



ClearanceJobs®

CONNECT 2022





Recruitment



CONNECT 2022

Addressing Problems and Implementing Solutions in Diversity, Equity, Inclusion and Accessibility

Nicole Gibson, Guidehouse

Sina Beaghley, RAND



CONNECT 2022

Veteran Hiring

Eric Eversole

Hiring Our Heroes, President

SPEAKER

HOH Insights: Moving Left of Transition



Eric Eversole

President,
Hiring Our Heroes

VET UNEMPLOYMENT

A Couple of Numbers

2.4%

1.9%

381

VET
UNEMPLOYMENT

A Couple of Numbers

2.4%

Unemployment Rate
for Veterans
August 2022

1.9%

Unemployment Rate
for Post-9/11 Veterans
August 2022

381

Newly Discharged
Veteran UCX Claims
August 20, 2022

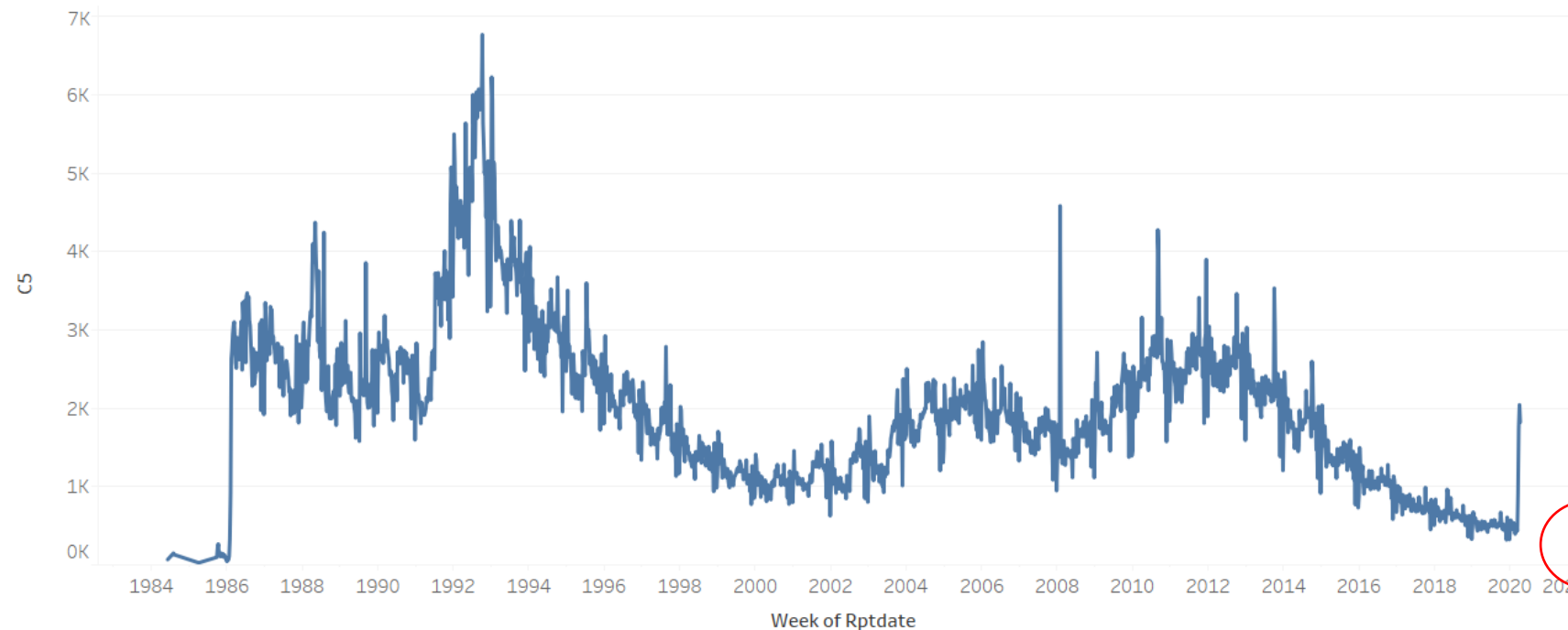
HIRING OUR HEROES

U.S. CHAMBER OF COMMERCE FOUNDATION

PARADIGM SHIFT

New Veteran UCX Claims (Historical)

Weekly UCX Claims



Historic Low --
Evidences a shift
in how we
transition service
members

The trend of sum of C5 for Rptdate Week.

