

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



OJT Duration

16 weeks



640 Hours



Cost Reimbursement

50%- 90%

Reimbursement (Small Company): \$23,040

Reimbursement (Medium Company): \$19,200

Reimbursement (Large Company): \$12,800

## College Student

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



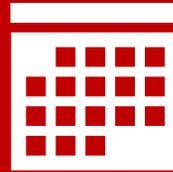
# College Student Internship

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

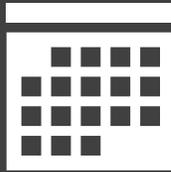
# Career Change

## Apprenticeship

POSITION: COMPUTER SYSTEMS ANALYST



Business uses 3rd party—such as Franklin Apprenticeship—to manage apprenticeship

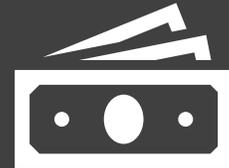


Apprenticeship Duration  
Employers' discretion



Time spent in classroom training at postsecondary institution

144+ hours



Cost Reimbursement

50%- 90% OJT

50% up to \$3,250 on third party administrator  
50% up to \$2,000 on training

Reimbursement (Small Company): \$25,040

Reimbursement (Medium Company): \$24,450

Reimbursement (Large Company): \$18,050

## Current Employees

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



# Current Employee

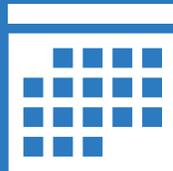
## Incumbent Worker Training

### CERTIFIED CLOUD SECURITY PROFESSIONAL (CCSP)



CCSP Bootcamp

\$2,300



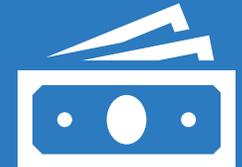
Bootcamp Duration

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

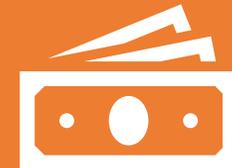


OJT Duration

16 weeks



640 Hours



OJT Reimbursement 50%-90%

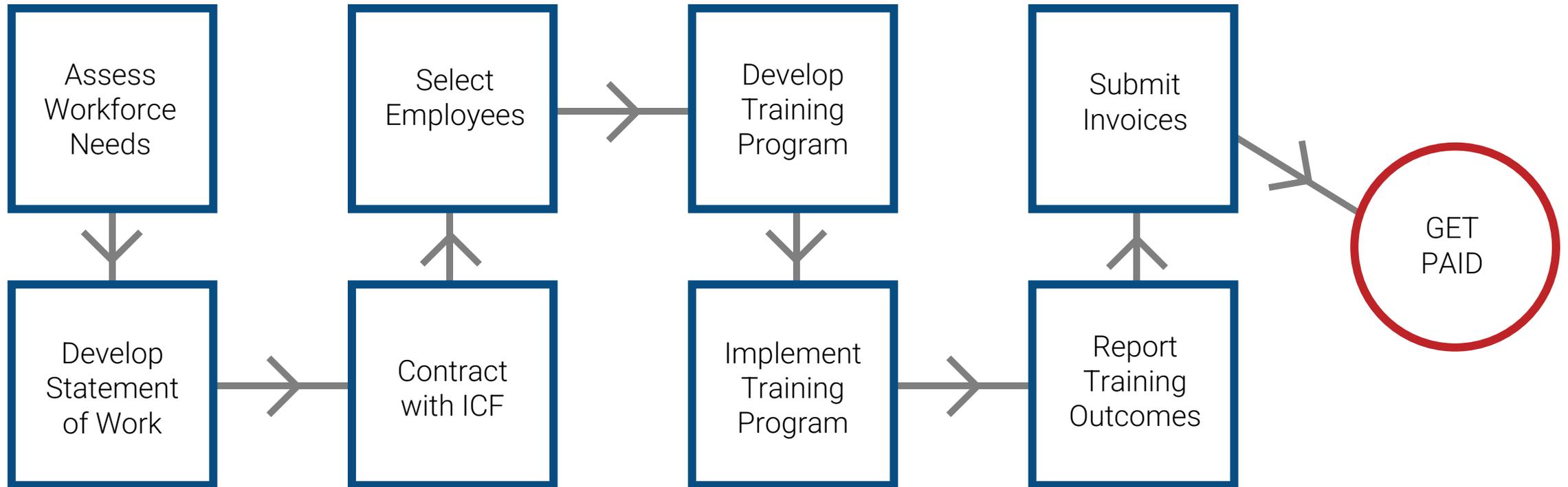
Simulation Reimbursement:  
50% up to \$2,000 on training

Reimbursement (Small Company): \$21,762

Reimbursement (Medium Company): \$18,469

Reimbursement (Large Company): \$12,979

# 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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