LEVEL UP YOUR TECH TALENT IN FINANCIAL SERVICES
LEVEL UP
WITH TECH APPRENTICES
JOB-READY FOR FINANCIAL SERVICES

Finding and nurturing untapped talent to level up your whole tech team – at Franklin Apprenticeships we’re here to help.

WHAT DO WE MEAN BY APPRENTICESHIPS?

Tech Apprenticeship
(noun)

A structured, earn-and-learn program that supports individuals to learn professional and technical skills on-the-job, in the real world. Programs typically last 12 months and result in industry-recognized certifications.
The benefits of a flexible approach

There was a time when Financial Services businesses relied almost exclusively on the same old sources to fill tech positions. However, with 272,323 projected net new tech jobs in 2023*, our colleges are not producing enough computer science graduates to meet the demand. The old school approach doesn’t cut it anymore.

Franklin Apprenticeships’ candidates are pre-qualified and thrilled about a career in your industry. Their backgrounds vary widely, from career-changers and stay-at-home moms returning to work, to high school graduates and military veterans. Our proven, flexible approach supports them to learn, on-the-job, how you do things in your organization.

From banks to insurance companies and other Financial Services organizations of all sizes, our client partners all have different requirements, and appreciate our collaborative methodology. Franklin provides comprehensive coaching to help your tech apprentices develop both professionally and technically, becoming more productive every day they work within your organization.

Partner with us to create life-changing opportunities, while building diverse teams that will solve your tech skills challenges, for good.

*Source: Cyberstates.org

“With the global shortage of technical talent, our apprenticeship program is hugely important to us. Apprenticeship aligns with our PenFed culture. We look for people to join us for the long haul, so hiring apprentices and developing them through work-based learning is a great strategy.”

James Schenk, President and CEO, PenFed Credit Union
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The U.S. tech skills gap is a huge challenge, with a potential impact of $162bn in annual lost revenues, according to the Korn Ferry Institute. We know the problem lies in the pipeline – or rather, the lack of one – after decades of underinvestment and restrictive tech recruitment practices. At Franklin Apprenticeships, we believe the way forward is embracing a new approach to filling key tech jobs with motivated and capable talent.

For us, it's all about flexibility, and rejecting the status quo. We meet businesses where they are to address their specific needs. We've built our best-practice model by drawing on decades of experience and extensive client feedback – including from 30 of the largest U.S. employers. In addition to our foundational content, we offer an optional curriculum and certifications, so apprentices take modules selected by their employer, in the order that works for them.

All of our Financial Services clients have told us that attracting and retaining diverse tech talent continues to be a huge challenge and a top priority. The secret to building a diverse talent pool is understanding that you can't simply place people from underrepresented populations into corporate jobs and expect them to thrive without support. Our coaching levels the playing field by helping both new employees and their managers to succeed.

Meeting weekly throughout the year-long apprenticeship, coaches hold apprentices’ hands, making sure they integrate into their new environment, become technically proficient, and learn professional skills such as conflict resolution and communications. These meetings tend to become more light-touch as they progress and grow their technical abilities, and towards the end of their first year, our engagement becomes more of a check-in – although we love attending their graduations!

I founded Franklin Apprenticeships based on my own business experiences – but we've learned a lot along the way. What makes a huge difference, and what our clients always reference, is that they're blown away by the quality of our candidates, and they view our coaches as an extension of their team. That's the Franklin difference.”
A skills shortage is holding back innovation and growth for U.S. Financial Services companies. Franklin Apprenticeships opens the door to a far wider pool of talent for technology teams. Our pre-qualification process allows candidates from all walks of life to prove they have the aptitude, drive and dedication for a tech career.

Apprentices can be external hires, or hidden gems from somewhere in your organization. Either way, our candidates first take a scientific aptitude assessment to establish a specific career fit. This creates paths into the sector beyond the traditional restrictive entry criteria of academic qualifications, or prior experience – enabling firms like yours to remove a fundamental blocker to your recruitment efforts.

Employers report that on average Franklin apprentices achieve 80% productivity within 6 months.
If they match to one of our high-demand tech occupations, candidates complete a challenging pre-apprenticeship program, which includes 70 to 100 hours of self-directed learning, to build both technology and career-readiness skills. In addition to e-learning, our professional recruiters and coaches spend on average 30-40 hours with each candidate, before they interview with a client.

After being hired by a company like yours, apprentices’ coaching and training accelerates and continues throughout the first year. It’s a virtuous circle, as Franklin’s Success Coaches also train as apprentices themselves.

And we work with people of all ages, from beginners to career changers, because we know hidden gems can be found anywhere.

“I am very impressed with our apprenticeship program. These skills are important and can be difficult to find.”

Kevin Walker, Managing Director and Head of Credit Suisse Raleigh
Financial Services businesses are finding it hard to build strong technology teams. Franklin works in partnership with organizations to address the skills gap, helping talented individuals with their early career development, including all the skills needed on-the-job. We believe in the power of learning by doing, which is why our approach is ‘learn, apply, practice, repeat.’

