

Advancing TERO Together: Expanding Native Access to Tech Careers Through Apprenticeship

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What We'll Cover Today

- 01 Tribal Talent Demand & Development

- 02 Understanding the Current Landscape: Gaps & Opportunities

- 03 The Power of Registered Apprenticeships

- 04 Advancing Individuals, Communities & Businesses

- 05 How to Engage: Next Steps & Partnerships

Tribal Advisory Board

Why an Advisory Board?

In 2024, there were only

12

apprentices who identified as American Indian or Alaskan Native in IT/cyber roles in the state of Washington. All 12 of those apprentices were placed through Apprenti.

How You Can Support



Shape culturally relevant curriculum



Recruit employers and apprentices



Ensure the program meets community needs

Apprenticeship Programs



Training in tech roles like software development, data analytics, and cybersecurity



Journey-level recognition and family living-wage careers



Pathways to further education through credit-bearing programs

Registered Apprenticeship Sponsor



Lead Grant Partner



Key Advisors & Recruiters



Sectors that Benefit from IT & Cybersecurity Expertise

Government Contracting

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

Energy & Utilities

Securing critical infrastructure and managing complex networks.

Hospitality & Entertainment

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

Healthcare & 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.

Manufacturing

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

Controlling Your Digital Future



- ▶ **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.

The IT & Cybersecurity Opportunity Gap

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
recognized businesses
across the country

>300

tribal employers &
Native-owned businesses
are located in
Washington State

Opportunity: *This is not a lack of talent. It's a lack of access. Today, we change that.*

Locally Advancing Apprenticeable Roles

Casinos & Hotels in State of Washington

Technology Roles:

- Computer Network Engineer: 24 postings, 12 hires
- Computer User Support Specialist: 20 postings, 10 hires

Non-Technology Roles:

- HR Generalist: 30 job postings, 15 hires
- Accountant & Auditor: 43 postings

Technology roles in Snoqualmie, WA

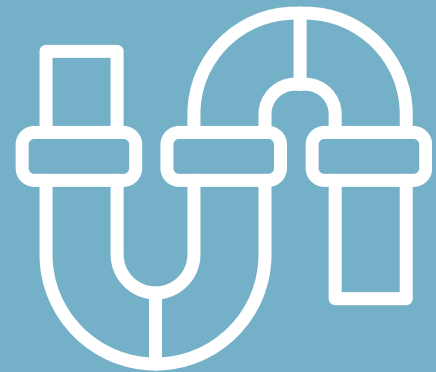
- Database Administrator & Architect
- Software Developer
- Python Engineer
- Machine Learning Developer

What Is a Registered Apprenticeship?

- ✓ Industry Led
- ✓ Paid
- ✓ Structured OJT & Mentorship
- ✓ Supplemental Education
- ✓ Credentials



Advancing Your Return on Investment



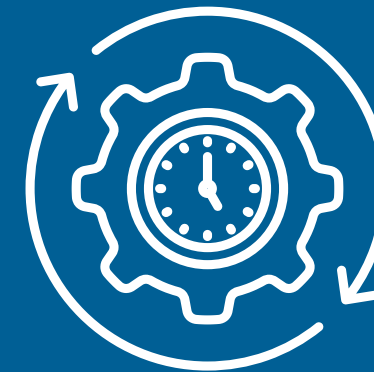
Access to a pipeline of highly skilled and loyal IT/cyber talent.



Customized training to meet specific business needs.



Reduced recruitment and training costs.



Enhanced cybersecurity posture and operational efficiency.

