Learning, Employment and (Economic) Development for Information Technology
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**

<table>
<thead>
<tr>
<th><strong>$</strong></th>
<th><strong>Apprenticeship Duration</strong></th>
<th><strong>Time spent in classroom training at postsecondary institution</strong></th>
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</thead>
<tbody>
<tr>
<td>Business uses 3rd party—such as Franklin Apprenticeship—to manage apprenticeship</td>
<td>Employers’ discretion</td>
<td>144+ hours</td>
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**Cost Reimbursement**
- 90% OJT
- 50% up to $3,250 on third party administrator
- 50% up to $2,000 on training

**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)

$2,300
5 to 6 days
180 minutes
$600/attempt
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

- Assess Workforce Needs
- Develop Statement of Work
- Select Employees
- Contract with ICF
- Develop Training Program
- Implement Training Program
- Submit Invoices
- Report Training Outcomes

GET PAID
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