

THE
**GREATER
WASHINGTON
APPRENTICE
NETWORK**

Employer Briefing

April 5, 2021 | 2:00 PM - 3:00 PM

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**NORTHERN
VIRGINIA
CHAMBER
FOUNDATION**

Today's Agenda

- Welcome
- Overview & Brief History
Monthly Employer Meetings – First Tuesdays of every month
- Featured Employer: **Chris Gros**, Vice President, Talent, NT Concepts
- Featured Resource: **Liza Wilson Durant, PhD**, Associate Provost, Strategic Initiatives and Community Engagement, George Mason University's Commonwealth Cyber Initiative
- Networking Breakout Rooms

MISSION

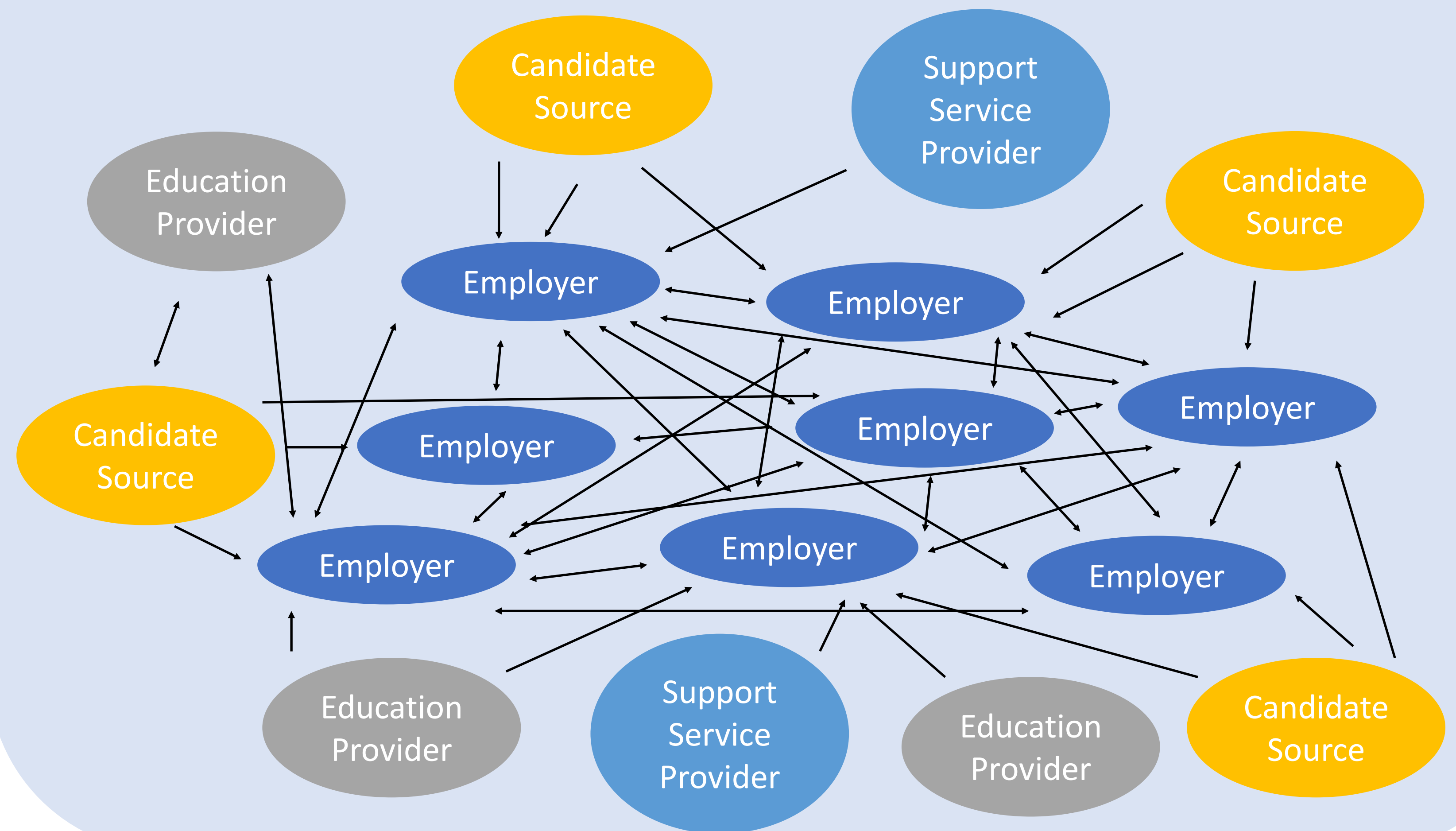
- Help employers in the region explore and develop an apprentice-based model of recruitment and training.
- The Network brings together employers, academic institutions, public and private sectors to create alternative career pathways into digital economy jobs for traditionally underserved communities.
- Goal: Create 1,000 apprenticeships in the Greater Washington region by 2025



