TechSF

Apprenticeship Accelerator Update

SAN FRANCISCO
Office of Economic and Workforce Development

December 6, 2017

- Address the current tech talent skills gap
- Provide access and training through the workforce system
- Build a future pipeline

Training Partners

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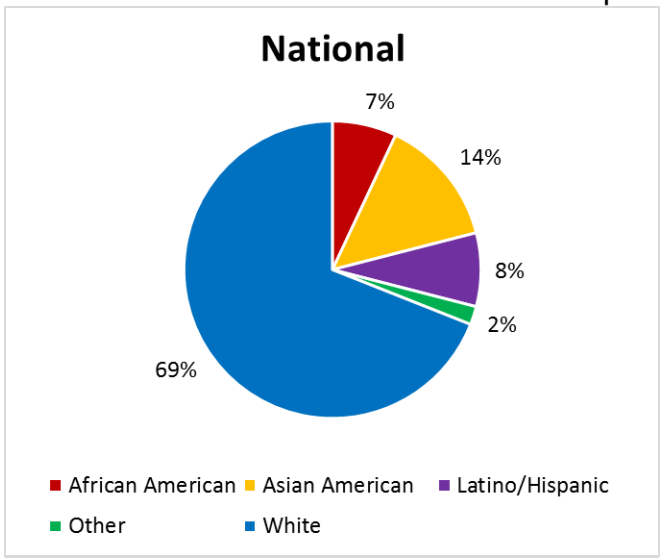
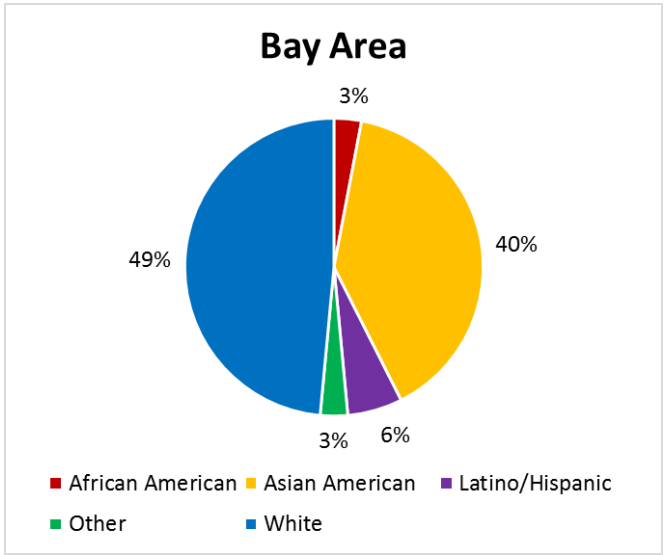
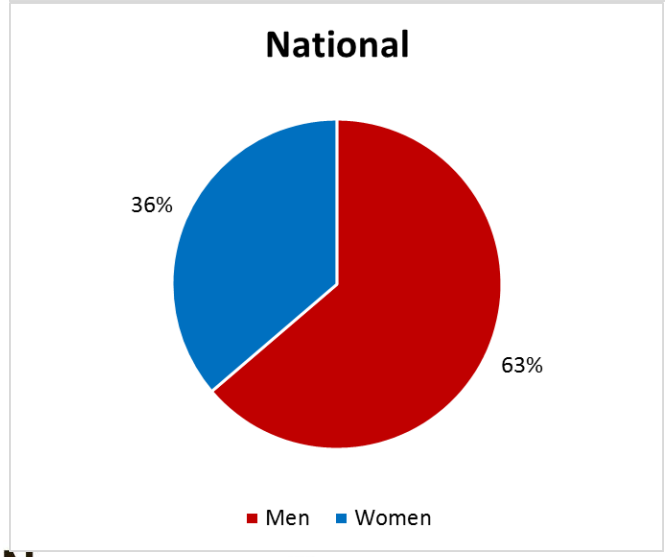
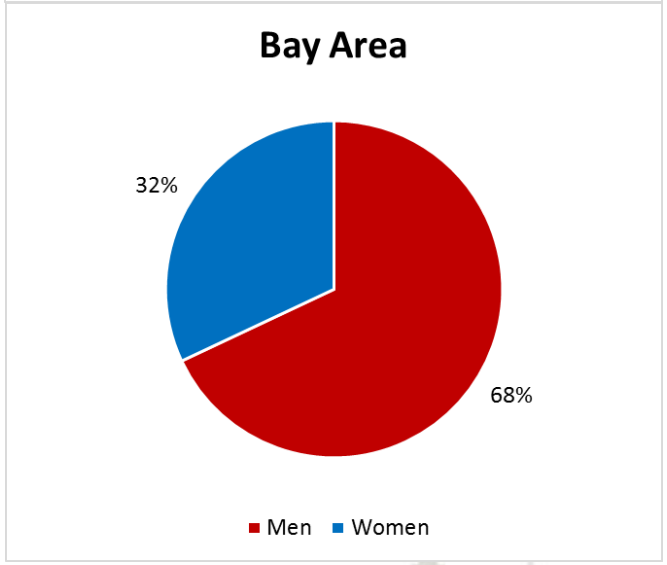
High-Tech Workforce Composition









