

# APPRENTICESHIP

## Cybersecurity Apprenticeship Program Now a Reality for Incumbent State Workers

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There is a growing talent gap for cybersecurity professionals, whose job is to ensure databases are protected from risk, theft, and damage. All State of California departments need these services and one way the talent gap is being addressed is through an apprenticeship program for state workers in participating departments.

On September 15, the State of California (CalHR) and the Division of Apprenticeship Standards (DAS) joined forces with Service Employees International Union (SEIU) Local 1000 and American River College to commemorate and launch its first cybersecurity apprenticeship program.

This program was designed to provide state employees with cybersecurity education, skills and experience. At the conclusion of the program, apprentices will meet the minimum qualifications to apply for an Information Technology Specialist (ITS) I classification, which creates a clear path to a profitable career in these highly specialized roles. The program allows for specific skill set development, customized to state agency needs and includes three emphases within the ITS I classification: operations, policy, and security operations center.

The State of California and SEIU Local 1000 cybersecurity apprenticeship program utilizes the training and development assignment so apprentices receive on-the-job training for the targeted occupation. Additionally, the apprentices receive pay according to their current classification while they are in the up-to-two year program.



Pictured top to bottom and left to right: Sarah McGinn, SEIU Local 1000; Melissa Fish, American River College; Ken Anyanwu, SEIU Local 1000; Amy Nunez, State Compensation Insurance Fund; Daniel Gilbert-Valencia, American River College and the Department of Technology; Robert Gilbert, SEIU Local 1000; Robert Mayorga, Franchise Tax Board; Lloyd Indig, CHHSA; Laura Thompson, Division of Apprenticeship Standards

The 12 apprentices in the program come from a variety of state departments including California Department of Technology, Franchise Tax Board, Employment Development Department, Department of Motor Vehicles, Department of Social Services, Department of Child Support Services, Department of General Services and Department of Rehabilitation.

Supported by a California apprenticeship initiative grant, the State of California and SEIU Local 1000 cybersecurity apprenticeship program was born from an effort to meet Governor Newsom's goal of registering 500,000 apprentices by 2029 while simultaneously shoring up skills gaps and filling high vacancy rates in this specialized occupation. Even California's own Department of Technology estimates a 38% vacancy rate in the state's IT-related positions over the next 5 years.

See [Apprenticeship Programs - SEIU Local 1000 \(seiu1000.org\)](https://seiu1000.org) for more information.