Employer Centric Network

- Employers choose their candidate source(s)
- Employers choose their apprentice candidates
- Employers choose their education provider(s)
- Employers choose their support services provider(s) (if desired)
- Employers share best practices
- The Network provides the ecosystem, the infrastructure, and facilitates connections

Greater Washington Apprenticeship Network: an employer centric apprenticeship ecosystem



THE
GREATER
WASHINGTON
APPRENTICE
NETWORK

Sustainability Partners

NORTHERN
VIRGINIA
CHAMBER
FOUNDATION



FEDERAL CITY
COUNCIL

THE
GREATER
WASHINGTON
APPRENTICE
NETWORK

Founding Employers

 **accenture**

AON
Empower Results®

powered by
aws


SRM®
BETTER WORKPLACES
BETTER WORLD™

APPTÉON
Innovative Thinking, Powerful Results


Nestlé®


NTConcepts



Today's Featured Employer



**Chris Gros,
Vice President, Talent
NT Concepts**

Mission First Innovation **NEXT**

National Security Internship & Apprenticeship Program

Chris Gros
Vice President, Talent

Cedric Gaddis
Manager, Talent Partnerships

Wednesday, November 30, 2022





Exclusively focused on National Security & Critical Missions

IT Modernization

Legacy system transformation for security, efficiency, and mission capability

Digital Transformation

Innovative technologies, agile approaches, and automated operational pipelines

Data Modernization & Readiness

Decentralize and ready mission data as a shared strategic asset

Data Science & Advanced Analytics

Improved situational awareness, actionable intelligence and decision support speed

FAST FACTS

- Founded 1998
- Privately-held, woman-owned mid-tier solution integrator
- HQ: Vienna, VA
- U.S. citizen employees located worldwide
- TS Facility Clearance
- DCAA Compliant
- CMMI V2.0 Level 3 for Development
- ISO 9001:2015
- Certified Cloud Professionals
- Certified Development Professionals
- Certified Scrum Masters

CONTRACT VEHICLES & OTAs

- DISA ENCORE III
- DTRA IT Service Design
- GSA IT Schedule 70
- 8(a) Joint Venture
- Qualifying SB under R&D NAICS 541715
- IC-specific vehicles
- C5 OTA Consortium
- BST OTA
- DISA/NBIS OTA Award
- IWRP OTA
- NASC OTA
- SOSSEC OTA Consortium

