Cybersecurity Apprenticeships

Why Apprenticeship?

Registered apprenticeship programs are a promising approach for employers to attract, train, and retain a highly skilled cybersecurity workforce.

Finding skilled cybersecurity talent is a critical and rapidly growing challenge for employers in every sector nationwide. Registered apprenticeship programs allow participants to “earn while they learn” through a combination of paid hands-on skills training and classroom instruction. Apprenticeships provide…

- employers with a proven, scalable method for building a steady pipeline of diverse, skilled talent
- students (K12, 2-, and 4-year college and university) with paid work experience, an accelerated career pathway, and credit for coursework toward program requirements
- current workers with a career pathway for upskilling or reskilling

Employers, K12 and post-secondary educational institutions, and intermediary organizations (i.e., industry associations, workforce boards, training providers) can sponsor registered apprenticeship programs for youth (ages 16-24) and adults.

Employer Benefits

Employers hire apprentices and provide mentored, work-based learning as well as structured classroom (online, in person, or hybrid) technical instruction.

- Proven Return on Investment (ROI) $144 for every $100 invested on average
- Increased retention rates 90% of apprentices remain with employer for 1+ year following program completion
- Network of federal, state, and local partners provide no cost support, expertise, and candidate pools
- Opportunities for federal and state tax credits, and apprentice tuition benefits in some states

97% of employers with registered apprenticeship programs recommend it as a training model.¹

Learn more and join the NICE Apprenticeships in Cybersecurity Community of Interest: https://www.nist.gov/nice

Apprentice Benefits

- Paid work from day one
- Real-world job skill training
- Potential to earn college credit
- Portable, national credential
- Opportunity to earn industry-recognized certifications
- Ability to access GI Bill benefits including monthly housing allowance (MHA)

Apprentices make an average annual salary of $80,000 upon program completion.²

Cybersecurity Apprentice Roles

There are U.S. Department of Labor-approved apprenticeable cybersecurity occupations for entry- and mid-level roles such as:

- Cloud Operations Specialist
- Computer Forensics Analyst
- Cybersecurity Support Technician
- Cybersecurity Incident Response Analyst
- Network Security Administrator
- Information Security Engineer
- Penetration Tester

Program completers earn $300,000 more over their careers than non-apprentice peers.²

¹ Cybersecurity apprenticeship programs are approved and registered by either the U.S. Department of Labor or a State Apprenticeship Agency (SAA).
² Source: U.S. Department of Labor, Apprenticeship.gov

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