

# How Tech Apprenticeship Program Apprenti Changes Lives and Advances Workplace Equity

Apprenti is a national Registered Apprenticeship (RA) program that provides a proven pathway for underrepresented groups, including people of color, women, Veterans, and people with disabilities, to access secure, family-wage jobs in the tech sector. Through an innovative selection, certification, and hiring process, Apprenti bridges the talent gap to meet the tech industry's growing demand.

Apprenti is an employer-driven model that fills mid-tier tech jobs with apprentices, regardless of their educational attainment or prior work experience. This expands opportunities for those from historically underrepresented communities to access a tech career. Employers mentor apprentices through paid work experience to prepare them for a career in technology.

With over twenty occupations filed nationally, registered tech apprenticeship is now available in every state.



*The decision I made to apply to Apprenti has **changed the trajectory** of my entire family.*

**Neccee Rubin**  
UX Design apprentice,  
Amazon

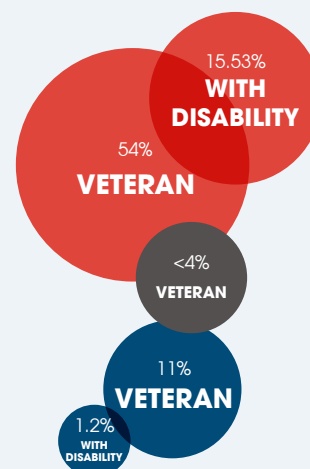
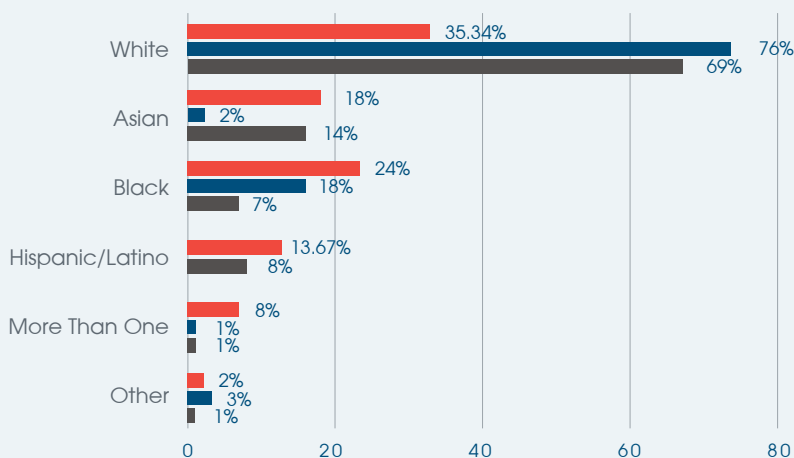


## Apprenti Increases Diversity and Equity

Apprenti creates career opportunities previously inaccessible for underrepresented groups in the tech industry.

■ Apprenti RA ■ Traditional RA\* ■ Traditional Tech Hiring\*\*

### RACE



### GENDER

While veteran hires skew male, Apprenti's non-veteran population is **41%** female, improving on the tech sector's **36%** and federal apprenticeship's **11%** female representation.

\*Department of Labor: Registered Apprenticeship National Results Fiscal Year 2020

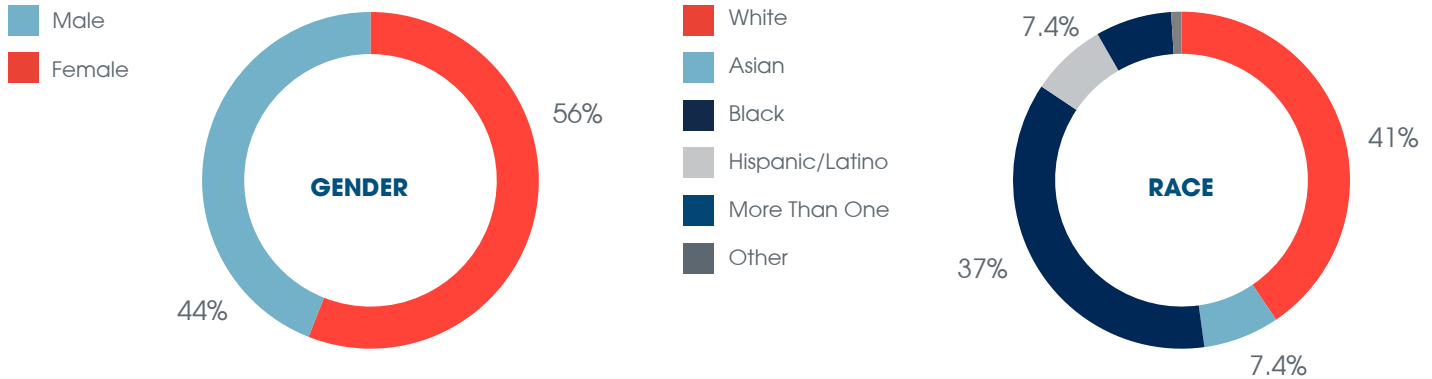
\*\*U.S. Equal Employment Opportunity Commission: Diversity in Tech Report



## Apprenti in Western Pennsylvania

In Western Pennsylvania, Apprenti is a vital part of the workforce development ecosystem.

### DIVERSITY AND EQUITY



“Apprenti allowed me to regain my financial independence and allowed me to gain the skills and experience to achieve my dream of becoming a software engineer.”



**Peter Staker**  
Software Development Engineer apprentice,  
RealSelf

### PROGRAM IMPACT AFTER FIVE YEARS

