

Learning, Employment and (Economic)
Development for Information Technology

LEAD4IT





What is LEAD4IT

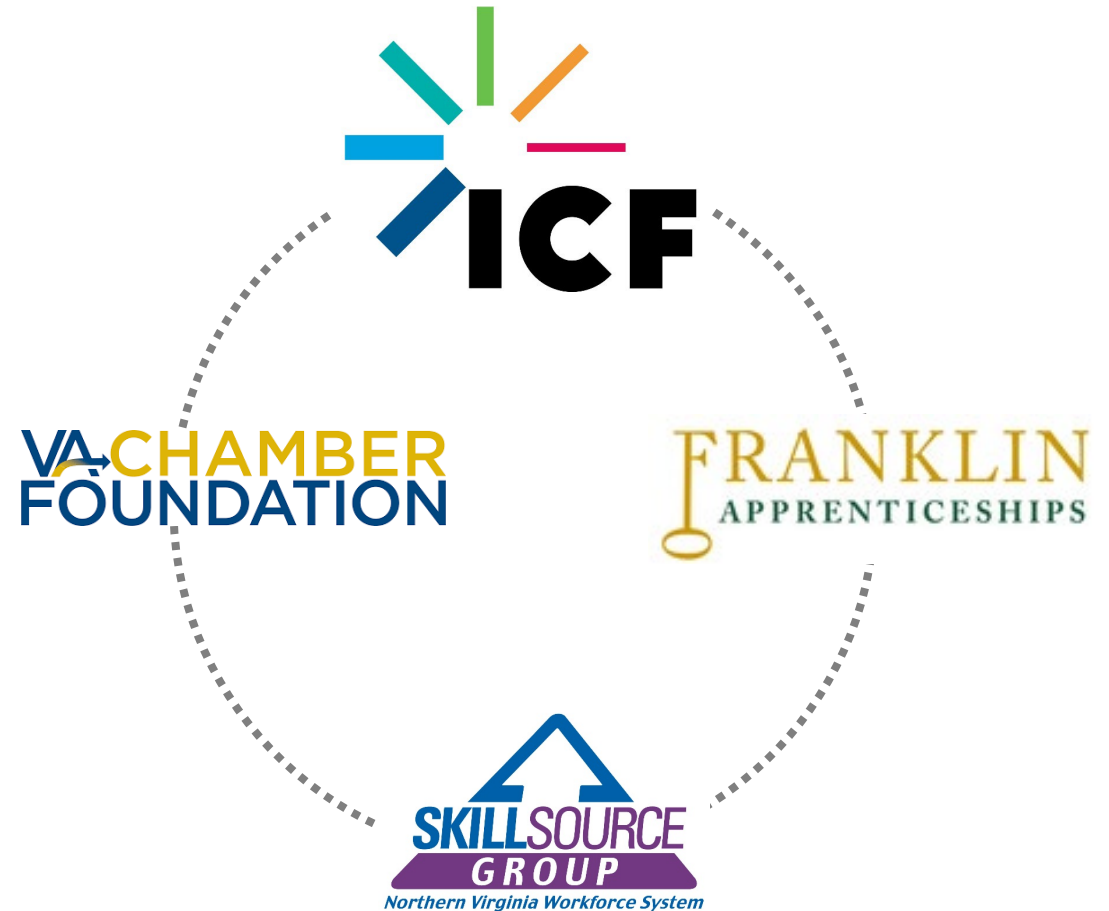
- Employer Driven, Talent Management
- For-Profit and Non-Profit Employers
- New way to attract, obtain, and retain IT and cybersecurity talent





What is LEAD4IT

Our partnership, lead by ICF, works with businesses to identify, build, and strengthen their IT and cybersecurity workforce.





How Can LEAD4IT Help?

- Connect business recruiters to sources of diverse talent
- Identify additional funds and support to support businesses
- Reimburse costs associated with work-based learning
- Strengthen connections between postsecondary institutions and employers to help ensure a strong source of new talent





Work-based Training Options

APPRENTICESHIPS

**ON-THE-JOB
TRAINING**

**PAID INTERNSHIPS
&
WORK EXPERIENCES**

**CLASSROOM
TRAINING**

**TRAINING
TO UPSKILL
CURRENT
WORKERS**



Let's look at
some
SCENARIOS





Transitioning Service Member

- Already has security clearance
- 3+ years of IT experience
- Limited civilian workforce experience



Transitioning Service Member

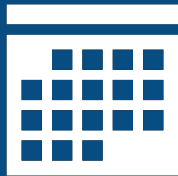
On-the-Job Training (OJT)

POSITION: COMPUTER SYSTEMS ANALYST



Salary

\$40.00/hour
\$81,600/year

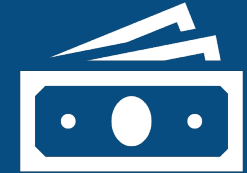


OJT Duration

16 weeks



640 Hours



Cost Reimbursement

90%

Reimbursement (Small Company): \$23,040



College Student

- Currently enrolled in IT or Cybersecurity Degree program
- Has the theory, but not the practical application



