

# Cybersecurity Apprenticeships



## Why Apprenticeship?

**Registered apprenticeship<sup>1</sup> 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.<sup>2</sup>



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

<sup>1</sup>) Cybersecurity apprenticeship programs are approved and registered by either the U.S. Department of Labor or a State Apprenticeship Agency (SAA).

<sup>2</sup>) Source: U.S. Department of Labor, [Apprenticeship.gov](https://www.dol.gov/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.<sup>2</sup>



## 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.<sup>2</sup>