

# EXPANDING MINORITY ICT APPRENTICESHIP IN AMERICA



## DEVELOPING THE ECONOMY & BUILDING INFRASTRUCTURE

### Q2 2023 SMART HBCU Apprenticeship Briefing

America's education systems and workforce development programs are in need of reform, particularly as it relates to minority inclusion in information technology and communication (ICT) workforce to career supply chain. In today's rapidly changing economy, it is more important than ever to prepare workers to fill both existing and newly created high growth, high demand jobs and to prepare workers for the jobs of the future. Apprenticeships provide paid, relevant workplace experiences and opportunities to develop skills that employers value. Additionally, the minority technology industry provides viable paths to careers and entrepreneurial opportunities.

As a 501c6 Trade Association the Council Exchange Board of Trade (CEBOT) advocates on behalf of the over 65,000 minority technology company employers. This briefing addresses the new federal assessments that enable industry led apprenticeship programs. The SMART HBCU Virtual Apprenticeship program targets outreach, recruitment and retention activities that increases applications for apprenticeship and the number of minorities in the ICT workforce.

### HBCU STUDENT RESEARCH COHORT

Cybersecurity & Governance  
Apprenticeship - 3

**CEBOT**

# SMART HBCU COLLABORATION

**Developing an applied curriculum, deliver classroom instruction, and provide pathways to relevant career, certifications and college degrees.**

All SMART HBCU apprenticeship programs include a key classroom or related training and instructional component to help students develop skills and earn an industry recognized certified credential.

The educational component meets business needs and prepares the apprentice for a successful career. Program targets high school and post-secondary students with a focus on Historically Black Colleges and Universities (HBCU) and Minority Serving Institutions (MSI) students located across the United States.

## CREATING NEW OPPORTUNITIES FOR APPLIED LEARNING

The Council Exchange Board of Trade (CEBOT) is developing an innovative "Intermediary" approach to apprenticeship.

CEBOT is acting as an apprenticeship intermediary sponsor offering industry and member expertise, resources, and partnerships to design, organize, and manage learning and work readiness requirement. The SMART HBCU service offerings are highly customizable depending on the unique needs and preferences of the minority technology industry.

## HBCU Cybersecurity Workforce Innovation



### PAID JOB

Earn a competitive wage from day one



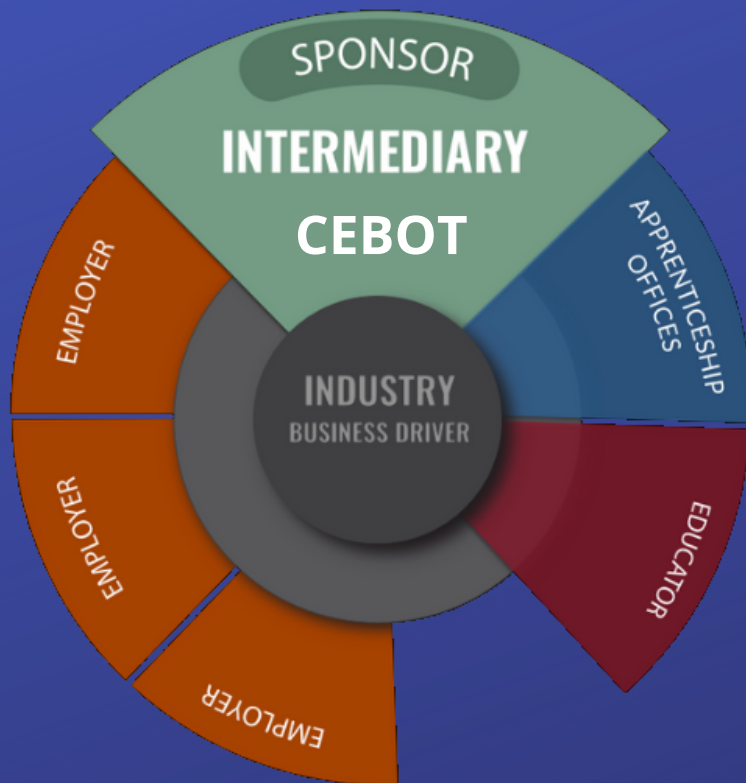
### EDUCATION

Gain knowledge with structured learning and on-the-job training



### CREDENTIALS

Enhance your resume with industry-recognized credentials



## SMART HBCU CYBER APPRENTICESHIPS SPRING 2023

### INTERMEDIARY SPONSORED CYBERSECURITY & GOVERNANCE APPRENTICESHIP RESEARCH HBCU/INDUSTRY COHORT

Applied Workforce Industry Partner Research

Developing Collaborative  
Cybersecurity Apprenticeship for  
Government, Industry & Academia

SMART HBCU Apprenticeships are industry-driven, high-quality career pathways where the minority tech industry develops and prepares its future workforce. Participants may obtain paid work experience, classroom instruction and a portable, nationally-recognized credential.



Council Exchange  
Board of Trade

[www.cebot.us](http://www.cebot.us)