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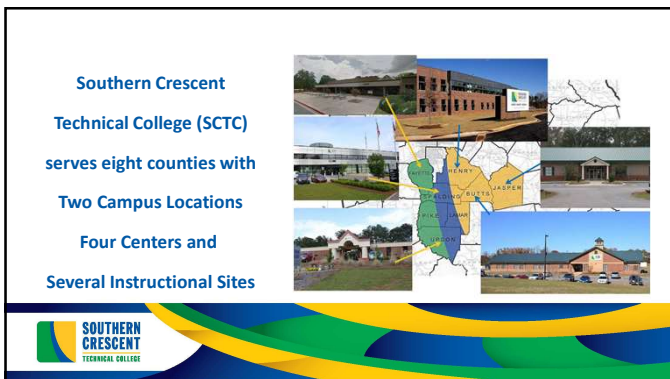
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**We accomplish our mission through:**

Technical Education

Economic Development

Adult Education



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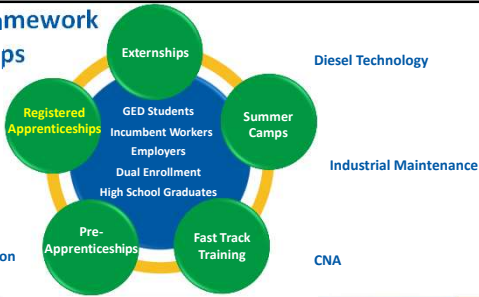
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**Workforce Framework Apprenticeships**

Mechatronics

Welding

Logistics and Distribution



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**Apprenticeships = Workforce Development**

- Immediate employment for an individual (unemployed or underemployed) seeking to begin a career while enrolled in school.
- Companies can grow their incumbent workforce by offering an apprenticeship that can upskill an employee into a position that is hard to hire and/or requires an increased level of technical skills such as mechatronics or welding.
- Connecting partner, employer, apprentice, College and other key stakeholders (i.e. WIOA, Department of Labor, K-12, Development Authority).



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### Apprenticeships = Workforce Development

- WIOA, Incumbent Worker, and Eligible Trainer Provider List (ETPL)
- Prior Learning Assessment and Micro Credentials
- Scaling Apprenticeships through Pre-Apprenticeships and GED Bridge programs
- Telling our story through data and best practices
- Schedule flexibility regarding delivery of Related Technical Instruction (RTI)
- Mentor training and quarterly roundtables




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### Registered Apprenticeships at Southern Crescent Technical College

- Competency Based
- Length of 1-5 years depending on industry preference and program of study
- Industry Advisory Committees
- Technical support from SCTC staff regarding completion of Department of Labor and WIOA paperwork
- Options can include credit or non-credit tracks (customized) for how courses are delivered
- SCTC faculty serve as the provider of Related Technical Instruction (RTI)




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### Registered Apprenticeships at Southern Crescent Technical College

#### Vernay and 1888 Mills

- Incumbent Workers
  - Non-Credit Track
  - Hybrid Option with Evening Classes
  - Two companies and one curriculum (RTI)
  - Nine total apprentices
- ← Mechatronics Track




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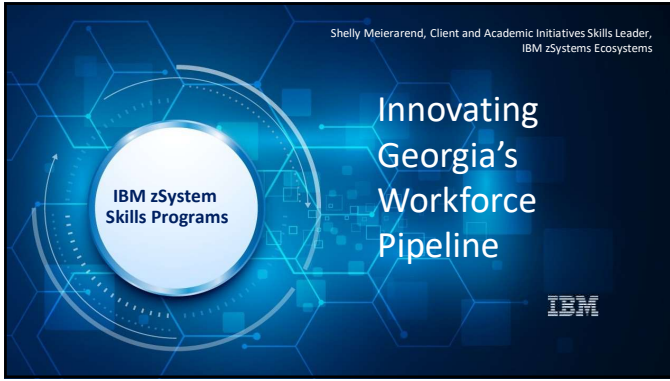
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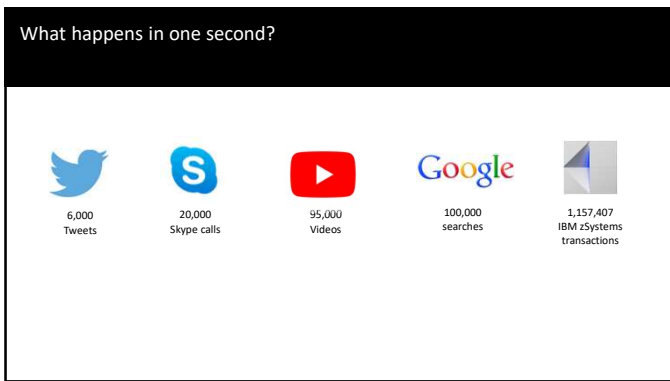
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**The backbone of the world's leading businesses**