Understanding Shift

1. Investment by DOD and Federal Agencies
2. Collective effort by Private Sector—unprecedented pathways to careers
3. Growth of SkillBridge

ONE PROGRAM'S DATA

HOH Fellows Program: 2022

Participant Data

2,302

AD Participants

20%

Gender (Women)

44

Servicemembers of Color

%

Background Data

45

Serve in the Army

%

54%

Commissioned Officer

47%

TS or TS/SCI Clearance

Impact

85

Offer Rate

%

\$115

Average Salary

K

More Insights: Survey

Time to
First Job

HOH Fellows

65%

Less than 1 Month

Non-Fellows

39

Less than 1 Month

Reason for
Taking Job

30

Great job/great pay

vs.

25

Not perfect/good first step

Ease of
Transition

40%

Easy/Very Easy

24

Easy/Very Easy

LOOKING
FORWARD

Next Steps

1. Participate in SkillBridge
2. Meet SMs where they are—i.e., on base
3. Invest in your reputation



CONNECT 2022

How to Create New Tech Talent in the Federal Space

Vince Virga
Silkworm



SKILLSTORM

Accelerating Opportunity





- SkillStorm Founded in 2002
- Launched **SGIS** Govt. Contracting Subsidiary in 2004
 - IT & Intel Services Focus
 - 0-1000 Employees in < 7 Years (100% Organic Growth)
 - 85% Classified Contracts / 60% Prime Contracts
 - Clients: Military, Intel Community, DHS, Federal Law Enforcement
 - Ranked 2nd Fastest Growing Private Govt. Contractor by Washington Technology Magazine
 - Divested of SGIS in 2010 (Acquired & Became Salient/CRTG)



Hany Girgis
Chairman & Co-
Founder



Vince Virga
Chairman & Co-
Founder



NOT Your Typical EDTech Company

SkillStorm is the leading Tech Workforce Development provider in the United States, trusted by top organizations globally to upskill their workforce. We create and deploy tech talent custom-trained to meet the needs of the rapidly evolving tech industry.

- ✓ Founded in **2002**
- ✓ Hold a **Top-Secret Facility Clearance**
- ✓ **10K+** Tech Consultants Placed
- ✓ **3K+** Tech Consultants Upskilled Since 2019
- ✓ Certificate Courses Credentialed by **Leading Universities**





PURPOSE

Accelerate Opportunity

As the global leader in launching and accelerating tech careers, SkillStorm enables Stormers and the clients we support to go further, faster; exceeding their goals and realizing their aspirations.

- ✓ **College Graduates & Veterans**
- ✓ **Customers & Partners**
- ✓ **Fellow Stormers**

A group of business professionals are seated around a large conference table in a modern office setting. A man in a blue suit is in the foreground, gesturing with his hands while speaking. Other participants, including a man with grey hair and a woman, are looking towards him. The room has large windows in the background, and the table is set with water glasses, coffee cups, and some snacks. The overall atmosphere is professional and collaborative.