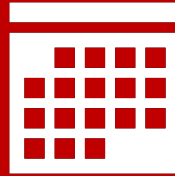
College Student Internship

POSITION: INFORMATION SYSTEMS INTERN



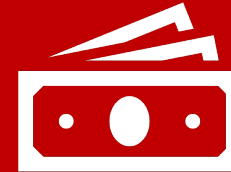
Monthly Stipend

\$2,000



Internship Duration

**Employers' discretion
(assuming 2 months)**



Cost Reimbursement

**50%
up to \$2,000**

\$2,000 REIMBURSEMENT



Career Changer

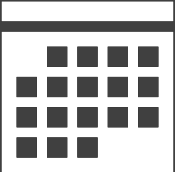
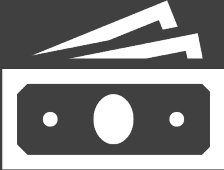
- Aptitude for IT
- Work Experience
- Some IT-related credentials, but no IT/cyber degree



Career Change

Apprenticeship

POSITION: COMPUTER SYSTEMS ANALYST

 Business uses 3rd party— such as Franklin Apprenticeship—to manage apprenticeship	 Apprenticeship Duration Employers’ discretion	 Time spent in classroom training at postsecondary institution 144+ hours	 Cost Reimbursement 90% OJT 50% up to \$3,250 on third party administrator 50% up to \$2,000 on training
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Reimbursement (Small Company): \$25,040





Current Employees

- Currently working as a Cybersecurity Technician
- 3 years of experience
- Needs additional certification to move up career pathway





Current Employee

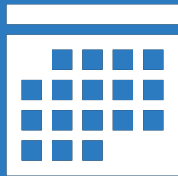
Incumbent Worker Training

CERTIFIED CLOUD SECURITY PROFESSIONAL (CCSP)



CCSP Bootcamp

\$2,300



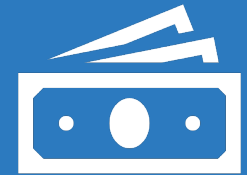
Bootcamp Duration

5 to 6 days



Exam Duration

**180 minutes
\$600/attempt**



Cost Reimbursement

50% up to \$1,000

\$1,000 REIMBURSEMENT



Community College Graduate

- Associates degree in cybersecurity
- Part time employment with college's IT department
- (ISC)2 Systems Security Certified Practitioner (SSCP)



Community College Graduate

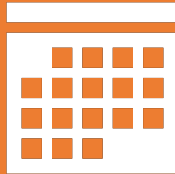
On-the-Job Training (OJT) + Simulation Training at Cyber Range

POSITION: Junior Information Security Analyst



Wages

\$34.31 /hour
\$70,000/year

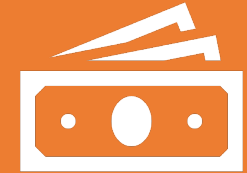


OJT Duration

16 weeks



640 Hours



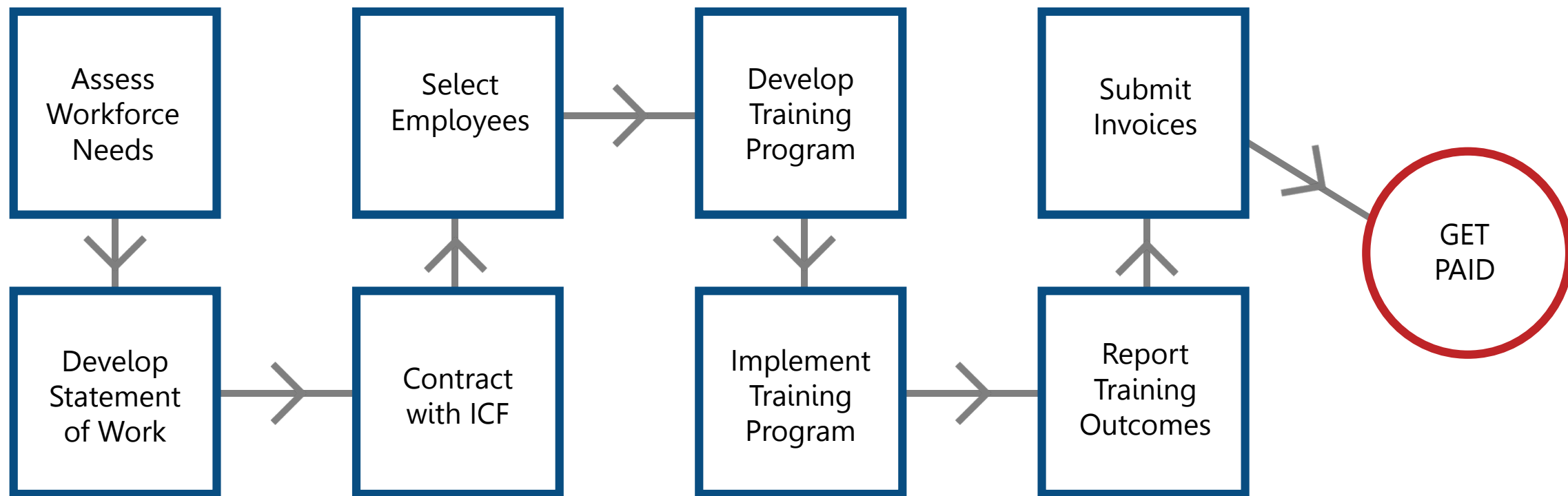
OJT Reimbursement 90%

Simulation Reimbursement:
50% up to \$2,000 on
training

Reimbursement (Small Company): \$21,762



Employer Next Steps





Roles and Responsibilities

LEAD4IT

- Provides dedicated Account Manager
- Determines eligibility of participants (unemployed/under-employed)
- Assists with recruiting efforts
- Helps develop work-based training
- Processes fast reimbursement

Roles and Responsibilities

Employer

- Selects employees
- Implements work-based training
- Provides required data
- Submits correct invoices





CONTACT

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