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|--|--|--|---|
| <b>23</b><br>of the top 25<br>US retailers | <b>92</b><br>of the top 100<br>worldwide banks | <b>23</b><br>out of 25<br>of the world's<br>largest airlines | <b>10</b> out of 10<br>of the world's<br>largest insurers |
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**Get Hired!**

Coming November 3rd:  
**The US Enterprise Computing  
Virtual Career Fair!**

Don't miss your chance to  
interview for real job  
opportunities in the Mainframe  
industry!

IBM Z Xplore Concepts Badge  
required to attend

Ready to go? Register today!  
<https://ibm.biz/ZCC-VCF>

IBM

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**IBM zSkills  
Programs are  
making an  
impact**

- Academic Programs
- Non-Traditional "New Collar" Programs
- Open Training
- Community Connections
- Employer Resources

[ibm.biz/ztalent](https://ibm.biz/ztalent)

|   |  |
|---|--|
| <b>200K+</b><br>New Developers and<br>Students Engaged                | <b>1000+</b><br>High Schools, Community<br>Colleges and Universities |
| <b>32K</b><br>z/OS Practitioner Certificate<br>and COBOL Participants | <b>1.3K</b> New to<br>zSystems<br>Professional<br>Community          |

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### Students pursuing careers in technology are focused on five primary things in a potential career.

**Enterprise Computing outperforms other IT roles**

Base: US online adults, 18+; 414 IT professionals involved in software development, IT support, enterprise architecture, enterprise computing systems administration/development, data science, etc. Source: A commissioned study conducted by Forrester Consulting on behalf of IBM, September 2019.

- Good salary** ● Enterprise computing role ● Other computing role  
 Average reported starting salary for enterprise computing is **\$70,100** versus \$62,950 of other mixed IT roles.
- Good work-life balance**  
 A good work-life balance (% rating 8, 9, or 10 out of 10)  
 Enterprise: 70% | Other: 57%
- Ability to make a social impact**  
 Social impact, for example, the ability to contribute to open source, social, or community groups, with your technical skills  
 Enterprise: 69% | Other: 58%
- Working on something that aligns with primary interests in technology**  
 Opportunity to work with leading-edgetech  
 Enterprise: 70% | Other: 57%
- Job security/role versatility**  
 Nearly **90%** of professionals in enterprise computing careers agree the job market for their skill set is growing, and **75%** believe there is a shortage (i.e., high demand) for their skill.

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### Growing IBM Z & LinuxONE Open-Source Software Ecosystem

More: [hub.docker.com](https://hub.docker.com) | [www.ibm.com/community/z/open-source-software/](https://www.ibm.com/community/z/open-source-software/)

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### IBM Z Xplore

A new learning experience

The new learning platform is a year-round interactive learning platform available for anyone to get hands-on experience across a variety of technologies, to develop valuable skills, and to earn industry recognized digital badges – with no prior knowledge required!

**You will find:**

- Hands-on Challenges
- Progressive learning paths
- Direct access to zSystem environments
- User community and leaderboard
- Digital badging

Register today: [ibm.biz/ibmxplore](https://ibm.biz/ibmxplore)

Concepts Advanced

Concepts Badge | Advanced Badge

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### IBM Z Apprenticeship Overview

**CONTEXT**

- IBM Z has been a cornerstone of the global IT infrastructure for decades and is used by two-thirds of the Fortune 100 companies.
- Growing demand for IBM Z technology paired with skilled practitioners retiring, has created fierce competition for IBM Z talent.
- Four-year colleges simply are not producing enough graduates to meet this demand.

**SCOPE**

- Launch IBM Z Apprenticeship program for IBM enterprise computing clients to build an ecosystem of IBM Z mainframe talent.
- Recruit and train apprentices as IBM Z Systems Administrators and Application Developers.