TECH TALENT SKILLS GAP

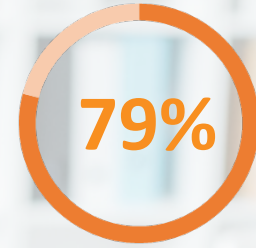
Talent Supply Problem

Multiple forces contributing to the lack of supply of quality tech talent:

- Aging workforce
- Rapid pace of changing technologies, tools and platforms
- Agile environment
- Supply of work visas
- Work from home

University programs and enrollment do not align with employer needs:

4 million	65k	100k+
College graduates last year in the U.S.	Graduated with CIS related degrees	unfilled jobs in the tech industry



of CEOs are concerned about the lack of key skills and identify the issue as a threat to growth



of employees believe their current skillset will be out of date in the next 3-5 years



of CEOs cite significant training/upskilling as the top strategy to close the potential skills gap in their organization

Workforce Development & Technology Talent Platform



Emerging Tech

Recruit, Hire, Train and Deploy graduates and veterans



IT Apprenticeship

DOL 3 Year IT Apprenticeship for transitioning service members



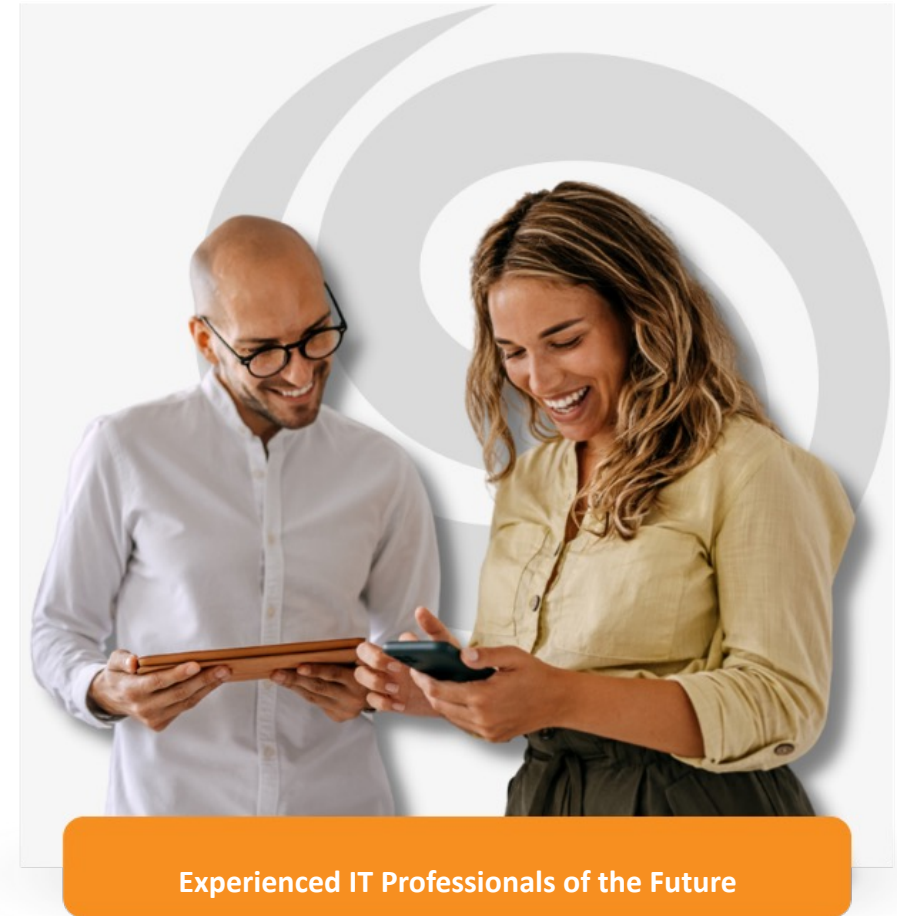
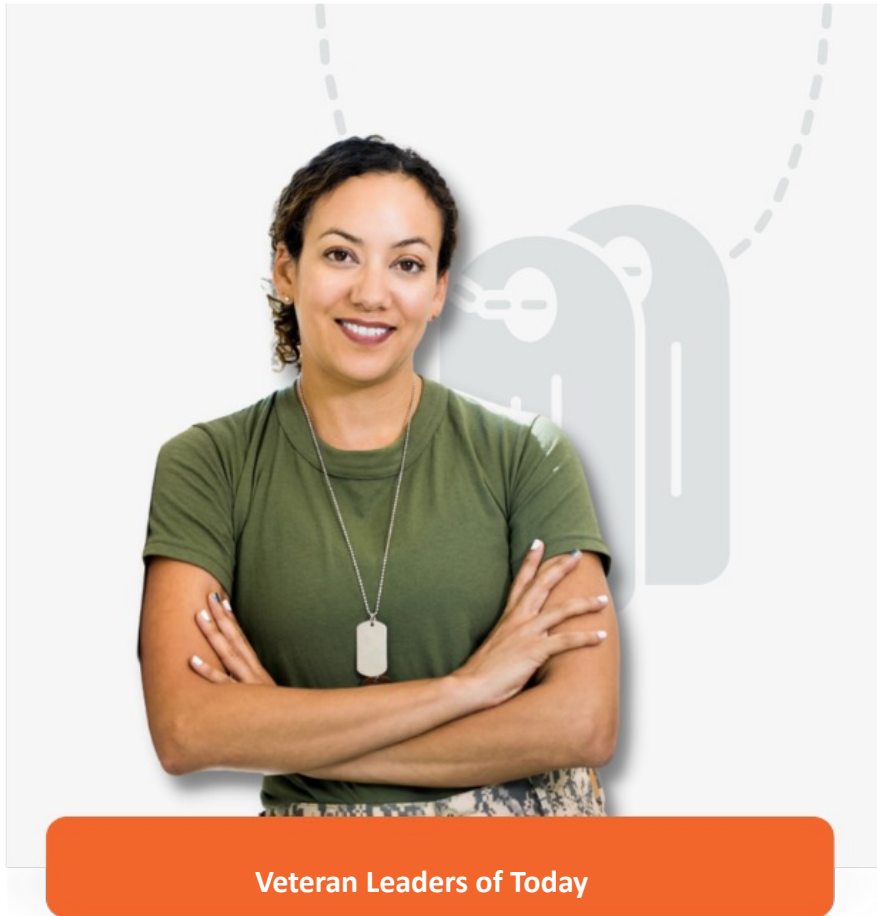
Accelerator