MARKETS & MISSIONS

Intelligence

Defense

Fed Civ & Homeland

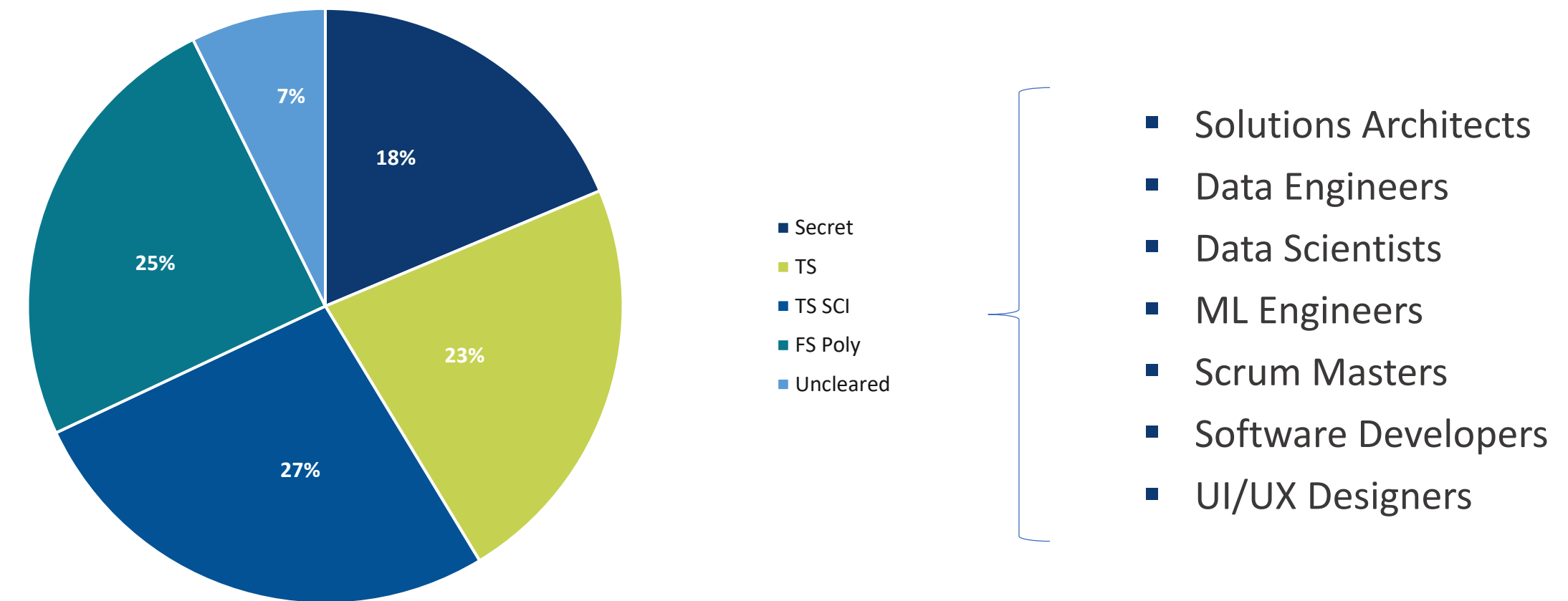




Talent NEXT

- Pipeline of cleared, mission-focused professionals and elastic technical surge support
 - Highly-matrixed, agile cross-disciplined teams
 - Deep mission operations expertise
 - Development-to-deployment-to-operation lifecycle of complex solutions
 - Subject matter expertise from developmental to Ph.D.
 - Certified Google Cloud / Microsoft / AWS Professionals
 - SAFe Agile methodology and DevSecOps best practices
 - Modern COTS, GOTS, and OS technology stacks

- Over 90% of staff possess U.S. government security clearances



It's about People & Culture.

- Internship Programs w/ real-world problem solving
- Clearance Pipeline Program
- Apprenticeship Program
- Developer Community of Practice
- Data Science Community of Practice
- Codeathons / Hackathons
- Tech conference attendance
- Commercial & GovCon technical memberships
- Academic publications
- Training (AWS/Google/niche providers)
- Community **NEXT** Talks