**HIGHLIGHTS**

150 apprentices in 27 companies

80% new hires 20% incumbent workers

\$60k average starting salary = \$6.9 million

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### Key to Success: A Strong Partnership

|                       | IBM  | FRANKLIN  |
|-----------------------|--|---|
| <b>SUCCESS FACTOR</b> | <ul style="list-style-type: none"> <li>Strong program advocacy and successful promotion efforts</li> <li>Program content and credentials aligned with employer talent gaps</li> <li>IBM SME resource investment supported apprentice learning</li> </ul> | <ul style="list-style-type: none"> <li>Casting a wide net for candidate recruitment resulted in a diverse talent pool</li> <li>Pre-apprenticeship program ensured candidates were 100% employable</li> <li>Franklin Success Coaching made it easy for employers to participate and is producing superior apprentice outcomes</li> </ul> |

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### Program Structure – Best Practice Model

End-to-end solution is providing an on ramp to capable, committed individuals

**INTEREST**  
Widening the talent pool  
Diverse & underserved local communities  
Veterans

**APTITUDE**  
Scientific testing aptitude for tech roles

**COMMITMENT & CAPABILITY**  
110 hours guided learning  
Success Coaching  
Career readiness  
Digital credentials

**LEARNING & COMPETENCY**  
Registered framework  
12-months technical & soft skills  
1:1 Success Coaching  
On-the-job training  
Digital credentials

**PERFORMANCE & EXCELLENCE**  
Loyal with expected high retention  
Competence proven on-the-job  
Diverse backgrounds and perspectives

**IBM SUBJECT MATTER EXPERT SUPPORT**

**QUALIFIED IBM Z TALENT**

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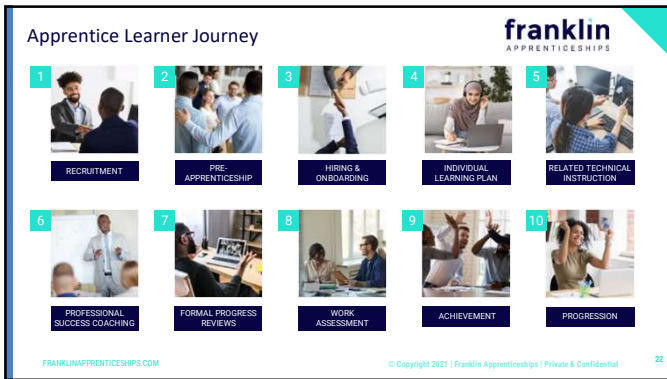
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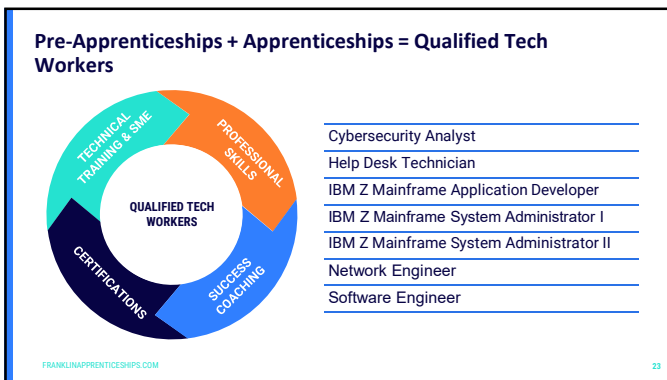
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**Apprentice Feedback**

"It's quite literally the opportunity of a lifetime."  
-- River M., Apprentice Graduate, M&T Bank

"As a military spouse, my apprenticeship has been the greatest growth opportunity for my career thus far."  
-- Yasmin L., Apprentice Graduate, Black Knight, Inc.

"I'm now a valuable asset in the workforce... something I never thought I could be."  
-- David C., Apprenticeship Graduate, Help Desk

"I took software engineering in college, but the Mainframe is completely different from what I learned at school. My apprenticeship was an incredible way to jumpstart my career."  
-- Jack M, Apprentice, FIS Global

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### Partnerships

**M&T Bank** "Our apprentices are highly engaged and always raising their hands about what could be better. It makes me excited for what's to come as we continue to bring in new cohorts of apprentices."  
 --Mike Wisler, Chief Information Officer, M&T Bank

**FIS** "Our apprenticeship program has exceeded our expectations... Now everyone wants to have apprentices in their team."  
 -- Tom Kesselring, Sr Director of Leveraged Infrastructure, FIS Global

**BLACK KNIGHT** Franklin Apprenticeships has helped us find stellar candidates and build our tech team with apprentices from all different backgrounds."  
 -- Angie Voght, HR Manager, Black Knight, Inc.