Online courses leading to recognized in-demand industry credentials

A blurred background image of four business professionals (three men and one woman) sitting around a table in a modern office setting, engaged in a discussion. There are coffee cups and papers on the table.

NEXT GENERATION **TALENT MODEL**

Preparing Veterans to Continue Their Federal Service



SkillStorm hires people with clearances and provides them the training and certifications

EMPLOYER PAID MODEL



SKILLSTORM TEAMS

RECRUIT. CERTIFY. DEPLOY.

WHERE WE RECRUIT FROM

CHANNELS

- 120+ University Partnerships and Affiliates
- 18+ Veteran Associations
- 30+ Military bases
- Women in Technology
- Industry Professionals

CHARACTERISTICS

- 90% Degrees in STEM
- 60% Veterans
- 50% with Secret Clearance or Above
- 100% Able to Achieve Public Trust



WHO WE RECRUIT FOR

GOVERNMENT SYSTEM INTEGRATORS

- Department of Justice
- Department of Defense
- Department of Health & Human Services
- Department of Treasury
- Department of Labor
- State & Local

CORPORATIONS AND SYSTEM INTEGRATORS

- Financial Institutions
- Healthcare & Insurance
- Energy
- Manufacturing
- Communications
- Retail



TRAINING FEATURES

Authorized to work in U.S.

All U.S. Citizens

Security Clearances

Hold specific clearances based on client needs

Education and Experience

All candidates go through a detailed screening process to assess soft skills, aptitude and ability.

Customized Training & Certifications

Trained to client's specific needs and industry certified

Two+ Year Commitment

Each NexGen candidate is committed for a minimum of 2 years and Apprentice for a minimum of 3 years.