Source: Diversity in High Tech. U.S. Equal Opportunity Commission. May 2016

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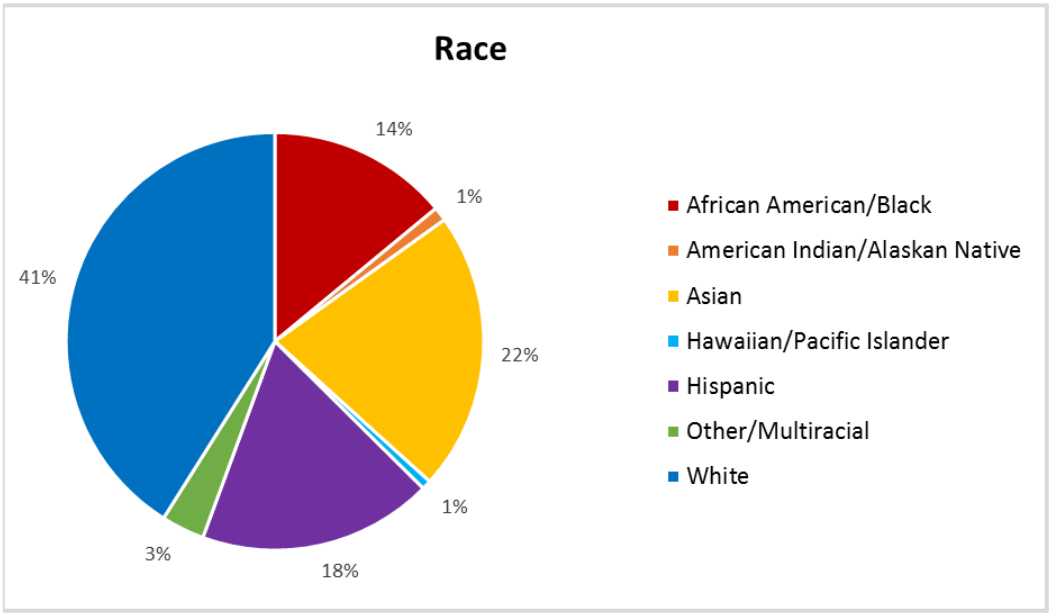
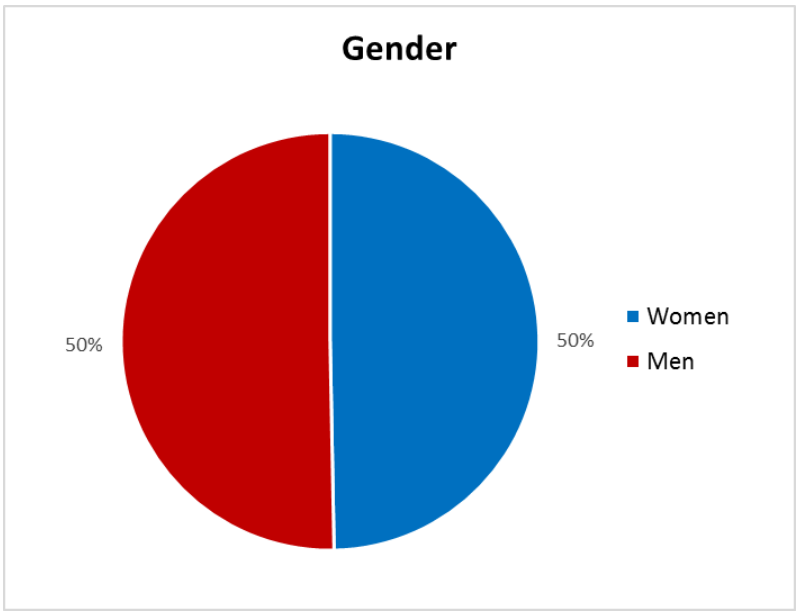
Apprenticeship Pipeline Demographics





