

Cybersecurity Apprenticeships

Cybersecurity apprenticeships (“earn while you learn”) models represent a promising approach to attract, train, and retain a highly-skilled cybersecurity workforce.

Finding skilled cybersecurity talent is a well-known issue for employers in every sector. A method for increasing the supply of people with the desired combination of hands-on skills and academic knowledge is to build apprenticeship programs where participants can “earn while they learn.” Apprenticeships may be an important mechanism for building a steady pipeline of job-ready talent and providing entry points for those switching careers, without advanced degrees, or re-entering the field.

The National Initiative for Cybersecurity Education (NICE) strategic plan includes “Experiment with the use of apprenticeships and cooperative education programs to provide an immediate workforce that can earn a salary while they learn the necessary skills.”

“In my apprenticeship, I developed my skills while contributing in a real business, right alongside my mentor.”

- KP, apprentice, Peoria, IL

STUDENT BENEFITS



- Earn wages and an industry-recognized credential
- Train with employer and position yourself for full-time employment
- Gain real world job skills that can include earning college credits and/or industry certifications

VETERAN BENEFITS



- Access GI Bill benefits for a monthly stipend in addition to an apprenticeship wage
- Funding for books and classroom supplies

EMPLOYER BENEFITS



- Develop highly-skilled talent that matches your needs
- “Try before you buy” – ensure good cultural and skill fit
- Low cost to hire and high return on investment
- Low turnover and improved employee retention
- Opportunities for tax credits and employee tuition benefits in some states

86% of employers have to provide on-the-job training for traditional new hires.¹



CYBERSECURITY APPRENTICE ROLES*



Examples from current programs:

- Secure Software Developer
- Cybersecurity Analyst
- Computer Forensics Analyst

INDUSTRY-RECOGNIZED APPRENTICESHIPS



For information on developing an apprenticeship program, contact the US Department of Labor: <https://www.dol.gov/apprenticeship/>

“Cybersecurity apprenticeships are a traditional solution to a vexing new problem.”

- LA, apprentice employer, Norfolk, VA

¹ http://www.isaca.org/cyber/Documents/state-of-cybersecurity_res_eng_0316.pdf