

REGISTERED APPRENTICESHIP

Connect your students to local employers for “earn and learn” apprenticeship opportunities.

FOR CISCO ACADEMIES



WHAT IS REGISTERED APPRENTICESHIP?

Registered Apprenticeship (RA) is a time-proven, successful model of work-based learning for individuals as young as 16. By creating RA pathways with your local employer partners, your Academy can provide students with:



Paid Employment – RA is a paid opportunity with on-the-job learning for students including technical and professional related instruction.



Mentored On-the-Job Learning (OJL) – All apprentices are teamed with an experienced mentor to build their technical and professional workplace skills from day one.



High-Value Related Instruction (RI) - Academy classes can count toward high school graduation, college degree or academic certificates and meet the requirement for their RA program.



Wage Increases – Apprentices can earn wage increases during their RA program by demonstrating measurable skill gains.



A National Occupational Credential – Upon program completion, apprentices are awarded a nationally recognized credential.



BENEFITS FOR ACADEMIES

By engaging in RA, Academies can:

- › Increase visibility among local employers.
- › Improve skills-to-jobs program outcomes.
- › Differentiate their programs by providing an accelerated career pathway for students.
- › Prepare students with paid hands-on training and valuable technical knowledge for in-demand careers.
- › Increase student interest and engagement.

HOW IS CISCO NETWORKING ACADEMY INVOLVED?

Cisco Networking Academy created National Guideline Standards (NGS) for three occupations that have been approved by the U.S. Department of Labor (U.S. DOL). Based on these standards, academies, in collaboration with employers, can offer Registered Apprenticeship program opportunities to their students for the occupations below:



IT Helpdesk
Support
Technician
(NGS: IT Generalist)



Cybersecurity
Support Analyst
(NGS: Cybersecurity
Support Technician)



Network
Technician

HOW TO GET STARTED WITH A REGISTERED APPRENTICESHIP

For every step of the process to get a Registered Apprenticeship up and running at your academy, support is available. **Safal Partners** is the U.S. DOL National Industry Intermediary working with Cisco Networking Academy to provide Academies with technical assistance, and ongoing program support **at no cost** to implement Registered Apprenticeship for students and employers. Collaborating with Safal Partners on the steps below can help you speed up implementation by anticipating and removing roadblocks and utilizing proven materials and processes from other successful Academy programs.

Earnings Benefits for Students*

\$77K

Average annual salary of people who complete an RA program.

\$300K

Average increase in lifetime earnings earned by people who complete an RA program compared to non-apprentice peers.

* Source: US DOL, Apprenticeship.gov

Step 1: Assess Local Needs – Use local [Labor Market Information](#) to determine occupational demand and employer needs.

- Step 2: Build The Team** – Determine the structure of your team and which entities will take on the following roles:
- › **Sponsors** register and operate an apprenticeship program. The host institutions of Cisco Academies may already be approved as an RA program sponsor for occupations in other career fields.
 - › **RI Providers** deliver instruction to apprentices in the designated occupation’s core knowledge, skills, and abilities. For all Cisco NGS-based RA programs, academies will serve as the RI provider.
 - › **Employers** hire and provides paid OJL for apprentices under supervision of a designated mentor who is a skilled professional in that occupation.

Academies typically take on the role of RI Provider but can participate in one or more of the other roles as well.

Step 3: Engage Employers – Identify and engage potential employer partners through your Academy Advisory Committee, Local Workforce Development Board (LWDB), Chambers of Commerce, and tech associations.

Step 4: Develop Program – Utilize Cisco Networking Academy’s RA National Guideline Standards to ensure easy adoption by your local employers and fast-track approvals with the U.S. DOL.

Step 5: Launch and Sustain – Publicize your program launch, do ongoing outreach to employers, and enroll, register, and support your apprentices. Document and share the success stories.

In some cases, Academy institutions are already approved as an RA program sponsor. For those institutions, organizational buy-in has already been secured and the process is streamlined. All that is required is to simply add the Cisco Networking Academy NGS occupation(s) to the organization’s current RA program standards. Safal Partners can work with your state's U.S. DOL Office of Apprenticeship or State Apprenticeship Agency (SAA) to have your program expanded quickly, in some cases within a few weeks.

MORE ABOUT SAFAL PARTNERS

Safal Partners is the U.S. DOL National Cybersecurity Industry Intermediary working with Cisco Networking Academy to provide Networking Academies with RA expertise, technical assistance, and ongoing program support at no cost.

Safal's team of apprenticeship experts can provide your organization with no-cost:

- Technical expertise to build a customized program,
- Program sponsorship,
- Assistance identifying and accessing federal, state, and local resources,
- Direct, limited incentive funding to assist with program costs,
- Ongoing program support such as marketing and administrative assistance, and
- Assistance convening employers and RA partners in your area.

YOUR NEXT STEP

Interested in learning more? Email to set up a brief introductory meeting: CiscoRA@safalpartners.com

