

REGISTERED APPRENTICESHIP

FOR CISCO NETWORKING
ACADEMY LEADERS & INSTRUCTORS

A proven pathway to connect your students to local employers for “earn and learn” opportunities in Cisco Networking Academy-related occupations.

CORE COMPONENTS OF REGISTERED APPRENTICESHIP

Registered Apprenticeship (RA) is the most time-proven, successful model of work-based learning for individuals as young as 16. By creating RA pathways with your local employer partners, your Academy can provide students with:

- › **Paid employment** – RA is a paid job from day one; students can work part-time while completing their related instruction (RI) classes and then finish their paid On-the-Job Learning (OJL) after graduation/completion.
- › **Mentored OJL** – all apprentices are teamed with an experienced mentor to build their technical and professional workplace skills from day one.
- › **High-Value Related Instruction** - your Cisco Networking Academy classes can count toward high school graduation, college degree or academic certificates AND the RI requirement for their RA program.
- › **Wage increases** – all apprentices can earn wage increases during their RA program for demonstrating measurable skill gains.
- › **A national occupational credential** – upon completion of the program.





BENEFITS FOR ACADEMIES

By engaging in RA, Academies can:

- › Gain increased visibility among employers,
- › Measurably improve Career and Technical Education (CTE) program outcomes,
- › Prepare students with paid hands-on training and valuable technical knowledge for in-demand careers,
- › Increase interest and engagement in your school or center's programs, and
- › Provide an accelerated career pathway for your students.

BENEFITS FOR YOUR STUDENTS

-  **\$77K** Apprenticeship program completers earn an average annual salary of \$77,000*.
-  **\$300K** Apprenticeship program completers earn on average \$300,000 more over their lifetime than non-apprentice peers*.

*Source: US DOL, Apprenticeship.gov

CISCO'S APPRENTICESHIP GUIDELINES

Cisco has National Guideline Standards (NGS) approved by the U.S. Department of Labor (DOL) for three occupations:

- › **IT Generalist**
- › **Cybersecurity Support Technician**
- › **Network Technician**

APPRENTICESHIP ROLES

Cisco Networking Academies can play one or more of the following RA roles:

- › **Sponsor*** – An organization that agrees to operate an apprenticeship program and in whose name the program is registered.
- › **RI Provider** – Entity that provides instruction to apprentices in the designated occupation's core knowledge, skills, and abilities. For all Cisco NGS-based RA programs, academies will serve as the RI provider.
- › **Employer** – Hires and provides paid OJL for apprentices under supervision of a designated mentor who is a skilled professional in that occupation.
- › **Partner** – Organizations committed to assisting RA programs in practical ways such as program outreach, supportive services, etc.

*Host institutions of Cisco Networking Academies may already be approved as an RA program sponsor.

PROGRAM DEVELOPMENT STEPS



Safal will help your Academy and key stakeholders develop or expand an RA program. We provide no-cost RA expertise and ongoing support to:

Step 1: Assess Local Needs – We use local Labor Market Information to determine occupational demand and employer needs.

Step 2: Build The Team – We'll provide materials and easily accessible training for key Academy staff and partners.

Step 3: Engage Employers – We'll help you identify and engage potential employer partners – through your Academy Advisory Committee, Local Workforce Development Board (LWDB), Chambers of Commerce, and tech associations. etc. – through virtual and in-person meetings and outreach campaigns.

Step 4: Develop Program – We'll customize Cisco's RA National Guideline Standards to ensure easy adoption by your local employers and fast-track all approvals with DOL or walk you through how employers can join Safal's national RA program utilizing your Academy as the RI provider.

Step 5: Launch and Sustain – We publicize your program launch, do ongoing outreach to employers, support apprentice enrollment and registration, and provide ongoing, no-cost assistance to ensure a long-term, successful program.

In some cases, Academy institutions (high schools, CTE centers, community colleges) are already approved as an RA program sponsor. For those institutions, organizational buy-in has already been secured and the process is streamlined. All that is required is to simply add the Cisco occupation(s) to the organization's current RA program standards. Safal Partners can work with your state's DOL Office of Apprenticeship or State Apprenticeship Agency (SAA) to have your program expanded quickly, in some cases within a few weeks.

WHO WE ARE: SAFAL PARTNERS

Safal Partners is the DOL National Cybersecurity Industry Intermediary working with Cisco to provide Networking Academies with RA expertise, technical assistance, and ongoing program support at no cost through our DOL contract.

Safal's team of apprenticeship experts can provide your organization with no-cost:

- > Technical expertise to build a customized program
- > Program sponsorship
- > Assistance identifying and accessing federal, state, and local resources
- > Direct, limited incentive funding to assist with program costs
- > Ongoing program support such as marketing and administrative assistance
- > Assistance convening employers and RA partners in your area

NEXT STEP

Interested in learning more? Email to set up a brief introductory meeting:

CiscoRA@safalpartners.com.

We look forward to helping your Academy get started on exploring Registered Apprenticeship!

