

# State of California and SEIU Local 1000 Cybersecurity Apprenticeship Program



## Applicant FAQs

### **What is the State of California and SEIU Local 1000 Cybersecurity Apprenticeship?**

The State of California and SEIU Local 1000 Cybersecurity Apprenticeship provides you with the instruction, training, and experience necessary to transfer or promote into a cybersecurity role within state service. It is supported by the State of California Department of Human Resources, SEIU Local 1000, Labor and Workforce Development Agency, American River College, and several participating departments. This apprenticeship program is a combination of on-the-job training and cohort-based classroom instruction. Upon entering the program, you will be moved from your current classification into a Training and Development (“T&D”) assignment in a cybersecurity role. You will also receive college instruction in primarily IT coursework, with a focus on cybersecurity and information security.

### **Where is the program offered?**

The program is currently offered in the geographic region or location where the participating department is facilitating the T&D Assignment. Presently, apprentices must work in or be willing to relocate to cities in which the program is hosted. This information will vary from cohort to cohort and can be found in the Application Memo for the current application period.

### **How frequently is it offered?**

This program is offered annually for cohorts of up to 40 apprentices.

### **Who is eligible to apply?**

The apprenticeship is open to anyone working in a participating department who has permanent status in a classification represented by SEIU Local 1000. Applicants must be eligible to participate in their targeted T&D Assignment.

### **Is the program available to employees in all departments?**

Recruitment for this cohort is available to employees in participating departments which may vary from cohort to cohort. The list of departments presently participating is available in the Application Memo for the current application period. We anticipate the list of participating departments to broaden as the program grows.

**What is the JAC?**

JAC stands for Joint Apprenticeship Committee, and it is the labor/management committee formed to establish and maintain the apprenticeship. It is comprised of an equal number of representatives from management and labor, along with a representative from American River College, the Local Education Agency.

**Who pays for the classes?**

Your school fees related to the apprenticeship are paid for by a California Apprenticeship Initiative grant awarded to American River College in Sacramento. American River College offers you the classes in-person or online.

**Are there prerequisites?**

No college prerequisite coursework is required, but applicants are encouraged to have a strong IT interest and must be prepared to enter into demanding and technical IT coursework.

**How long is the program?**

The T&D assignment is up to a two year assignment. However, you may be granted on-the-job credit for part of the assignment, allowing you to complete the program in less time. Apprentices are also encouraged to commit to continue employment with the State of California for two years after program completion.

**What is the time commitment of the program?**

You will be expected to attend classes on your own time a couple of evenings per week during the term of your apprenticeship. However, you may also receive some paid time during the week for group study, lab work, tutoring and mentoring.

**What is the curriculum?**

The curriculum has been selected by subject matter expert and focuses on networking, information security, risk management, and leadership. Curriculum amounts to approximately 6 to 10 units per semester. The curriculum includes courses in Systems and Network Administration; Ethical Hacking; Implementing Internet Security & Firewalls; Computer Forensics & Investigation; and Disaster Recovery, to name a few.

**Do I have to leave my department?**

No, you will remain in your current department.

**What salary do I earn while in the apprenticeship?**

You will be paid the same salary as you are paid in your current position, and will be eligible for Merit Salary Adjustments (MSA), General and Special Salary Increases, and Alternate Range movement as you would have otherwise been eligible. For example: If you are currently an Office Technician (OT) and are receiving the maximum salary of the OT classification, you will continue to receive the salary of the OT classification during the term of your

apprenticeship. If you have not attained the maximum salary range of your current classification, you will be eligible to receive MSAs during the term of the apprenticeship until you reach the maximum salary range of the classification you held prior to beginning the apprenticeship.

**What happens after I complete the program?**

After you complete the apprenticeship program, you will meet the minimum qualifications for the Information Technology Specialist I classification and will be eligible to apply for the exam. However, depending on your personal educational background and IT work experience, you may meet the minimum qualifications of a higher level IT classification. When your T&D assignment ends, you will return to your former position until you are hired into an IT position through the merit process

**I have been absent without leave (AWOL) within the last 12 months, am I eligible to apply?**

No, you are not eligible to apply. Being AWOL in the last 12 months disqualifies applicants from consideration in this apprenticeship program.

**Where can I get more information?**

Please visit <http://www.seiu1000.org/grow>.