President's High Growth Job Training Initiative
National Information Technology Apprenticeship System

Grant amount: $2,818,795

Leveraged amount: $3,795,072 in cash and in-kind support from CompTIA and its industry partners

Grantee: Computing Technology Industry Association

Key Partners: Northern Virginia Community College, NFL Films, Okidata, Hill International, Keyport Division, Naval Undersea Warfare Center, Henkels & McCoy, Exodux IT Services, Cosmopolitan Chamber of Commerce

Location of Grant Activities: Nationwide (CompTIA located in Oakbrook Terrance, IL)

Challenge
IT remains a critical aspect of work in all industries and sectors, as well as an industry in its own right. However, America continues to suffer from a shortage of qualified IT workers with flexible and portable skills who can readily adapt and respond to ever-changing IT demands and processes.
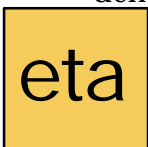
Addressing the Challenge
CompTIA is using this grant to support the development and implementation of a National Information Technology Apprenticeship System (NITAS), a competency-based apprenticeship methodology that supports consistent and flexible credentialing for the career development and advancement of IT workers. The seven-track NITAS career matrix allows workers to progress through all or part of the apprenticeship program using a combination of classroom instruction and on-the-job training. Standardized, industry-recognized certifications are earned as each apprenticeship tier is completed, and the certifications are transferable from employer to employer.

Project Outcomes
CompTIA projects that within five years, 384,000 IT workers will have become registered apprentices and approximately 6,700 employers will have been enlisted as registered on-the-job learning providers.

Sustainable Impact
NITAS provides the public workforce system with a demand-driven, comprehensive, flexible, and sustainable IT skills development model. This innovative apprenticeship model enables the public workforce system to build its capacity and better leverage its resources to meet the current and anticipated needs of IT employers, ensure a continuing pipeline of skilled IT workers, and contribute to community economic growth. NITAS' consistent focus on increasing the available pool of skilled IT workers and simultaneous attention to retention and advancement of current IT workers demonstrates a continuous workforce planning strategy that ensures sustainability.