

The Process

About ApprentiTN

The mission of ApprentiTN is to address the workforce shortage in the tech industry via registered apprenticeship by identifying diverse talent to meet industry needs. ApprentiTN is a program of the Nashville Technology Council Foundation.

ApprentiTN is focused on increasing diversity in the tech industry although anyone 18 years or older with a high school diploma or GED is eligible to apply. ApprentiTN has a large pool of diverse candidates, including women, veterans, and minorities.

How ApprentiTN Works

ApprentiTN helps you source diverse talent and train new hires with foundational technical skills before beginning a one-year, earn-and-learn term of employment with your company. Under your close supervision and mentorship, you will help develop these competent beginners into capable, entry-level hires over the term of apprenticeship. In exchange for your mentorship and the investment in skill development, apprentices are paid a discounted rate during their time at your company. Once your company agrees to become an ApprentiTN hiring partner, ApprentiTN works with you to select and train apprentices.

APPRENTI TN'S ROLE

- Consult with companies on how to operationalize apprenticeship
- Review employer job description and match with apprenticeship opportunities
- Determine instructor-led training (ILT) plan with employer input
- Assess and screen talent
All candidates complete an assessment of math, logic and critical thinking, and soft skills. If they receive a qualifying score, Apprenti TN will conduct a phone screen and in-person interview, choosing the best candidates to send to employer interviews. Candidates are evaluated on factors including communication, professionalism, motivation, transferrable skills, tenacity, and interpersonal skills.
- Select and manage training provider(s)
- Manage apprentice registration and paperwork
- Monitor apprentice performance

EMPLOYER'S ROLE

- Interview and select apprentice(s)
- Supervise and mentor apprentices during on-the job training (OJT)
- Pay apprentice salary and benefits during OJT — at a discounted wage
- Contribute toward cost of training
- Pay a nominal placement fee

GET STARTED!

- Decide occupational needs
- Meet with Apprenti about the training plan
- Execute MOU
- Set up internal systems to support apprenticeship roles
- Identify target start date of first apprentice, keeping in mind that apprentices will arrive on the job 3-6 months after interview
- Select interview dates

POST-APPRENTICESHIP

Your company can extend full-time job offers to apprentices as early as 6 months or upon completion of one year of OJT; however, retention beyond one year is not required.



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