We apply this methodology to a structured framework, allowing apprentices to learn effectively within their new positions. We ensure they adjust to their working environments and unlock their potential, so employers can lay the foundations of a skills pipeline that’s fit for the future and lasts for many years to come.

Franklin programs deliver a 94% retention rate, by getting the right person in the right seat, then coaching them to success.
Franklin was founded and is run by experts who forged their previous careers in corporate America and running highly successful apprenticeship programs in the U.K. We know what a Financial Services employer like you needs today in terms of early-career tech talent – and how to deliver it.

Based on our combined decades of relevant experience building and scaling apprenticeship programs, Franklin’s proven process and above-and-beyond service deliver successful partnerships for fast-growing companies – including more than 30 Fortune 500 and global firms.

Cybersecurity
Help Desk
IBM Z
Network Engineering
Software Engineering
Successfully assimilating diverse candidates to build highly productive technology teams is easier said than done. Franklin’s Professional Success Coaches are making it happen for employers like you, bridging the gap for apprentices who didn’t go the college route, or who haven’t worked in a professional environment before, by providing regular and ongoing support.

We offer a range of apprenticeship programs for the highest-demand tech roles in the U.S.: Cybersecurity, Help Desk, IBM Z, Network Engineering and Software Engineering. And as your apprenticeship implementation team, the focus is on each company’s own way of working, enabling apprentices to integrate with confidence into their new roles and, crucially, the culture of your organization.

Franklin Apprentices are 100% competent in their roles when they graduate.
The on-the-job learning experience also empowers and motivates your existing staff. Not only do apprentices bring their learning back to the entire team, their more experienced colleagues are motivated by sharing industry and institutional knowledge with these enthusiastic new recruits.

Think of our Professional Success Coaches as members of your extended team. And note that, more often than not, apprentice graduates mentor the next cohort, developing lifelong bonds and career skills.

It’s all about building your next generation of technology professionals.

“It became obvious to me early on that our apprentices have a key attribute that is essential for systems programmers. We call it being a ‘digger.’ It’s not only a responsibility. It’s a relentless curiosity.”

Michael Smith, Director of Large Systems, American National
When team members have different life experiences, they approach problems in unique ways, bringing fresh ideas and approaches to the table. At Franklin, we’re helping Financial Services businesses like yours to succeed by tapping into undiscovered talent pools, unearthing those hidden gems from a rich variety of backgrounds.

We are committed to breaking down the barriers holding back your entire industry. The result? Just ask those who've experienced it first hand: “Never did I believe I’d be able to achieve going from a truck driver to being disabled to being a programmer for one of the country’s top companies!” – Chris W, Franklin Apprenticeships graduate, Black Knight, Inc.

91% of Franklin apprentices are from communities under-represented in tech
Did you know that only one in five software developers in the U.S. is female? Such underrepresentation is an unnecessary waste of potential. As a women-owned business, Franklin is not only committed to attracting more women into the sector, we’re also helping our partners to reach diverse vendor targets as part of their DEI strategies.

Also, many of our candidates are military veterans, transitioning back into civilian life, and highly successful once placed.

We are empowering employers like you to reap the rewards of doing things differently, creating opportunities for highly motivated candidates whose talents may otherwise go to waste.

“Our apprenticeship program is a powerful way to reimagine our talent pipeline and build equity and inclusion. I haven’t seen a program this good in years.”

Glenn Jackson, Chief Diversity Officer, M&T Bank

Franklin Apprenticeships is certified by the U.S. Women’s Chamber of Commerce Women-Owned Small Business Federal Contract program.
We’ve built this country on apprenticeships. Software, in particular, is just the 21st century’s building skill... Franklin Apprenticeships is teaching this craft, much like the crafts that built lots of the infrastructure in this country.”

Mike Wisler, Sr. EVP, Chief Information Officer, M&T Bank

At Franklin Apprenticeships, we’re all about bringing together the right people, connecting minds, and building mutually beneficial relationships. We’d love to get in a room with you, virtually, and hear how you do things in your business, what your ambitions are – and the blockers holding you back. And we’d like to debunk some myths around apprenticeships!

We believe passionately in the transformative power of apprenticeships. That’s why we are offering a free LEVEL UP session with our world-renowned apprenticeships experts to answer your questions and share their advice on how to launch a successful program and unlock the power of apprenticeships for your organization. So, let’s discuss how we can give you what you need to build the best possible tech teams – and thrive!

To book your free LEVEL UP session with our experts, simply fill out a short form. We look forward to meeting you and your team real soon.

BOOK NOW
Franklin Apprenticeships’ employers have found a new source of job-ready talent. Our earn-and-learn programs help 60+ employers fill mission-critical tech vacancies now, while creating a long-term pipeline of diverse talent for the future. Fill your tech skills gap, for good.

Visit franklinapprenticeships.com to find out more.