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### Graduations = Changed Lives and Happy Clients

"By about six months into the program, our apprentices were coding on C#/.NET, and installing new products on the Z platform."  
 Gary Fusco, Technology Director, M&T Bank

"My apprenticeship has given me an amazing amount of confidence in my skills and in myself."  
 River M., IBM Z Apprenticeship Graduate, M&T Bank

"Franklin Apprenticeships has helped us find stellar candidates and build our tech team with apprentices from all different backgrounds."  
 Angie Voght, HR Manager, Black Knight, Inc.

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### Expanding Talent in the IBM Z® Ecosystem

**TALENT SOURCING** → **CAREER SKILLS ASSESSMENT** → **PRE-APPRENTICESHIP** → **APPRENTICESHIP** → **QUALIFIED WORKERS**

60% MATCH | 50% COMPLETE | 90%+ COMPLETE | 90%+ RETENTION

#### Newly hired apprentices from widely diverse backgrounds

- 59% No Bachelor's Degree
- 31% Minority
- 11% Veterans
- 7% Disabled
- 56% Previously Under-employed or Unemployed
- 29% Women
- 15% Hispanic or Latino

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### IBM zSystems Apprenticeship Accelerator Program

- Employer Benefits**
  - Recruiting services with focus on diversity
  - Over 320 hours of training
  - Consistent content across all locations
  - Flexibility to accommodate work and training with self-paced learning
  - 2 Career path options – Systems Administrator & Application Developer for Z
  - Training program administration
  - Success Coach for each student and to assist managers
- Pre-Apprenticeship Graduates ready to be hired today!**
  - 34% Female
  - 11% Veterans
  - 21 states, 51 cities

Over 100 top talent of 25+ nationalities, 75+ ethnicities, 15+ religions, 12+ languages

#### US APPRENTICESHIP RESULTS

- 150 Apprentices Hired across 27 Clients
  - 29% Female
  - 31% Minority
  - 11% Veterans
  - 40% were unemployed
  - 59% no Bachelor Degree
  - 96.5% Completion Rate
- MSA program qualifies for 45 US college Credits

Transferring from Military Service? Employment Navigators Can Help. How our Employment Navigators can help connect transitioning service members and their spouses with good civilian careers. (PSS 48E)

IBM zSystems Apprenticeship Accelerator Program

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### IBM Apprenticeship Program (US)

Bringing IBM zSystems employers together to build a sustainable workforce

#### 1. Recruit

- Employers commit to number/location/role of resources to hire for 1 year apprenticeship
- Franklin Apprenticeships to recruit candidates from diverse talent pool partnering with:
  - Social Workforce Boards
  - Diverse Women of Labor Veteran Apprenticeship Placement Counselors
  - Franklin Apprenticeship networks
- Employers provided opportunity to vet candidate pool for target locations
- Employers can also utilize their own employees who do not have mainframe background to go through this program

#### 2. Pre-Apprenticeship

- Candidates complete mainframe pre-apprenticeship virtual training program
  - Minimal Cost of Assessment
  - Introduction to Computer Science
  - IBM Z Agile Learning Experience – Fundamentals/ Concepts/ Advanced
  - ZOS-Foundation
    - Introduction to IBM Z/OS
    - Introduction to ZOS Commands and Panels
    - Systems Programming on IBM Z

#### 3. Apprenticeship

- Employers hire pre-apprenticeship graduates into a Mainframe System Administrator or Mainframe Application Developer role for 1 year
- Program
- Employers provide mentorship and on the job training
- Franklin Apprenticeships administers Department of Labor Apprenticeship standards, coordinates training, and assigns apprentice success manager throughout the 1 year apprenticeship
- Upon completion, apprentices earn Department of Labor credential

#### franklin APPRENTICESHIPS

### Why Employers Should Participate

#### Employer Benefits

- Recruitment services with a focus on diversity, veterans, underrepresented populations
- Vetted candidates through pre-apprenticeship program
- Over 320 hours of training
- Apprenticeship program administration

#### Employer Commitment

- Commit to hiring a specific number of pre-apprenticeship program graduates for a 1-year apprenticeship
- Assign apprentices technical mentors and provide on the job training for a 1-year period
- Enable apprentices to attend virtual training sessions
- Provide wage step increases based on competency achievements
- Fee of \$5k per apprentice and DOU with Franklin Apprenticeships

