

# 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

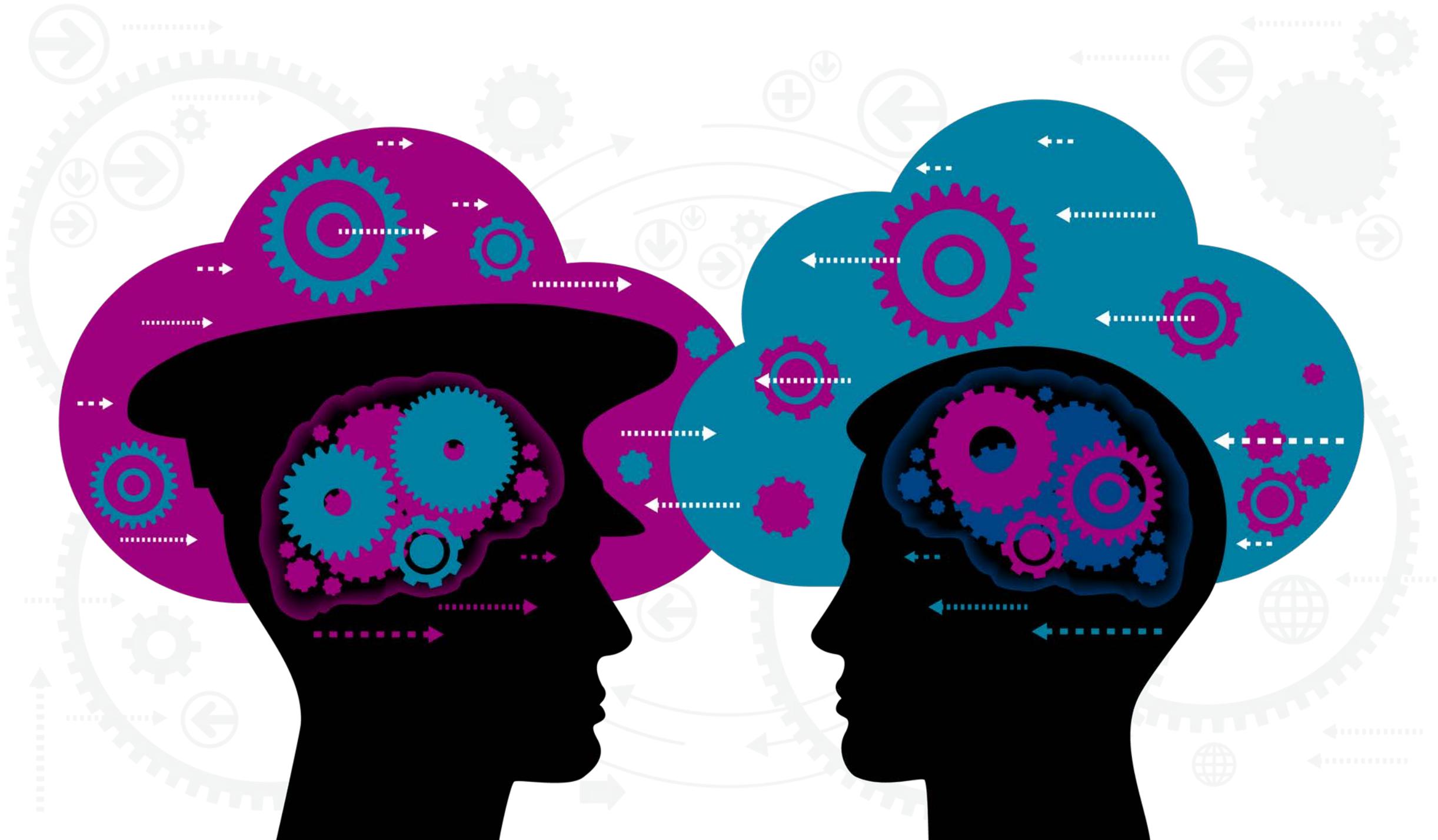
**89%** of individuals surveyed benefited from obtaining certification

## 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.

<b>Received positive impact on my professional image/reputation</b>	<b>64.9%</b>
<b>Moved into a career in IT</b>	<b>22.6%</b>
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*

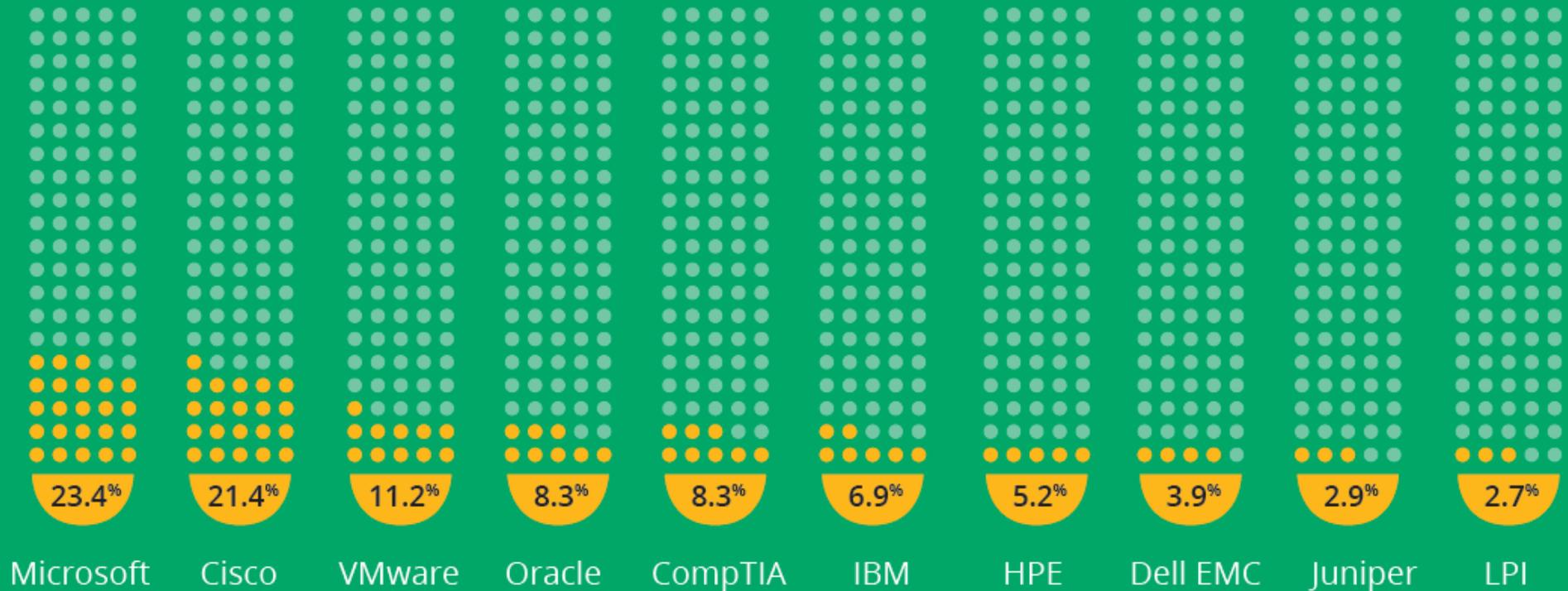
## Corporate

# Training

# 81%

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:



## 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***

## William Rybczynski today



*“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.”*

## Michael Boggs today



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

# Take Away:

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