INCLUSIVE & DIVERSE TECH TEAMS



GENDER

Women in Tech Programs



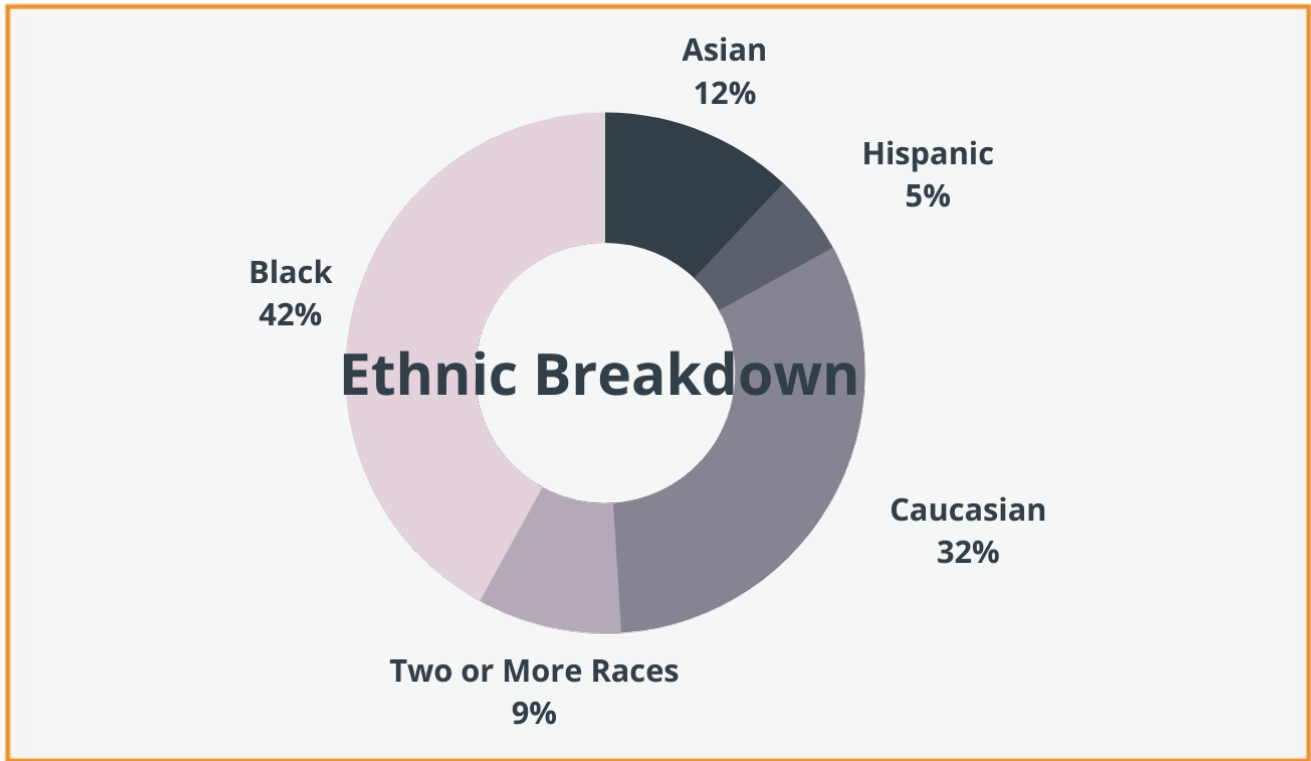
ETHNICITY

First Generation Programs











THOUGHT

Pathway Programs



TECHNOLOGY CAPABILITIES

DEVELOPMENT			IT	DEVSECOPS	DATA	PLATFORM		
<u>Front-end</u> Angular React JavaScript HTML CSS iOS Swift Android Kotlin	<u>Middle-tier</u> Java Spring Spring Boot Hibernate Spring Data JDBC REST Express NodeJS Jest Jasmine	<u>Back-end</u> SQL MySQL Oracle PostgreSQL MongoDB DynamoDB CosmosDB Redis Memcached Redshift	<u>Capabilities</u> Help Desk Linux Cyber Security Splunk Crowdstrike SOAR DLP NDR WAF Kali Linux	<u>Tools</u> Maven Jenkins CI/CD SonarQube Selenium Cucumber JMeter Protractor TestNG Postman	<u>Cloud</u> Ansible Chef Puppet Terraform Docker Kubernetes	<u>Python</u> Spark Hadoop Pandas Matplotlib NumPy Seaborn Tensorflow Spark NLP	<u>Big Data</u> Databricks Kafka HDFS Hive HBase Pig Sqoop Airflow Avro	<div><div></div><div></div><div>CLOUD</div><div></div></div>