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Placement Demographics

Age

Range	% of Placements
15-19	3%
20-24	14%
25-29	21%
30-34	15%
35-39	13%
40-44	9%
45-49	10%
50-54	7%
55-59	5%
60-64	3%
65-69	1%

Income

Extremely Low Income (<$25,850)	53%*
Very Low & Low Income ($25,851-$68,950)	32%*

*of participants reporting income at enrollment

Neighborhood

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Placement Trends

Common Occupations

- IT/Computer Support Specialist
- Quality Assurance Analyst
- Cyber Security
- Information Security Analyst
- Web Developer
- Marketing Associate
- Project Manager

Number of Companies
650+

Average Hourly Rate
$32.91

Company	# of Hires
KQED	11
Salesforce	10
Minted	7
Ebay	6
Creative Circle	5
Apple Inc	4
Oracle	4
Autodesk	3
City Innovate Foundation	3
Genentech	3
Google	3
Kaiser Permanente	3
LinkedIn	3

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How It Works

Step 1:
Businesses work with TechSF to identify workforce opportunities for a customized Apprenticeship. Apprenticeships can also serve as learning and development for internal candidates seeking growth opportunities.

Step 2:
Apprentices work towards on-the-job competency thresholds over 6-12 months, while simultaneously obtaining classroom learning credit towards an industry recognized credential.

Step 3:
Apprentices are typically partnered with a mentor and follow a work-based learning plan. Project-based learning can also be utilized. TechSF offers up to $2500 reimbursment to help offset the cost of mentoring.

Step 4:
Apprentices are fulltime employees of the company, but typically earn less than a worker of the same classification. They receive a wage increase as they achieve competency.

“ We recognize that this partnership is one small step in helping to bridge what we see as a national digital divide. The value of this partnership cannot be underestimated and we hope to see it grow and others like it. ”

