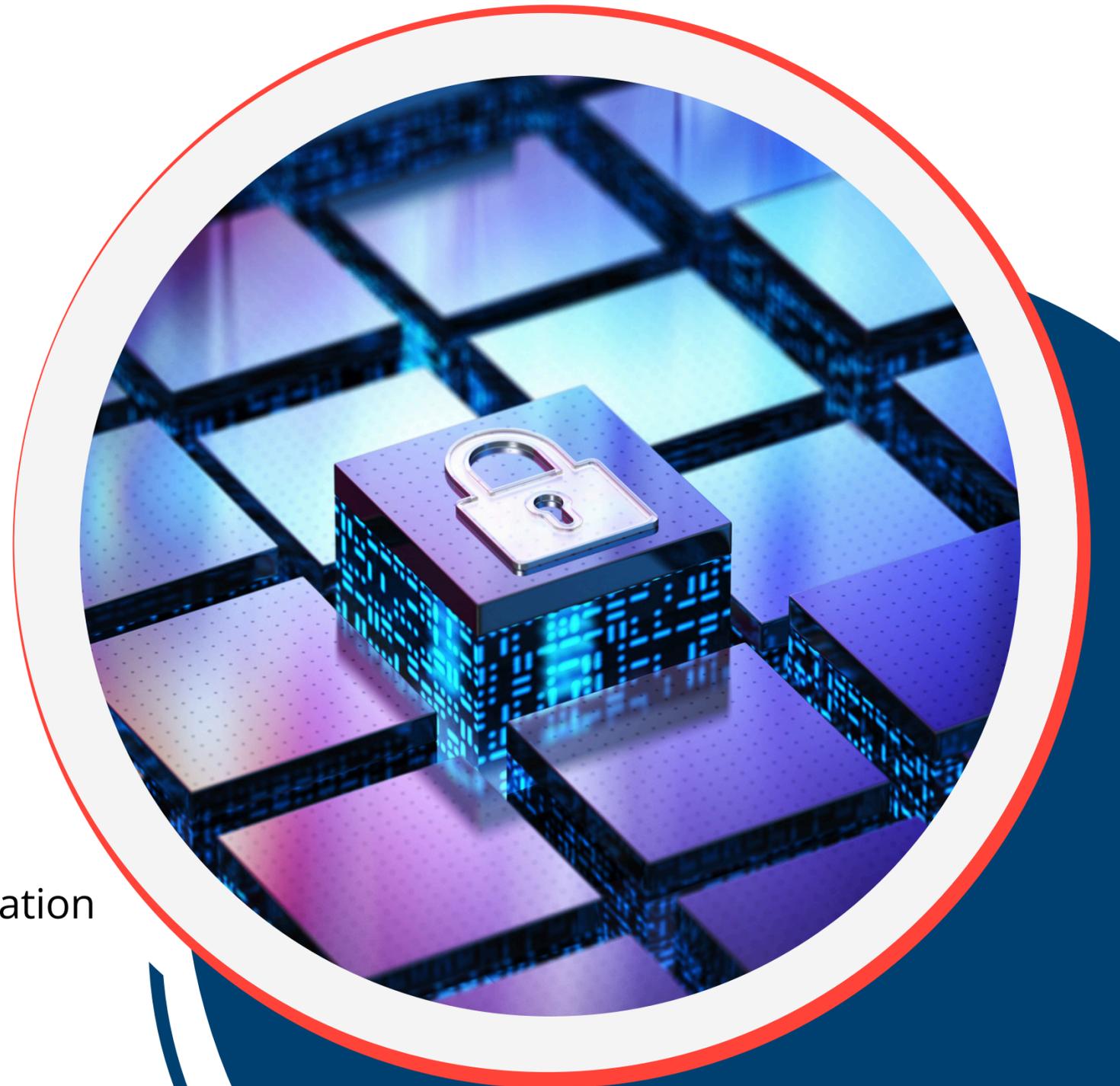




# Empowering Our People: Securing a Path to Digital Sovereignty through IT & Cybersecurity Apprenticeships

A Season of Change for Tribal Nations

**Andrea Anderson**, Senior Director Program Development & Education



# What We'll Cover Today

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Understanding the Current Landscape: Gaps & Opportunities

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The Power of Registered Apprenticeships

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Benefits for Individuals, Communities & Businesses

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Building Digital Sovereignty

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Call to Action: Next Steps & Partnerships

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## THE FACTS

~2.9%

of the U.S. total population identify as Native American

<0.1%

Native Americans in IT/Cybersecurity jobs

## IN CONTRAST

>5,500

tribally owned businesses

>300

tribal employers

are located in Washington State

**Opportunity:** Untapped potential for economic growth and self-sufficiency.

## **"Earn while you learn" model:**

Combines on-the-job training with technical instruction.