A person wearing a white lab coat is seated at a desk, working on a laptop. The scene is brightly lit, likely by natural light from a large window in the background. On the desk, there are several books stacked to the right of the laptop, a pair of glasses, and some papers. The overall atmosphere is professional and focused.

SKILLSTORM

ACCELERATOR PROGRAMS



Accelerator Program

Upskilling 1M+ Aspiring Tech Professionals

SkillStorm has partnered with leading universities and colleges to provide online instructor-led courses for in-demand technologies that lead to recognized industry credentials and high-growth career opportunities.

SkillStorm is Authorized Training Partners for:



University Partners



Certification Courses

100% Online, Instructor-Led Courses

SkillStorm partners with preeminent universities to provide online instructor-led courses leading to recognized industry credentials in today's most in demand technologies.

1. Salesforce Certification Courses



Administrator Certification
Developer I Certification

2. AWS Certification Courses



Cloud Practitioner Certification
Solutions Architect Associate Certification

3. Pega Certification Courses



Systems Architect Certification
Senior Systems Architect Certification
Robotics System Architect Certification
Business Architect Certification

4. CompTIA Certification Courses



CompTIA A+ Certification
CompTIA Network + Certification
CompTIA Security+ Certification



STORMSURGE

WORLD-CLASS ONLINE PATHWAYS TO HIGH-VALUE TECH CAREERS

Accessible and inclusive online micro-courses provide pathways to high-value technology careers at no cost.

- ✓ StormSurge has helped launch thousands of tech careers.
- ✓ Leading employers rely on StormSurge to upskill their tech teams.
- ✓ Free courses led by world-class trainers to get you ready for real-world experience.

 90-HOUR FULL COURSE Introduction to Coding Introduction to Coding is a full course that combines content from four micro-courses: Object-Oriented Programming, Programming in Java, Data Structures, and Relational Databases and SQL. SKILLSTORM Self-paced	 30-HOUR MICRO COURSE Object-Oriented Programming Object-Oriented Programming (OOP) is a 30-hour micro-course that reviews the foundation for almost every modern programming language (including Java). It's your first step to becoming a software... SKILLSTORM Self-paced	 20-HOUR MICRO COURSE Programming in Java Programming in Java is a 20-hour micro-course that focuses on applications—including logic and code as well as algorithmic logic for sorting, searching, and other foundational problems. You'll also... SKILLSTORM Self-paced	 20-HOUR MICRO COURSE Data Structures Data Structures is a 20-hour micro-course that focuses on the structures that organize and store data in memory so it can be used effectively and efficiently to solve problems. SKILLSTORM Self-paced
 20-HOUR MICRO COURSE Relational Databases and SQL Relational Databases and SQL is a 20-hour micro-course that reviews how to store, manipulate, and query data in relational databases using SQL. SKILLSTORM Self-paced	 30-HOUR MICRO COURSE Introduction to Pega Build an enterprise-ready application with little to no code using the Pega platform! The model-driven, unified approach in Pega increases your productivity as a developer—allowing you to build more... SKILLSTORM Self-paced	 30-HOUR MICRO COURSE AWS Cloud Practitioner Migrate your tech skills to the Cloud! Amazon Web Services is one of the top Cloud providers in the world. Learn about AWS global infrastructure and the most in-demand AWS services. Prepare yourself... SKILLSTORM Self-paced	 30-HOUR MICRO COURSE Introduction to Salesforce Salesforce is a best-in-class customer relationship management (CRM) software. Powerful out-of-the-box features and robust custom application development through the Force.com platform. Learn the basics... SKILLSTORM Self-paced

Example of SkillStorm's Trainers



Patrick Walsh
EVP – Training & Technology



Valerie Braun
Trainer



Brian Gomes
Trainer





Certification Courses

Pega Certification Courses



System Architect: This **8-week** course teaches core principles of application development in the Pega platform.