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### Detailed Competency Framework:

| Competency ID | Competency Description                                       | Assessment ID  | Assessment Description                  |
|---------------|--|--|---|
| R1            | Technical knowledge of key computer programming fundamentals | R1A, R1B, R1C, R1D, R1E, R1F, R1G, R1H, R1I, R1J, R1K, R1L, R1M, R1N, R1O, R1P, R1Q, R1R, R1S, R1T, R1U, R1V, R1W, R1X, R1Y, R1Z | IBM Z Basic Skills Assessment           |
| R2            | Understanding and demonstrating software design fundamentals | R2A, R2B, R2C, R2D, R2E, R2F, R2G, R2H, R2I, R2J, R2K, R2L, R2M, R2N, R2O, R2P, R2Q, R2R, R2S, R2T, R2U, R2V, R2W, R2X, R2Y, R2Z | IBM Z Design and Development Assessment |
| R3            | Application Developer on IBM Z Competency Framework          | R3A, R3B, R3C, R3D, R3E, R3F, R3G, R3H, R3I, R3J, R3K, R3L, R3M, R3N, R3O, R3P, R3Q, R3R, R3S, R3T, R3U, R3V, R3W, R3X, R3Y, R3Z | IBM Z Application Developer Assessment  |

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### Through the IBM Academic Initiative portal you get...



No-charges for classroom and non-commercial research



Access to commercial-grade software



IBM Cloud access and cloud-based resources



Faculty access to enterprise-quality courses



Access to IBM digital badge courses



Central location to find important IBM content and education sites

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| <p>Courseware</p> <p>Software</p> <p>Resources</p> | <p><b>IBM Z Educator Hub</b></p> <p>★</p> <p>The IBM Z Educator Hub is a new one-stop destination for IBM Z educators to find the latest communications, news and events, as well as collaborate and network.</p> <p>→</p> | <p><b>IBM Z Global Student Hub</b></p> <p>The Hub is not only a platform for students; it is a learning platform for all. Anyone interested in learning the latest and greatest about enterprise computing and career development is welcome to join our weekly webinars.</p> <p>→</p>  | <p><b>IBM Z Xplore</b></p> <p>★</p> <p>IBM Z Xplore Learning Platform is a fun way to learn, earn digital badges and experience hands-on mainframe technology with no prior knowledge required!</p> <p>→</p>  |
|  | <p><b>LinuxONE Community Cloud</b></p> <p>No-charge, open access to an enterprise grade Linux environment with code-patterns and tutorials to get you up and running to quickly solve real problems.</p> <p>→</p>          | <p><b>IBM Z Skills Employer Resource Center</b></p> <p>Enterprise computing runs on talent. This comprehensive resource center is designed to provide organizations with the tools and guidance needed to develop a solid strategy for building a robust pipeline of [...]</p> <p>→</p> | <p><b>IBM Z Academic Cloud</b></p> <p>★</p> <p>The IBM Z<sup>®</sup> Academic Cloud provides no-charge access to z/OS for teaching and research purposes for academics and students only, and is not available for computer hobbyists or self-education.</p> <p>→</p> |
|  | <p><a href="https://ibm.biz/z-academic">ibm.biz/z-academic</a></p>   |   |   |

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**IBM zStudent Contest**  
Sponsored by IBM Z Xplore  
Hosted by HackerEarth

**Student Contest – Sept. 14<sup>th</sup> – Dec. 31<sup>st</sup>**


- > Available to students 18+ at accredited schools
- > Six challenges ("drops")
- > Earn Concepts Badge

**Contest Storyline**

- > Build a sustainable fuel cell battery to escape in a vehicle
- > Use current skills learned from IBM Z Xplore/Concepts Badge

**Links**

- > Registration: [ibm.biz/studentcontest2022](https://ibm.biz/studentcontest2022)
- > Amplification Kit: [ibm.biz/ibmzstudentcontest](https://ibm.biz/ibmzstudentcontest)




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### Get Started on your IBM zSystems Journey Today!

- Sign Up for the IBM Z Apprenticeship Program
- Join the IBM Student Hub – available for anyone who is learning!
- Join the IBM Educator Hub – Great place to keep in-the-know!
- Start your learning journey today
  - Sign up for IBM Z Xplore – [ibm.biz/ibmz-xplore](https://ibm.biz/ibmz-xplore)
- Contact me: [Meierar@us.ibm.com](mailto:Meierar@us.ibm.com)

IBM Education Academy | IBM Institute for Business Skills | IBM Research

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