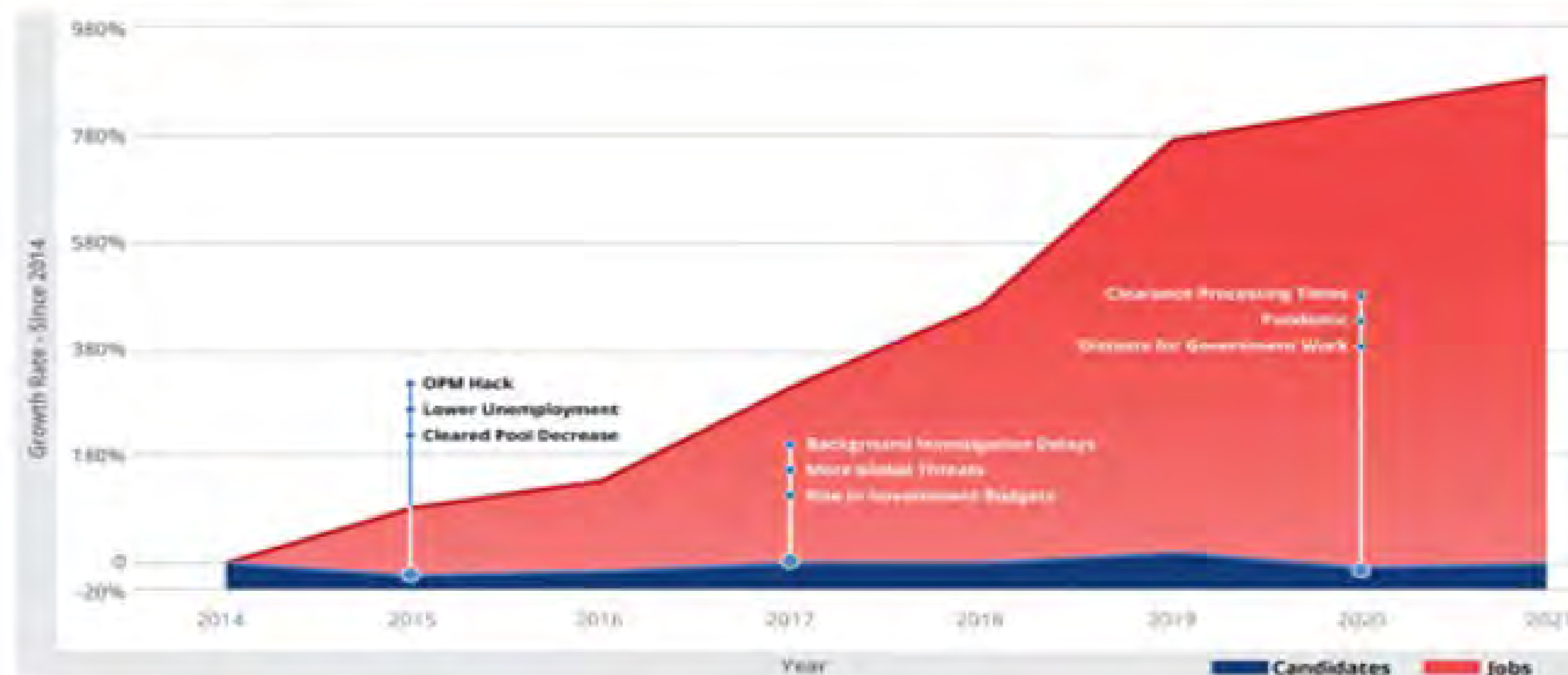
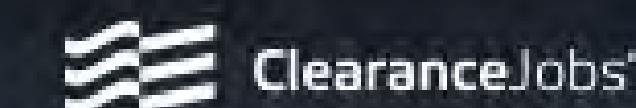
Our Challenge

- Target Candidates: Technical, cleared with DoD or IC experience
- Low Supply, High Demand
- Post-COVID workforce shift
 - Remote/flexible work demands
 - People leaving cleared work
- Clearance processing
- Mindset shift required