Business Architect: This **8-week** course teaches the essential skills needed for analyzing, designing, and creating business requirements and specifications in the Pega application.



Senior System Architect: This **8-week** course teaches advanced principles of application development in the Pega platform.



Robotics Architect: This 8-week course teaches the basic functionality, process flow, terminology, and core building blocks of Pega Robot Studio.

Salesforce Certification Course



Administrator: This **8-week** course teaches the foundation of Salesforce and the key features and functionality of the platform through a guided, instructor-led approach.

AWS Certification Courses



Cloud Practitioner: This **4-week** course teaches individuals how to demonstrate critical knowledge related to implementing cloud initiatives.



Solutions Architect Associate: This **8-week** course teaches the fundamentals of building an IT infrastructure on AWS and optimizing the use of the AWS Cloud by understanding how its services fit into Cloud-based business solutions.

CompTIA Courses



CompTIA A+: This **4-week** course teaches core knowledge in networking, security, IoT technology, cloud-based storage, hardware and more.



CompTIA Network+: This **4-week** course teaches professional-level understanding of the latest best practices and foundational networking tools and technologies, including network architecture, high availability, wireless standards and technologies



CompTIA Security+: This **4-week** course teaches core knowledge required of cybersecurity professionals, and best practices for preventing and addressing the latest attacks, threats, and vulnerabilities.



Course Highlights



Project-based learning:

Weekly exams, technical interviews, technical presentations and enterprise-level projects.



Live lecture:

Instructor-led training sessions 3 days a week



Office hours:

Offered 1 hour, 2 Days a week



Certification exam fee included:


Voucher for certification exam included

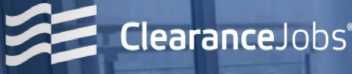


Certificate of Completion

Received from prestigious university upon completing course

100% Online, Instructor-Led Courses Certification Courses

 SKILLSTORM Powered by SkillStorm | Login

 ClearanceJobs®

Join The Tech Revolution
Skill up. Earn more. Advance. Repeat.

IN PARTNERSHIP WITH SKILLSTORM

Refine



Now Available Through Clearance Jobs

<https://cj-catalog.skillstorm.com>

 **AWS Solutions Architect Associate - September 12**
Sep 12, 2022 - Nov 4, 2022
\$1,800 Enroll Now  

 **Instructor-Led Course**

 **AWS Cloud Practitioner - October 3**
Oct 3, 2022 - Oct 28, 2022
\$540 Enroll Now  

 **Instructor-Led Course**



SKILLSTORM

Accelerating Opportunity



1. Purpose of Partnership

1

Create new talent

Create net new cleared talent through our hire, train, deploy business

2

Upskill talent

Upskill existing federal talent in the most in-demand enterprise level technology

Access newly created talent through clearancejobs.com

And

Upskill existing talent through clearancejobs.com



QUESTIONS?

Joe Mitchell



303.264.4924



joemitchell@skillstorm.com



www.skillstorm.com



10151 Deerwood Park Blvd.
Jacksonville, FL, 32256



The background features a series of light blue, stepped horizontal lines that resemble a circuit board or a stylized landscape. Scattered throughout are circles of various sizes in three colors: red, light pink, and dark blue. The word "Break" is centered in a bold, dark blue font.

Break



CONNECT 2022

Panel: Survival Tips for Today's Cleared Recruiter

Quiana Gainey, SecureTech360

JD Williams, GDIT

ClearanceJobs + Cocktails

Sponsored by XCELERATE
SOLUTIONS

