

Silicon Valley High Tech Apprenticeship Initiative (SVHTAI)

Appendix F Abstract

The Silicon Valley High Tech Apprenticeship Initiative (SVHTAI) is led by Mission College, located in Santa Clara, CA. SVHTAI's primary partners are Mission College (public) and Synopsys Inc. (private). Additional partners include five other community colleges (Cabrillo, De Anza, Evergreen, Foothill, and West Valley) serving nearly 130,000 students, three workforce investment boards or WIBs (Santa Cruz, NOVA and Work2Future) serving over 12,000 clients, eight other companies (Graniterock, V&C Solutions, Cisco Systems, Palo Alto Networks, NetApp, VMware, Plantronics, and IBM) and two regional groups (Joint Venture Silicon Valley and Bay Area Community College Consortium). The area served by the grant spans five counties in Northern CA: Santa Clara, San Mateo, Santa Cruz, Monterey and Alameda.

SVHTAI will create two registered apprenticeships in the high-tech industry sector of Silicon Valley aimed at meeting the needs of regional employers and the local population. Ongoing regional demand for H-1B visa holders characterizes a "skills gap" in Silicon Valley. High-tech companies have been understandably compelled to cast a wider net for talent to stay competitive and relevant. The two proposed apprenticeships, Computer User Support Specialist (aka Help Desk Specialist) and Data Center Technician, will create new entry points for community college students into these companies. Once engaged, inspired and talented entry-level people can rise from modest beginnings to attain positions that will eventually reduce demand for their H-1B peers. Our target participants represent a diverse population including African-American, Hispanic, female, and veteran residents. The initial SVHTAI apprenticeship programs will serve at least 310 students across 60 key employers. As these initial programs demonstrate success, SVHTAI foresees an accelerated formation of other entry-level apprenticeships as our the pool of trusted industry partners grows and they realize this responsive apprenticeship model will dramatically reduce their recruitment, hiring, and training costs over time. Success will catalyze sustainability.

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