## **Industry-recognized credentials:**

Leads to valuable certifications and career advancement.

## **Structured & Supported:**

Provides mentorship, progressive wage increases, and a clear career ladder.

## **High Retention Rates:**

Apprentices are loyal, skilled employees.

## **Community Grown Talent:**

Apprentices live and stay within their communities. Untapped potential for economic growth and self-sufficiency.



# Building Careers, Building Futures

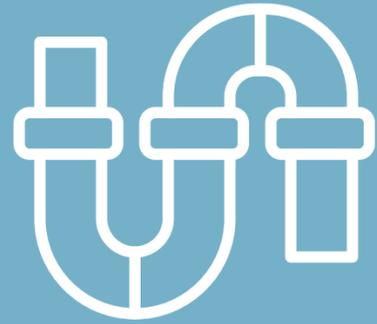
- ▶ Access to high-demand, high-wage jobs in IT & cybersecurity.
- ▶ Debt-free education and skill development.
- ▶ Mentorship and support systems.
- ▶ Career stability and upward mobility.
- ▶ Strengthening individual economic well-being and generational wealth.



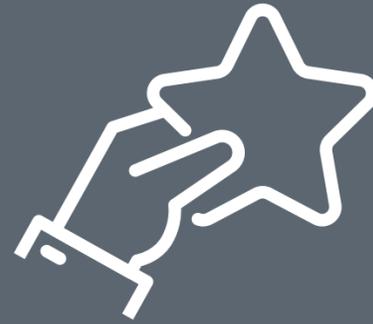
# Economic Growth & Community Resilience

- ▶ Diversifying local economies beyond traditional sectors.
- ▶ Retaining talent within the community.
- ▶ Increasing economic resilience and service capacity.
- ▶ Fostering a skilled workforce to support tribal government functions and enterprises.
- ▶ Reducing both in- and out-migration for employment opportunities.





Access to a pipeline of highly skilled and loyal IT/cyber talent.



Customized training to meet specific business needs.



Reduced recruitment and training costs.



Enhanced cybersecurity posture and operational efficiency.



Strengthening competitive advantage in a digital economy.

## Sectors that Benefit from IT & Cybersecurity Expertise

### Government Contracting

A major sector for Native-owned businesses, requiring robust cybersecurity and IT infrastructure.

### Manufacturing

From small-scale production to large industrial operations, technology streamlines processes and protects intellectual property.

### Hospitality & Entertainment

Casinos, resorts, and restaurants rely on secure networks for everything from payment processing to guest services.

### Health Care & Social Assistance

Protecting sensitive patient data and ensuring secure communication is a top priority.

### Telecomm

Building and managing tribal telecommunications infrastructure is critical for bridging the digital divide.

### Financial Services

Securing financial transactions and protecting customer data is crucial.

### Construction

Managing large-scale projects, data, and communications.

### Energy & Utilities

Securing critical infrastructure and managing complex networks.

# Controlling Our Own Digital Future

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- ▶ **Self-determination:** Developing internal expertise reduces reliance on external entities for critical IT services.
- ▶ **Data Security:** Protecting tribal data and infrastructure with a trusted, local workforce.
- ▶ **Innovation:** Fostering technological advancement within tribal enterprises.
- ▶ **Cultural Preservation:** Utilizing technology in ways that respect and preserve Native cultures.



# How can *your* tribe or business work with Apprenti to start an apprenticeship program?

## Program Administration

Apprenti handles the administrative and compliance burdens for you. We manage the program design, registration, and ongoing reporting with the Department of Labor, allowing you to focus on training your apprentices on your equipment, processes and technology, and in your company culture.

## Talent Pipeline

We act as your recruiting partner, working with local workforce leaders to source a pool of highly motivated candidates. Our rigorous assessment process ensures you get qualified, pre-vetted talent, saving you time and money on recruitment, and sourcing directly from your local communities.

## Training & Funding Support

Apprenti coordinates the apprenticeship Related Supplemental Instruction (RSI) with trusted providers, ensuring your apprentices receive top-tier technical training. We also help you identify and apply for available funding to offset training costs.

Let's discuss actionable steps to leverage this powerful model for your community.  
 Contact Andrea Anderson at 206-779-6673 or [aanderson@apprenticareers.org](mailto:aanderson@apprenticareers.org).

# Thank you!

# APPRENTI™

## Contact Us



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