~Tiffany Apczynski
VP of Public Policy & Social Impact, Zendesk

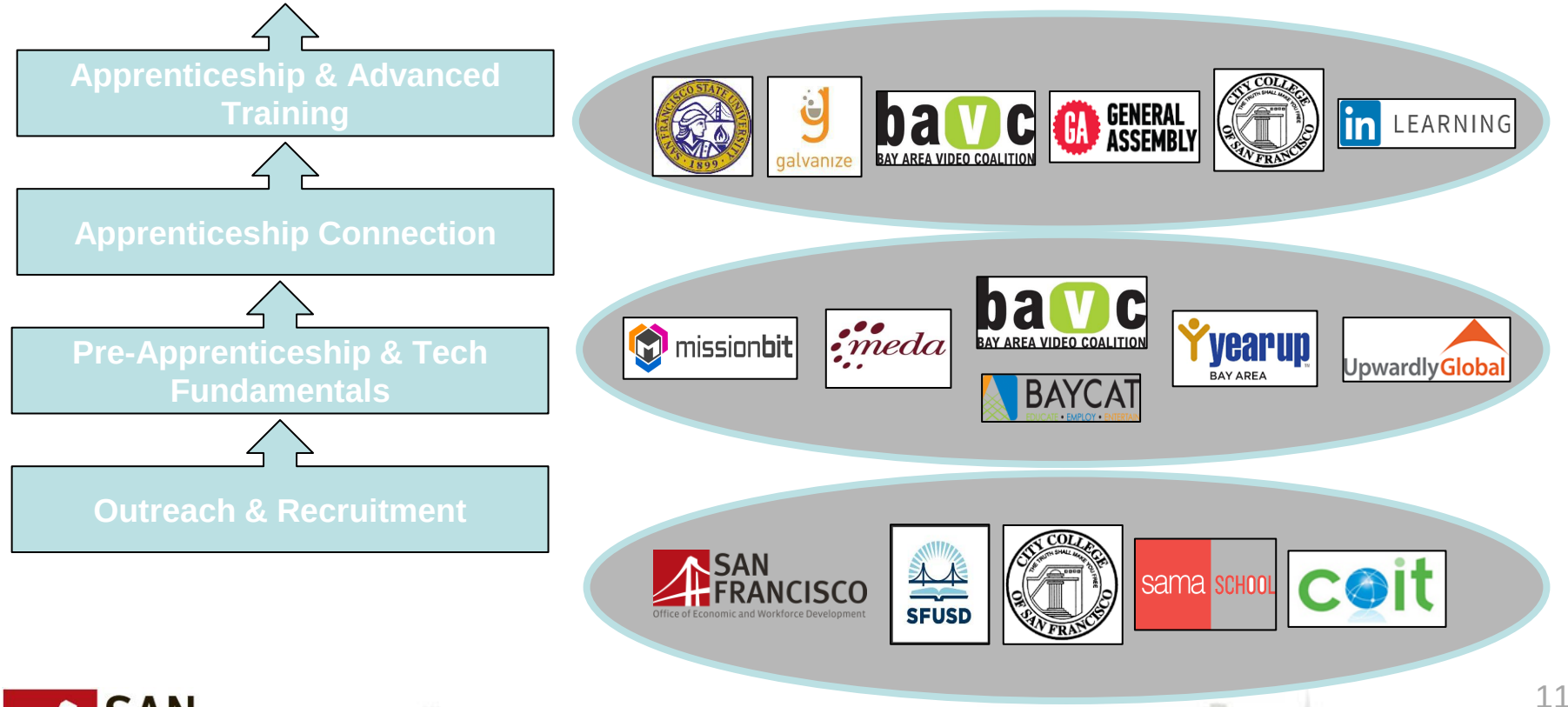
Gabbi Sanchez,
Marketing Support Specialist
Zendesk Apprentice

Apprenticeship Tracks

- *Web Developer*
- *Network Security Administrator*
- *Graphic Designer*
- *Data Analyst*
- *Digital Marketing Associate*
- *Software Developer*
- *Project Manager*
- *Cybersecurity Analyst*

	TechSF Registered Apprenticeship	Internship (Typical)
Term	Indefinite after completion of apprenticeship	3 – 6 months
Legal Status of Employment	Fulltime employee	Contract employee
External Oversight	Registration under Department of Labor standards	Educational institution or none
Resulting credential upon completion	National, portable certificate of occupational competence	Varies by institution
Compensation	Fulltime wage typically lower than average for role	Stipend or unpaid
Benefits Provided	Same benefits as fulltime employee of the company	Usually none
Education Provided	Two to five months of practical skills training; year of on-the-job training	Experiential Learning

TECHSF APPRENTICESHIP PIPELINE



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