Industry Information

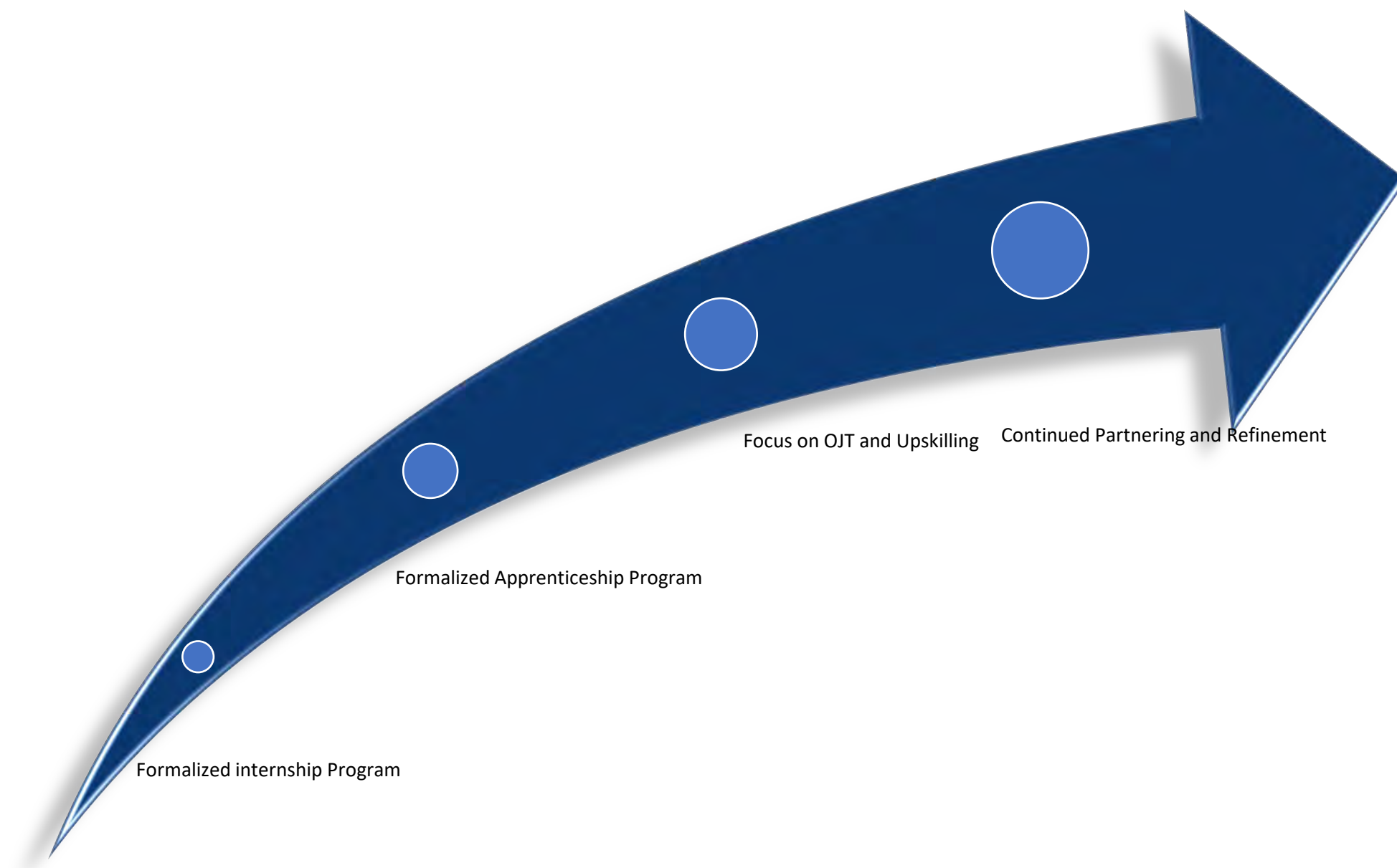
Supply and Demand

Growth Rate of Cleared DoD Population and Jobs Posted on ClearanceJobs



Our Journey

- Development of an Apprenticeship Program: Timeline & Process



Focus and Refinement

- Interns
 - Summer
 - Year-Round
- OJT and Upskilling
 - Hire transitioning veterans
 - Hire developmental & mid-career talent
 - Upskill Current Employees
 - Substitute experience and certifications for formal degree
- Partnering
 - GMU
 - Tech Bootcamps
 - Lead4IT
 - Commonwealth Cyber Initiative (CCI)