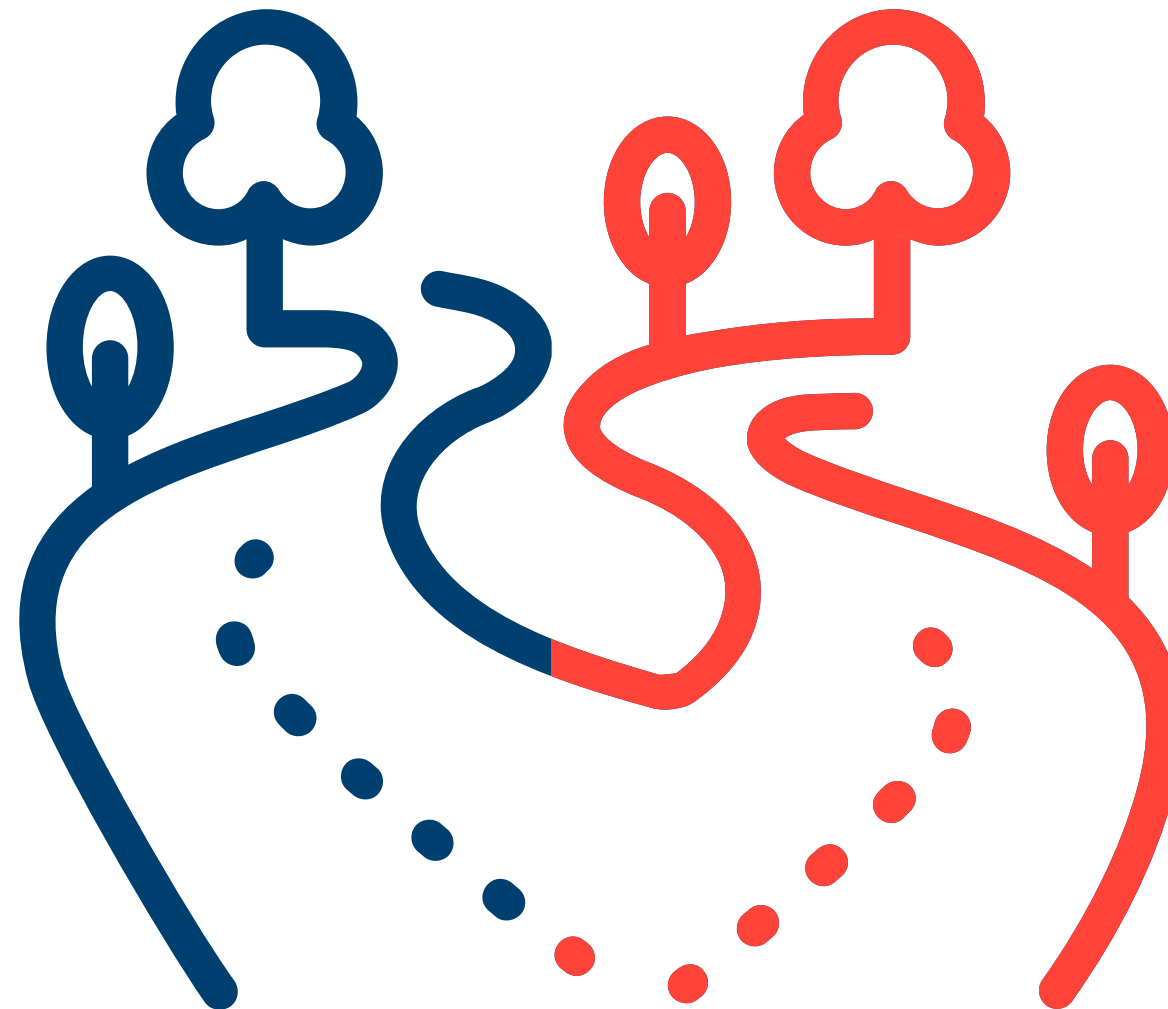


Strengthening competitive advantage in a digital economy.

Two Pathways: Build Your Talent Pipeline

Upskilling Incumbent Workers

- 1** Employer selects current staff for growth opportunities
- 2** Apprenti enrolls the employee into the Registered Apprenticeship program
- 3** Structured online/hybrid training begins (RTI)
- 4** On-the-job training and mentorship take place within the organization
- 5** Employee earns credentials and advances into a more skilled role



Hiring New Apprentices

- 1** Employer defines role and need
- 2** Apprenti sources, screens, and assesses qualified external candidates
- 3** Candidates presented 2:1 to the employer for interviews
- 4** Employer selects apprentice and extends an offer
- 5** Structured online training + on-the-job learning begin
- 6** Apprentice is employed for at least one year under a Registered Apprenticeship model

Advancing Apprentices, Advancing Communities



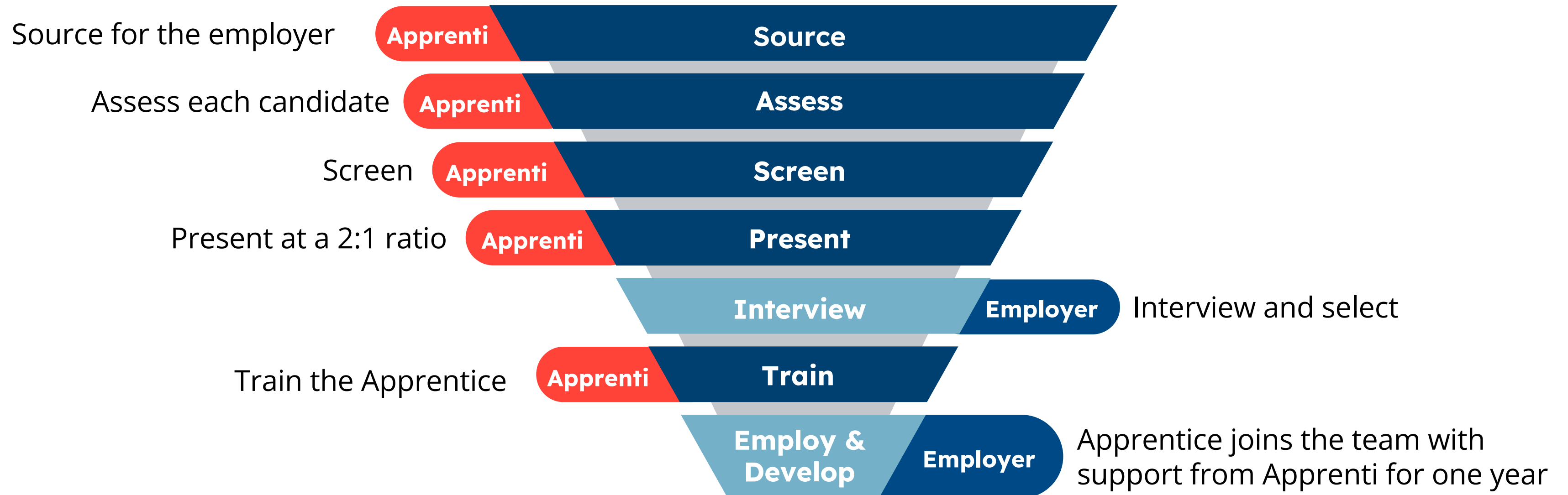
- ▶ Access to high-demand, high-wage jobs in IT & cybersecurity.
- ▶ Debt-free education and skill development.
- ▶ Mentorship and support systems.
- ▶ Career stability and upward mobility.
- ▶ Strengthening individual economic well-being and generational wealth.

Advancing 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.

How Apprenti Works



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.

How to engage?

Washington State Apprenticeship Training Council Tribal Committee

Bridges Tribal Nations and Apprenticeship Systems

Advances Workforce Equity for Native Americans

Builds Strategic Partnerships Across Sectors

Drives Policy and Systems Change

Expands Access in Rural and Underserved Communities

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Excited to Get Started?

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