Cybersecurity Apprenticeships

Why Apprenticeship?

Registered apprenticeship[1] programs are a promising approach for employers to attract, train, and retain a highly skilled cybersecurity workforce.

Finding skilled cybersecurity talent is a critical and rapidly growing challenge for employers in every sector nationwide. Registered apprenticeship programs allow participants to "earn while they learn" through a combination of paid hands on skills training and classroom instruction. Apprenticeships provide…

- employers with a proven, scalable method for building a steady pipeline of diverse, skilled talent
- students (K12, 2-, and 4-year college and university) with paid work experience, an accelerated career pathway, and credit for coursework toward program requirements
- current workers with a career pathway for upskilling or re skilling

Employers, K12 and post secondary educational institutions, and intermediary organizations (i.e., industry associations, workforce boards, training providers) can sponsor registered apprenticeship programs for youth (ages 16 24) and adults.

Employer Benefits

Employers hire apprentices and provide mentored, work based learning as well as structured classroom (online, in person, or hybrid) technical instruction.

- Proven Return on Investment (ROI) $144 for every $100 invested on average
- Increased retention rates   90% of apprentices remain with employer for 1+ year following program completion
- Network of federal, state, and local partners provide no cost support, expertise, and candidate pools
- Opportunities for federal and state tax credits, and apprentice tuition benefits in some states

97% of employers with registered apprenticeship programs recommend it as a training model.[2]

Learn more and join the NICE Apprenticeships in Cybersecurity Community of Interest: https://www.nist.gov/nice

1) Cybersecurity apprenticeship programs are approved and registered by either the U.S. Department of Labor or a State Apprenticeship Agency (SAA).
2) Source: U.S. Department of Labor, Apprenticeship.gov

Apprentice Benefits

- Paid work from day one
- Real world job skill training
- Potential to earn college credit
- Portable, national credential
- Opportunity to earn industry-recognized certifications
- Ability to access GI Bill benefits including monthly housing allowance (MHA)

Apprentices make an average annual salary of **$80,000** upon program completion.[2]

Cybersecurity Apprentice Roles

There are U.S. Department of Labor-approved apprenticeable cybersecurity occupations for entry-and mid-level roles such as:

- Cloud Operations Specialist
- Computer Forensics Analyst
- Cybersecurity Support Technician
- Cybersecurity Incident Response Analyst
- Network Security Administrator
- Information Security Engineer
- Penetration Tester

Program completers earn **$300,000** more over their careers than non apprentice peers.[2]