

Winter 2025 Apprenticeship Intermediary Ignition Lab

Submit your interest form by January 24, 2025!

We invite organizations—including education providers, business-member associations, economic and workforce development, and nonprofits—interested in becoming an apprenticeship intermediary to participate in our [Winter 2025 Ignition Lab series](#). This series is offered at no cost through the U.S. Department of Labor.



Submit an
[interest form](#)
to learn more.

Winter 2025 Schedule

This virtual experience includes workshops and individual coaching sessions. Key dates include:

- **January 27:** Initial 1:1 coaching session
- **January 28:** Workshop 1: Operations Design
- **February 18:** Workshop 2: Program Design
- **March 11:** Workshop 3: Design for Launch
- **March 31:** Series concludes

What is apprenticeship? Apprenticeships are an industry-driven, high-quality career pathway that enables businesses to develop and prepare their future workforce. Apprentices obtain paid work experience, classroom instruction, and nationally recognized credentials.

Why apprenticeship? Research shows that 50% of U.S. companies are prioritizing skills-gap assessments and upskilling/reskilling, and 63% of companies planning significant hiring are increasing spending on training to address skills gaps ([CompTIA Workforce and Learning Trends 2024](#)). Businesses are realizing the risks involved in sticking with the status quo in terms of whom and how they hire for tech. Many know it's time to think bigger, think stronger, and think longer-term about [tech talent development](#).

What is an apprenticeship intermediary, and why are they important? Employers may not have the capacity or desire to run an apprenticeship program 100% in-house. These employers often prefer to partner with an apprenticeship intermediary to help run and manage their program.

Source & Grow Talent: Apprenticeships for Tech is a [federally funded initiative](#) that aims to increase and diversify the tech talent pool for employers and connect people to promising careers.

Organizations participating in the Winter 2025 Ignition Lab will:

- Receive consulting to streamline and accelerate the launch of a new apprenticeship program.
- Receive access to tools and resources to help organizations become an intermediary.
- Gain access to a network of participating organizations to exchange information and ideas.

With this knowledge, participants will be able to develop a strategy to design, develop, and launch an apprenticeship program.

Who will lead the Ignition Lab series? The [American Institutes for Research](#)® (AIR®), which manages the Source & Grow Talent: Apprenticeships for Tech initiative, will serve as expert guides to help participants:

- Design the organizational capacity and staffing plan to run an apprenticeship program.
- Navigate options for program standards and structures to find the right model.
- Develop strategies for recruitment from diverse talent pools.
- Make connections to training providers and other state or local resources.
- Support federal or state registration.

We offer apprenticeship standards for five in-demand job roles: Tech Support Specialist, Network Support Specialist, Cybersecurity Support Technician, Tech Project Coordinator, and Data Analyst, as well as the option to develop standards for additional roles. The competencies gained from these apprenticeships can lead to multiple tech career pathways. [Learn more about getting started.](#)

Who should participate? We recognize how challenging it can be for organizations to find the time and capacity to build new talent development programs like apprenticeships. Our Ignition Lab series is condensed to less than 100 days, making it easier to stay focused and get to action. In addition to a set schedule, embarking on this journey with a cohort of organizations will provide further enrichment and motivation to complete the work. Organizations are encouraged to form a small team to deeply engage in the cohort experience. Team members could include staff that may be involved with:

- Leading internships or other work-based learning initiatives
- Training or education
- Business and partner engagement
- Human resources/talent acquisition

Apprenticeship is a proven model. Now is the time for this talent development model because:

- The market for tech talent will remain tight.
- Common workforce pain points persist, such as recruitment, upskilling, and diversity.
- The confidence gap discourages new entrants into tech.
- The apprenticeship employer-driven model is particularly well-suited for tech roles.
- Apprenticeship can yield a positive ROI, including lower acquisition costs and higher new hire conversion rates.

We look forward to supporting your apprenticeship journey!

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