In uniform or not, certifications matter

*(how and why)*
Introductions
Take Away Expectations:

• What changes regarding certification should be considered in my organization?

• Are there ways for me to effect hiring outcomes when taking certifications into account?

• How should our organization further support a complete certification learning pathway?
Understanding and Transferrable
Government/Military
Education and Training sets up recipients for future success
Retired Army Officer Michael Boggs, Jr.

While Serving, Major Boggs:

• Led Joint Cyber Warfare Center concept of operations (CONOPS) development Joint Planning Group (JPG).
• Established joint operation planning objectives in accordance with Combatant Commands’ operational requirements.
• Completed Joint Combined Warfighting School (JPME II)
• Was a senior Joint Cyberspace Operations Planner
Certifications Don’t Benefit Just the Organization

89% of individuals surveyed benefited from obtaining certification.

Impact of certification

Which of the following benefits did you receive from completing your certification?

Positive impact on professional image and moving to a career in IT continue as the predominant benefits for obtaining certification.

- Received positive impact on my professional image/reputation: 64.9%
- Moved into a career in IT: 22.6%
- Helped me get a salary increase: 17.7%
- Found a job: 15.5%
- Got a promotion: 12.5%
- No career benefits realized: 13.4%
- Other: 7.3%
Understanding and Transferrable

Corporate
81% of IT professionals took a training course (either through an instructor-led classroom, virtual classroom or digital training) in the past 12 months. Respondents trained on the following IT programs.

Top ten programs:

- Microsoft 23.4%
- Cisco 21.4%
- VMware 11.2%
- Oracle 8.3%
- CompTIA 8.3%
- IBM 6.9%
- HPE 5.2%
- Dell EMC 3.9%
- Juniper 2.9%
- LPI 2.7%
**SKILLS GAP STILL NOT SHRINKING**

- **69%** say their cybersecurity teams are understaffed.
- **58%** have unfilled (open) cybersecurity positions.
- **32%** say it takes six months or more to fill cybersecurity jobs at their organization.

**WANTED: QUALIFIED CANDIDATES**

- **29%** say fewer than one-quarter of job candidates are qualified for the cybersecurity position for which they applied.
- **NEARLY 40%** say university graduates in cybersecurity are not prepared for the job challenges they’ll face.
Why the certification pathway matters
Certification sets up recipients for future success
Retired Marine Master Sgt. William Rybczynski

While Serving, Master Sgt. Rybczynski:

• Taught the Small Systems Course at 29 Palms
• Was the Information System Security Manager at Marine Forces Pacific at Camp Smith, Hawaii
• Was one of the first 0689 Information Assurance Technicians in the USMC
• Was the Senior Information Assurance Chief at Headquarters Marine Corps C4.

“Certification helped to establish my credibility and expertise during my time in the Marine Corps.” – Bill Rybczynski
“Certification is a journey that never ends. The most important part of the journey is the ability to apply what you learn, whether that is in the military or civilian world.”

“Leverage every educational opportunity - you never know where or when it will assist.”
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Contact Info

Christopher Bloor
Christopher.Bloor@pearson.com
(952) 221-8990

Jeff Felice
jfelice@certnexus.com
(585) 350-7007