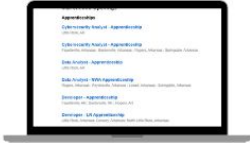


We help job seekers enter the tech field by matching driven, qualified workers from all different types of backgrounds with employers experiencing a shortage of talent.



1

FILL OUT OUR ONLINE APPLICATION

Submit your resume and application online so we can review!



3

TAKE OUR SKILLS ASSESSMENT

You will be directed to our online assessment where you will be tested on a variety of aptitudes! Nothing you need to study for.



5

BACKGROUND CHECK

After the video interview, you will receive an email from our background vendor SterlingOne. The email will request your date of birth and social security number to run a criminal search for felonies and misdemeanors.



7

EMPLOYER INTERVIEWS AND JOB OFFERS

If an interview is requested from an employer partner, you will go through their interview process as you would in any other position. A job offer must be extended in order to begin the apprenticeship.

2



PHONE CALL WITH US

Tell us about your interest and experience via phone. Why are you interested in a career in Information Technology?

4



VIDEO OR ONSITE INTERVIEW

To make sure you're ready, we'll interview you via webcam or at our office. Treat this as any other interview but we will offer helpful tips and feedback!

6



EMPLOYER MATCHING

Based on the availability of employers hiring at that time, we send your resume to our company partners. We will reach out if an interview is requested. Our company partners (employers) decide who to select for an interview.



Apprenticeship Candidate Frequently Asked Questions

Q: What Apprenticeship positions are available? When do they start?

A: Apprenticeship positions are available and start based on employer demand. For this reason, a schedule is not always available. However, apprenticeship applications are always accepted at <https://www.acds.co/careers>.

Q: Did I apply for a job at ACDS?

A: No, but by applying with us you give us permission to share your resume with our company partners. Think of us as a matchmaker, based on criteria you share (position of interest, pay, location etc) and what an employer is looking for. Keep in mind a company decides who to interview and extend an offer to.

Q: Is an apprenticeship the same as an internship or temporary position?

A: NO! An apprenticeship is a full-time employee status position.

Q: How long is apprentice training?

A: The length of training (**not to be confused with the length of employment**) can vary depending on the employer, complexity of the occupation, industry, and the type of program. The employer is required to provide a minimum of 144 hours of training and designated mentor during your first year.

Q: What companies do you work with? (We call them our company partners & employers)

A: We work with start-ups to large corporations across all industries. The one common theme is they have IT positions to fill and the positions are based in Arkansas. Current and previous employer partners can be found on our website <https://www.acds.co/partners>

Q: What is the application process and timeline?

A: Once an application is received, it can take 3-4 weeks for an ACDS Recruiter to review the application and setup the initial phone interview. Timing varies due to the availability of employers hiring at that time.

Q: When will I hear something?

A: After Step 4: Video mock-interview. It could take 1- 6 months that's normal! It all depends on company demand. Please know we are working our hardest to get you paired with the right company fit and will reach back out once a potential match is available.

Q: What is your success rate of finding me a job?

A: The Apprenticeship model for hiring IT positions is still a new concept in the state of Arkansas. We recognize IT is a competitive field, so we encourage you to still continue your job search as we work to match you with our company partners. Our hope is to add value and that our resume & interview tips help along the way.

Additional information can be found on our website at [acds.co/apprenticeship](https://www.acds.co/apprenticeship)