Questions & Discussion

National Security Internship & Apprenticeship Program

Chris Gros

Vice President, Talent

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Manager, Talent Partnerships

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Today's Featured Resource

Liza Wilson Durant, PhD

**Associate Provost, Strategic Initiatives and Community Engagement
George Mason University's Commonwealth Cyber Initiative (CCI)**

Commonwealth Cyber Initiative Northern Virginia Node CYBERSECURITY APPRENTICESHIP PROGRAM



Liza Wilson Durant, PhD
Director, NoVa Node, CCI





Mission

The Commonwealth Cyber Initiative serves as an engine for research, innovation, talent development, and commercialization of technologies at the intersection of security, autonomy, and data.

THE NETWORK

320
Faculty
Members

21
Universities

\$20M
Annual State
Investment

\$99M+
Sponsored
Research

Investments

- Research
- Innovation and Entrepreneurship
- **Workforce Development**



CYBER EDUCATION AND TRAINING



CYBER VETERANS INITIATIVE VIRGINIA



GEORGE MASON UNIVERSITY



GEORGE WASHINGTON UNIVERSITY



GERMANNA COMMUNITY COLLEGE



JAMES MADISON UNIVERSITY



LORD FAIRFAX COMMUNITY COLLEGE



MARYMOUNT UNIVERSITY



NORTHERN VIRGINIA COMMUNITY COLLEGE



SHENANDOAH UNIVERSITY



UNIVERSITY OF MARY WASHINGTON



VIRGINIA CYBER RANGE
VIRGINIA CYBER RANGE

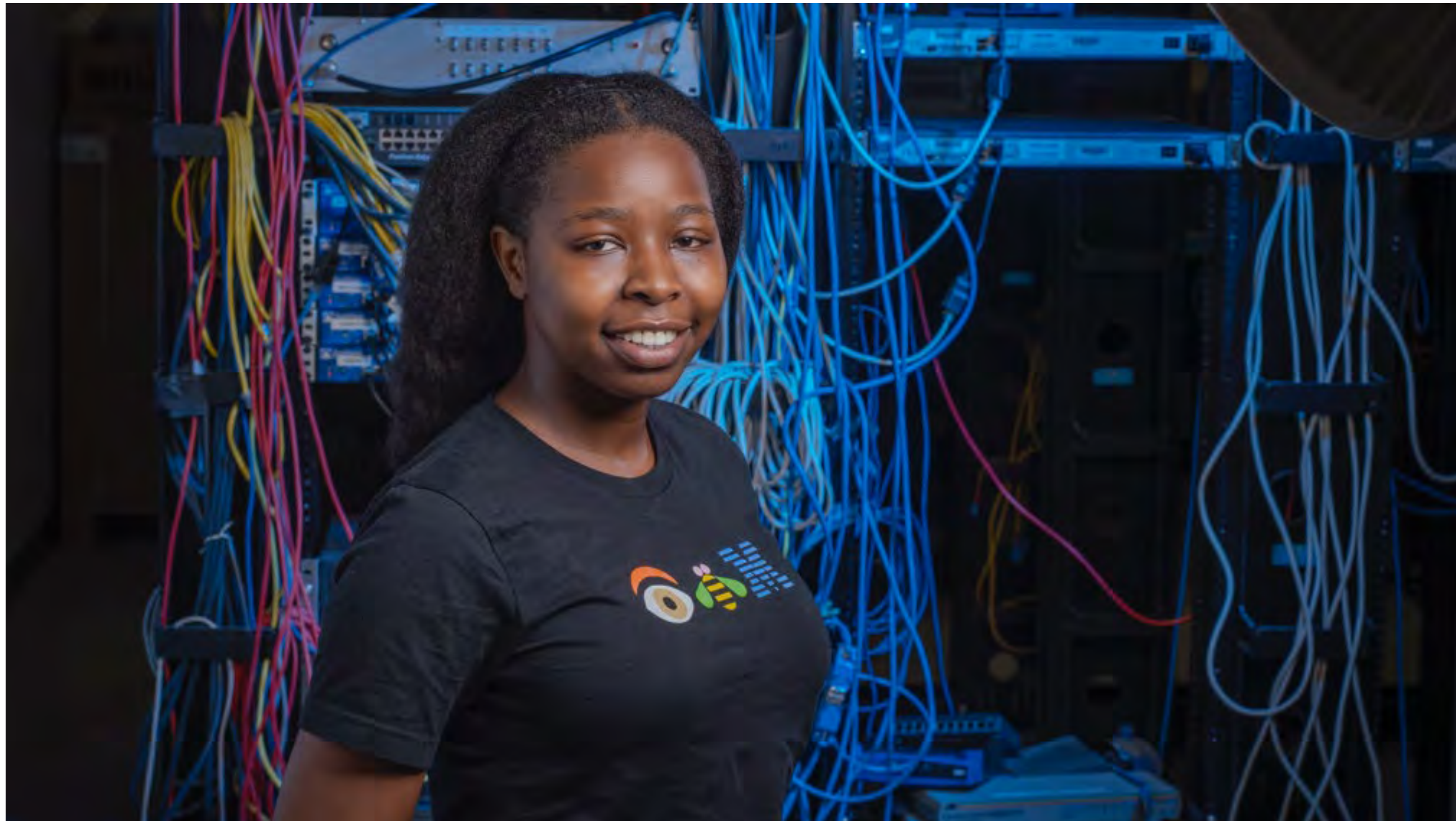
Workforce Development

- Align Industry SKAs/jobs with Curriculum
- Cyber/AI Camp
- Teacher Training
- High School Cyber Internships
- College Cybersecurity Internships
- Research Assistantships
- **Cybersecurity Apprenticeship**



Cybersecurity Apprenticeship

Why?

