APPRENTICESHIPUSA™

Cybersecurity

Cybersecurity is a critical field that protects our most important and private information. However, there is a severe shortage of skilled cybersecurity workers, especially with today's constantly evolving threats.[1] Registered Apprenticeship is a proven solution for recruiting, training, and retaining world-class cybersecurity talent. As of 2021, there were over 700 Registered Apprenticeship programs and 38,950 apprentices in cybersecurity-related occupations. Since Jan. 20, 2021, 199 new programs have been created—a 28% increase during the Biden-Harris Administration.[2]
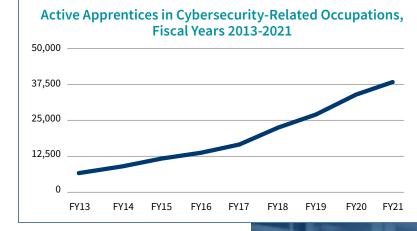
SNAPSHOT: EXAMPLE OF CYBERSECURITY RELATED APPRENTICEABLE OCCUPATIONS

▶ Cybersecurity Support Technician
▶ Cyber Defense Incident Responder
▶ Penetration Tester
▶ Cybersecurity Analyst
▶ Cybersecurity Specialist
▶ Hardware Hacker

Active Apprentices in Cybersecurity-Related Occupations, Fiscal Years 2013-2021

CYBERSECURITY AND THE GROWING TALENT GAP

Cybersecurity is critical to our country's economic competitiveness. The challenge? Significant talent shortages are slowing employers' efforts to expand, innovate, and excel. Among these challenges:

▶ Developing talent that can keep pace with the latest technology advances and rapidly escalating cyber threats

▶ Finding and hiring a more diverse workforce

▶ Retaining skilled workers

▶ Providing employer-customized training

These workforce challenges undermine employer productivity and profitability. The good news? There is a proven solution to meet talent challenges: **Registered Apprenticeship**. Registered Apprenticeship is a proven and industry-driven training model that can provide a critical talent pipeline into your organization.

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[1] Fortinet, "2022 Cybersecurity Skills Gap" (www.fortinet.com/content/dam/fortinet/assets/reports/report-2022-skills-gap-survey.pdf)
[2] The numbers represent apprentices from multiple industries in cybersecurity related occupations as recorded in the Registered Apprenticeship Partners Information Database System (RAPIDS).

REGISTERED APPRENTICESHIP: THE TOP TALENT DEVELOPMENT SOLUTION FOR EMPLOYERS

Employers in the cybersecurity field across the U.S. and among our global competitors use Registered Apprenticeship to recruit, train, and retain workers with the right skills. Registered Apprenticeship has been the most effective training model for enhancing 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, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential. Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency.

HOW CAN REGISTERED APPRENTICESHIP HELP COMPANIES

Organizations that hire cybersecurity and related IT 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 diverse and 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 your program through apprenticeship, workforce and education systems

In 2021, there were
38,950
Apprentices
in cybersecurity–related occupations

"Our cybersecurity apprenticeship programs are perfectly situated to help us attract candidates while lowering the barriers of time and cost associated with traditional "on the job" training. We have definitely seen a competitive edge in having a pool of passionate people on a path to improvement and success."
—Chris Dunn, CEO & Founder, Covered 6

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 achieve workforce results quickly.

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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