Reduce Hiring Costs: Turning To The IT Apprenticeship Model That Works

For IT hiring managers, finding **skilled, job-ready talent** is a constant challenge. Recent graduates may have the right degree, but without **hands-on experience,** onboarding them can take months—delaying productivity and increasing training costs. But what if there was a way to bring in pre-trained, fully supported hires who contribute from day one?

Paul Desir faced this very challenge from the other side. Passionate about technology from a young age, he pursued a computer science degree at Suffolk University, eager to break into the industry. Yet, like many graduates, he quickly realized that a diploma alone wasn't enough. With no internship experience on his resume, recruiters overlooked him. Applications led to silence, and self-doubt crept in.
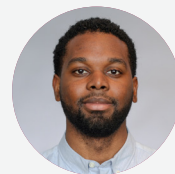
Then, he discovered the IT apprenticeship program WEI has adopted—a structured, business-driven approach to hiring and training junior talent. Unlike traditional internships, this model provided **real-world project experience, direct mentorship, and technical training tailored to employer needs.** Within three months, Paul had secured a role as a software engineer at a leading Pacific Northwest technology company—and, most importantly, he was **fully prepared to contribute as a software engineer out of the gate.**

From Trainee To Asset

Just three months into his role, Paul was selected to join an experimental fast-track development project—a high-visibility initiative designed to accelerate software delivery. The task? **Overhauling user access controls for an enterprise platform** used by thousands of employees. His small, agile team had to design a real-time permissions dashboard, allowing admins to seamlessly manage security settings without manual intervention.

"For the first time, I wasn't just learning in a classroom or through online tutorials—I was solving a real business problem," Paul explains. The system he helped build **reduced administrative workload and improved security compliance, making it a lasting feature within the company.**

"When you hire a junior, it's an investment. An apprenticeship reduces that burden by providing structured training before the hire even happens. It frees up senior team members and allows new employees to hit the ground running."

– Paul Desir,
Software Engineer II

A Fresh Approach To
IT Workforce Development

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Mentorship That Accelerates Growth—Without Burdening Senior Staff

Beyond technical training, Paul's apprenticeship provided something just as critical—**mentorship from an industry expert.** Early on, he found himself hesitant to ask questions, worried he would slow down his team. But having a dedicated mentor outside his immediate work environment gave him a controlled space to develop his software skills.

"Instead of interrupting senior developers with questions, I had a mentor to turn to. It made a huge difference in my ability to grow while still being productive."

– Paul Desir

Paul's mentor played a crucial role in building his confidence—not just in coding, but in effectively communicating with leadership and tackling problems independently. For IT hiring managers, **this structured mentorship model ensures that apprentices don't drain the time of senior staff, but instead, integrate smoothly into their roles.**

Turn IT Hiring Into A Competitive Advantage

Paul's experience highlights why more IT leaders are investing in apprenticeships as a reliable pipeline for job-ready talent. Unlike traditional hiring, apprenticeships reduce onboarding costs, accelerate productivity, and ease the burden on senior staff by providing structured mentorship. For IT teams looking to scale efficiently, this model ensures new hires contribute from day one—without months of costly training.

Don't waste time retraining under-prepared hires. Invest in an apprentice who is already equipped for the job. **WEI's Technical Apprenticeship For Diverse Candidates** could be the key to unlocking the next generation of capable IT talent.

Learn more about how WEI can help build your IT team by scanning the QR code above!

Our Apprenticeship Process

STEP 1

Identify Apprenticeship Plan & Expectations

Determine client desired role

Curate best-in-class training (technical & soft skills)

Customized to role and client tech stack

STEP 2

Hire Apprentice

Develop job suitability criteria

All candidates complete job suitability assessment

Client makes final decision from WEI's top candidates

STEP 3

Deliver Development Plan

WEI trains position's technical and soft skills

WEI mentors throughout apprenticeship

STEP 4

Transfer Apprentice To Full-Time Employment

Clients can hire the apprentice if desired skill set is achieved