

CATALYTE

Maryland Apprenticeship 2030 Commission Case Study: IT Apprenticeships at Catalyte

October 3, 2023

Catalyte is a tech-enabled apprentice company.

We built an end-to-end upskilling platform designed for employers to source, develop, and deploy apprentices



Our Vision

Our vision is a more expansive & equitable talent market that unlocks the full potential of apprentices and organizations.



Shanna
Business Analyst
Former Nursing Aide & Warehouse Worker



Ricardo
Full Stack Software Developer
Former Produce Manager at Grocery Chain

CATALYTE



The Tech Talent Problem Companies are Trying to Solve

THE CHALLENGES

1 Limited talent pool

- Competing for the same, limited pool of high-demand talent
- Returning to local in-office requirements

2 Skill gaps

- Missing the skills required to hit the ground running
- Widening gaps with AI and data

3 Lack of local diversity

- Relying on the same model that struggles to drive diversity gains – and reflect the communities businesses serve



THE NEGATIVE IMPACT

Increases cost of talent
(recruiting, training, and attrition)

Slows speed to productivity and revenue

Catalyte IT Apprenticeship Program

1

**Source, qualify,
and vet
high potential
tech talent**

Screen and qualify @
scale – using
AI-powered
assessment

No degree required

2

**Provide quality,
customized
training**

Train on most recent
tech with expert-led,
practical curriculum

Custom cohorts

3

**Coach and mentor
during
deployment**

Technical and durable
skills coaching

Manage apprentice
performance

4

**De-risk
apprenticeships
with
contract-to-hire**

Contract apprentices
for ~12 months

Option to convert to
full-time employees

- * Fill open positions
- * Reduce recruiting and training time and cost
- * Increase speed to productivity
- * Increase retention
- * Invest in skilling and hiring local residents

- * Eliminate cost of bad hire
- * Incentivize employers
to try apprentices

THE BETTER WAY

Blazing the
better way for
apprentices +
organizations

BEFORE

\$25K

Average income

AFTER

\$98K

Average income in 5 years

77%

Had no prior IT
work experience

8.5

Ratings from customers
who hired apprentices 2022

90%

Convert to
FTE 2022



DIVERSITY

60%

BIPOC

80%

Underrepresented
communities

Maryland: Innovative Workforce Solutions

Goals for Maryland's IWS contract

Create a **more efficient and agile IT workforce** to develop Maryland's information management programs

Create **economic and career opportunities for citizens** who may not otherwise have access to IT industry opportunities

Support individuals to develop **long-term career opportunities**

How Maryland Agencies Can Use

Contract is approved for use by Maryland **Board of Public Works**

- \$9M / 3-year base term
- Two 1-year extension options

To access tech resources through IWS, all agencies must do is **submit a request through the Department of IT's intake process** for apprentices and mentors/coaches



Maryland
DEPARTMENT OF HEALTH

Apprentices



Lauren
Business Analyst
Former Sales Development Rep



Piali
Business Analyst
Former High School Physics Teacher



Shanna
Business Analyst
Former Nursing Aide & Warehouse Worker



Steven
Business Analyst
Former Retail Team Lead



Wesley
Data Analyst
Former IT Intern



Asqa
Full Stack Java Developer
Former Student Graphics Design



Marvin
Full Stack Java Dev Developer
Former Medical Courier



Ricardo
Full Stack Java Developer
Former Produce Manager at Grocery Chain



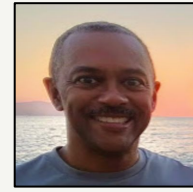
Sigyn
Full Stack Java Developer
Former Retail & Warehouse Worker



Jonathan
Java UX/UI Developer
Former Warehouse Worker



Tyler
Java UX/UI Developer
Former Restaurant Server/Bartender



Keith
Mentor/ Coach
Agile Scrum Master

Not pictured:

Yongfei
Data Analyst
Former Cable Technician

Erik
Data Analyst
Former Construction & Retail Industry