

# APPRENTICESHIP

## GovOps and SEIU Local 1000 Open Doors for Civil Servants in Information Technology

Qualified civil service IT professionals are in demand within California, but working adults are often unable to take time off work to develop the skills needed for these positions. This need was the driving force for the creation of the first public sector IT apprenticeship program that launched in 2017.

The civil service IT apprenticeship program is offered through SEIU Local 1000 and Government Operations Agency (GovOps) partnered with Mission College and Sacramento City College to offer qualifying state employees in the greater Sacramento area IT skills and experience. Through career development efforts, SEIU Local 1000 and GovOps have been able to address the state's need to establish a robust succession plan and fill vacant positions.

Shabbir Hasnat and his apprenticeship journey provide an example of how this program can open doors. In August 2007, Shabbir joined the California Department of Social Services as a disability evaluation analyst and in 2011 he enlisted in the United States Army Reserves as a signal support specialist. While thankful for the position he had, Shabbir had always aimed at eventually becoming an IT



Shabbir Hasnat pictured on the far right with other third cohort IT apprentices in 2018.

professional. He already possessed college-level education but was yet to gain entry into the IT sector as a working professional because he didn't have the training or work experience to compete for the IT classifications with the state.

The establishment of the GovOps IT apprenticeship program offered Shabbir a means by which he could attain the courses and work experience to achieve his goal. This apprenticeship program offered an earn-and-learn opportunity that would connect him with his career goals while allowing him to continue to provide for his family. Shabbir

was selected for the apprenticeship program in 2017, and through his vigorous effort and the continuous support of his instructors, supervisors, and SEIU Local 1000 Success Coordinators, Shabbir was able to achieve his goal and become an Information Technology Associate at Department of Social Services.

Shabbir has been in this role since December 2018 and is currently the lead technician for the northern regional sites and plans to seek out an Information Technology Specialist 1 position with his department in the near future.

For more information about this program please visit:

<https://www.seiu1000.org/notification/it-apprenticeship-program>