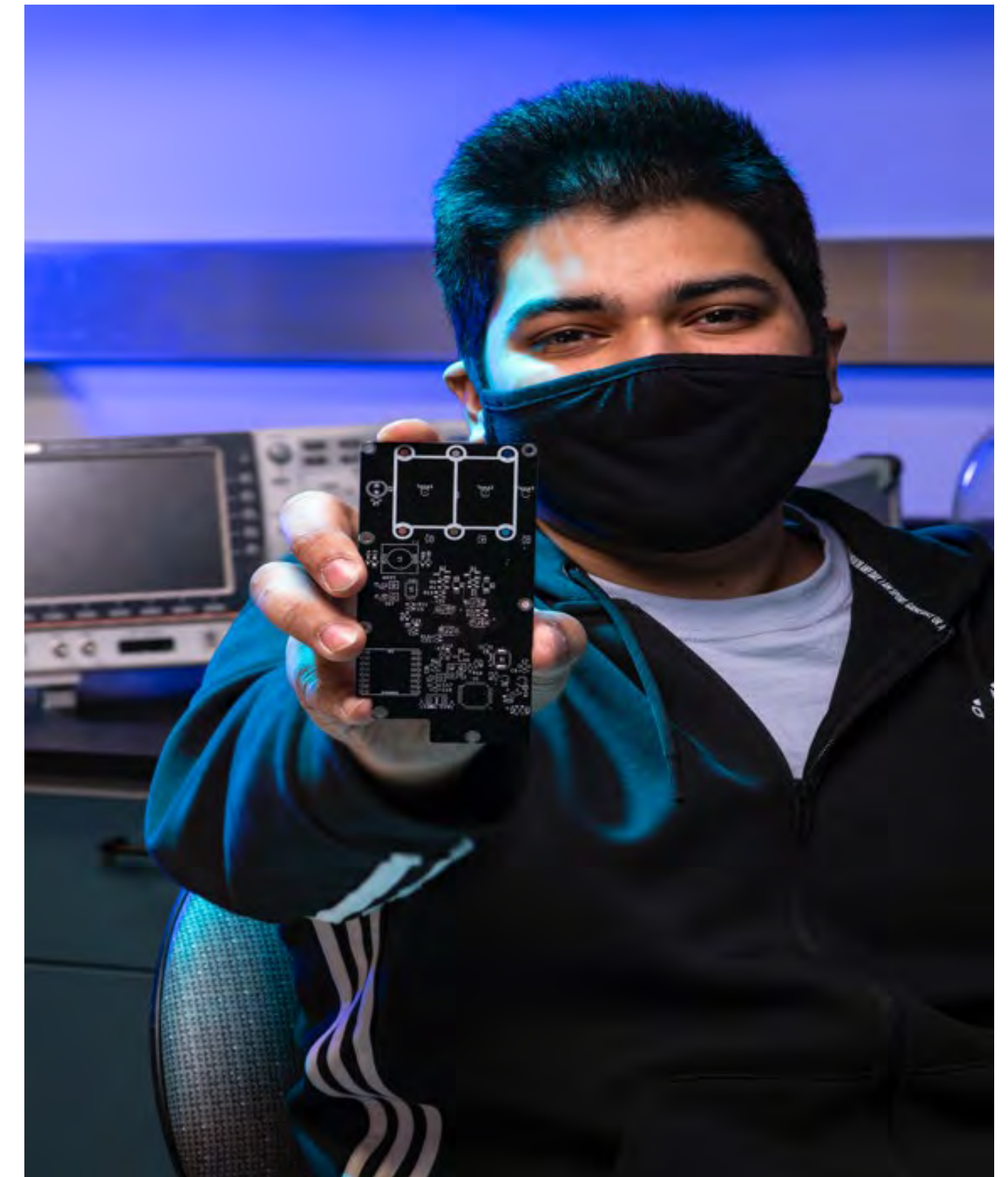


- Develop data analytics and cybersecurity expertise in the Virginia workforce
- Train participants without previous cybersecurity experience, preparing them for an entry level role in the field of cybersecurity in Virginia

Cybersecurity Apprenticeship

What?

- 2 Part Program: Training and Apprenticeship = Traineeship
- Receive instruction over the course of a 7-week, online experience
- Career placement support from the George Mason University and Northern Virginia Community College to facilitate connections with cybersecurity companies
- Paid on the job training with a regional employer for an additional 12 weeks if employer onboarded by end of April, 2022



Cybersecurity Apprenticeship

Who?



- Anyone who is interested in entering a career in cybersecurity field, including those with a high school degree only, associates and bachelors degrees in non-technical fields such as the humanities, business, and/or the arts, transitioning military personnel, or career changers.
- US citizens



Cybersecurity Apprenticeship When?



- 7 hours per day, weekdays, July 5 – August 23, 2022 as well as a 3-day, full-time orientation June 27-29, 2022. Apprenticeship follows for 12 weeks





Commonwealth
Cyber Initiative
NORTHERN VIRGINIA

To Apply:

<https://www.ccinovanode.org/docs/FAQ%20document.pdf>

To Host Apprentice/Trainee:

Email novacci@gmu.edu



Breakout Rooms

Discussion & Networking



Monthly Employer Meetings

Recurring Monthly Meetings: 1st Tuesday of the Month 2:00pm – 3:00pm

Next Meeting:

Tuesday, May 3, 2:00pm - 3:00pm

Featured Employer: TBD

Featured Resource: TBD



Thank you

Questions?

Jennifer Williamson

jwilliamson@novachamber.org

www.GreaterWashingtonApprenticeNetwork.com

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