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 (CalHR), SEIU Local 1000, American River College, US Department of Labor (DOL), and the Division of Apprenticeship Standards under the Department of Industrial Relations (DAS-DIR). This apprenticeship is a combination of on-the-job training and cohort-based online 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.

Is the apprenticeship 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 "Current Application Information" memo for the current application period. We anticipate the list of participating departments to broaden as the program grows.

Where is the program offered?
The program is often offered in multiple geographic locations based on department needs. Applicants must be willing to work in the geographic work location designated by their department during the term of the apprenticeship. Applicants outside the geographic work location designated by their department are eligible to apply, but must be able to relocate to the defined geographic work location at their own cost.

How frequently is it offered?
This apprenticeship is offered annually for cohorts of up to 30 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. Other minimum criteria can be found in the "Current Application Information" memo.

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 representatives from the US Department of Labor, Division of Apprenticeship Standards under the Department of Industrial Relations, and 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.

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 is heavy and amounts to approximately 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.

Will I still be eligible to receive my pay differential?
You will still receive any pay differential for which you are eligible. *However, many differentials will not apply in the T&D assignment (bilingual, call center, shift, R&R, etc.).*

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 unapproved dock or 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. Similarly, unapproved dock within the last 12 months disqualifies applicants from consideration in this apprenticeship program. However, individuals with other forms of dock may be considered for acceptance.

Where can I get more information?
Please visit http://www.seiu1000.org/grow.