interest:

- Convene employers to develop the JATC Policies & Procedures and Standards to establish:
 - Admission requirements (may include an introductory course, age, education attainment)
 - Wage scale (how much apprentices earn with increases with skill development)
 - Related training requirements (what they learn in the classroom)
 - Work processes (what they do on the job)
- Work together with BOLI ATD staff to complete the application process and present at the Oregon State Apprenticeship and Training Council (OSATC)