

# BUILDING THE DATA WORKFORCE



## THE BENEFITS OF REGISTERED APPRENTICESHIP PROGRAMS

### APPRENTICES

### EMPLOYMENT DATA

### OUR APPROACH

#### WHY BECOME AN APPRENTICE?

Through a Registered Apprenticeship program, including a data-based path with ThinkData Solutions, Inc., you can obtain paid, relevant workplace experience while acquiring the skills and credentials that employers value.

**Paid Job:** Earn as you learn with a guaranteed wage increase as you develop new skills.

**Credentials:** Receive an industry-recognized and nationally-portable credential.

**Jumpstart Your Career:** Ease the transition from school to career by working and learning at the same time.

**Education:** Gain workplace skills in your field through on-the-job learning.

**Degree Potential:** Get academic credit towards a college degree for the skills you learn while avoiding student debt.

**Mentorship:** Connect with mentor(s) in your chosen industry who can help you advance your career.

#### TOP 10

Data analysts are among the most in-demand skills, and many employers need to fill that role in their organization.

**35%**

percentage of pay increase employers are willing to pay for candidates with data literacy skills.

**80%**

of companies consider candidates without a four-year degree.

**Apprentice graduates earn more over their lifetime compared to peers who don't!**

#### DATA APPRENTICESHIP IN MULTIPLE INDUSTRIES

Registered Apprenticeship is a flexible training model that can be customized to meet the needs of businesses across multiple industries. Some industries with apprenticeship programs include:

- Advanced Manufacturing
- Agriculture
- Care Economy (Including Social Services and Education)
- Construction
- Cybersecurity
- Energy
- Financial Services
- Healthcare
- Hospitality
- Information Technology
- Public Service
- Telecommunications
- Transportation

ThinkData Solutions, Inc.'s approach for apprenticeships will be through boot camps and corporate partnerships.

**WHAT IS REGISTERED APPRENTICESHIP?** A high-quality career pathway that benefits both **EMPLOYERS** and **INDIVIDUALS** alike. An apprenticeship is an industry-driven arena where employers can develop and prepare their future workforce. Career seekers can obtain paid work experience, classroom instruction, and nationally-recognized credentials.

#### WHY SUPPORT AN APPRENTICE?

Through a Registered Apprenticeship program, including a data-based path through ThinkData Solutions, Inc., you help build the workforce of the future.

**Skilled Workforce:** Recruit and develop a diverse and highly-skilled workforce.

**Improve Productivity:** Improve profitability and positive impact to your bottom line.

**Reduced Turnover:** Minimize cost with reduced turnover and liability.

**Customizable Training:** Create flexible training options that ensure workers develop the right skills.

**Retain Workers:** 90% of apprentices continue employment after completing an apprenticeship.

**Diversity:** Foster a diverse and inclusive culture.

**90%**

of job seekers who complete an apprenticeship have employment retention.

**\$28**

Every \$1 invested into apprenticeship programs results in a sizeable public return.

**75%**

of companies do not feel they are exactly where they need to be with their data.

**The global talent shortage is at a 16-year high!**

#### REGISTERED APPRENTICESHIP PROGRAMS HELP EMPLOYERS

The World Economic Forum estimates that within the next five years, up to 50% of all employees will require some level of re-skilling to perform their roles effectively, and nearly 100 million new roles will be created.

**Join ThinkData Solutions, Inc., as we work to get ahead of the rise of job openings.**

Sources: Data and Statistics | Apprenticeship.gov; Transform IT Hiring With a Tech Apprenticeship Program | IT Workforce | CompTIA; Workforce and Learning Trends 2023 | CompTIA; U.S. Census Bureau QuickFacts: Alabama; Data Skills Are Mission-Critical: How To Bridge The Skills Gap (forbes.com) CompTIA; Transform IT Hiring With a Tech Apprenticeship Program; Top In-Demand Skills in 2022, and Where to Learn Them | LinkedIn

### EMPLOYERS

### EMPLOYER DATA

### OUR OUTCOMES

#### WHO ARE WE?

ThinkData Solutions, Inc., is an Alabama-based company and leading provider of customized solutions to data- and technology-related challenges. We officially registered as an apprenticeship program with the Alabama Office of Apprenticeship in 2023.

This program will develop much-needed data talent in the state and offer its apprentices better career opportunities. Apprentices earn stackable industry certifications that prove the mastery of competencies. Employers of the apprentices gain talent that can analyze and report on complex datasets, adhere to oversight and data quality standards, and perform other work to transform business requirements that support data-informed decisions. The apprenticeship doesn't just benefit



job-seekers, but employers as well. "I think we have the potential to grow our local companies by giving them more access to their own data through projects that data apprentices will be able to work on with them throughout their projects. I also think our experience in data will allow us to help our sponsor companies to identify the real data skills they need on their team at any given time," ThinkData Solutions Inc. co-founder Robin E. Hunt said.

Robin E. Hunt has spent more than 20 years inspiring people to think something new about their everyday work life, and has shown where her love of data can help them improve it. As co-founder and partner of ThinkData Solutions, Inc., she works to encourage people to invest in themselves and never stop learning.

Daniel Bishop is the Co-Founder, COO, and Lead Software Architect for ThinkData Solutions, Inc. Daniel is instrumental in ThinkData's success in providing content and data training around the world. In addition to running the business operations of ThinkData, Daniel leads a team of developers tasked with creating custom applications that solve problems across industries and data capture tools that provide better insight to day-to-day processes by validating data for reporting.

#### BUILD. TRAIN. ADVISE.



**IT'S NOT JUST A DATA ANALYST WHO NEEDS MODERN DATA SKILLS. LEARN MORE AT THINKDATASOL.COM.**