

A PARTNER-LED CONVERSATION

# Talent Stack

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THE  
AGENDA  
BREAKDOWN

01

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BUY VS.  
BUILD

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What's better for your organization?  
Let's debate outsourcing vs building  
from the ground up.

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02

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THE  
MYTHS

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We will dispel the myths surrounding  
apprenticeship programs in the tech  
industry today.

03

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GET  
STARTED

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It's a straightforward process, but let  
us walk you through what it takes to  
navigate.

01

# BUY VS. BUILD

## Level-Up Your Talent

A friendly debate about how to create your optimal talent stack.

# BUILD DAVE

Less expensive

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More control over learning

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Emphasis on works for your TSP

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Employee retention/goodwill

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More mature training for your TSP



# BUY SEAN

Depends on your Mode

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Time consuming

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Less expensive

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Lots of oversight

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Flight risk

# WHAT TEAM ARE YOU ON?

BUILD

BUY

# THE MYTHS

## Acquiring Talent

A compare-contrast of the myths associated with apprenticeships in our industry.

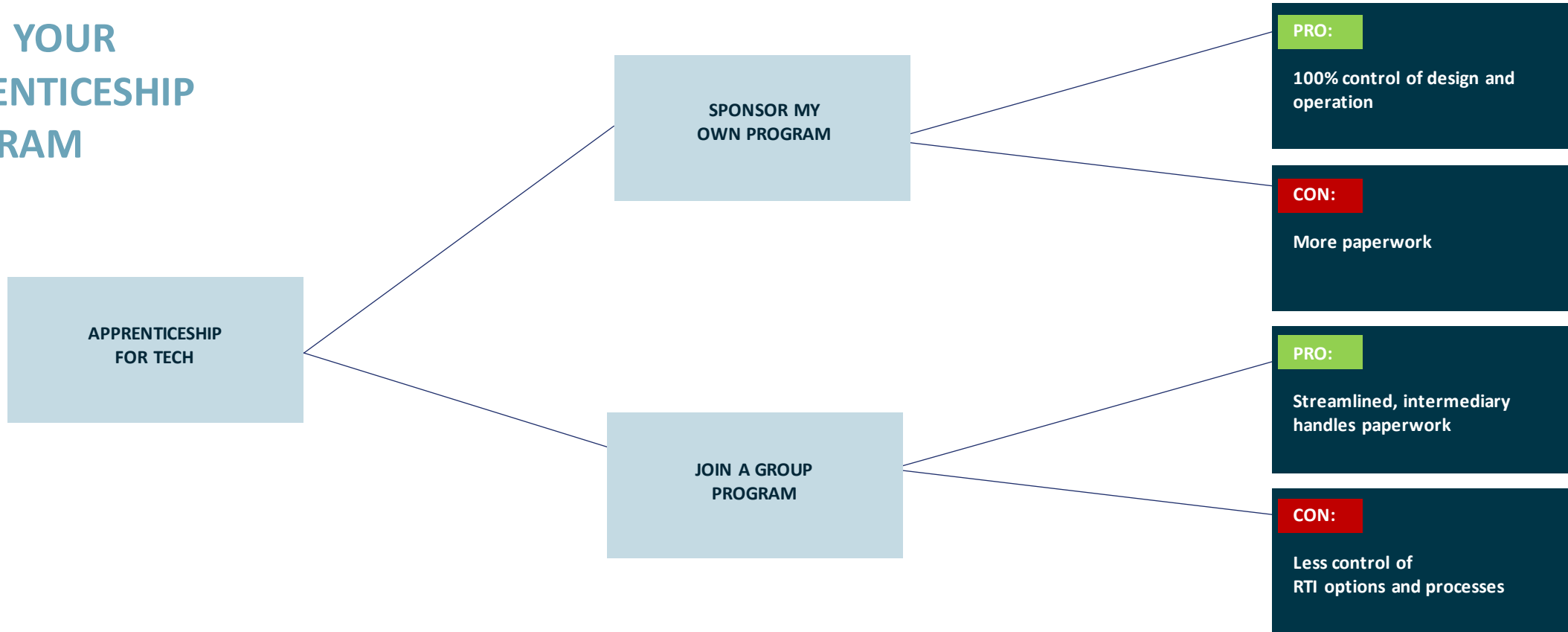
# GET STARTED

## **Build Your Apprenticeship Program**

Breaking down all the benefits  
and how to get started.



# BUILD YOUR APPRENTICESHIP PROGRAM



THE  
TALENT  
STACK



### STEP 1

Opt to turbocharge your tech talent development by launching an apprenticeship program



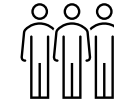
### STEP 2

Build a training plan, explore funding options, & choose whether to work with an intermediary



### STEP 3

Register your program with your state's apprenticeship agency, aligning to nationally recognized standards for tech occupations



### STEP 4

Recruit, assess for aptitude, hire & onboard apprentice(s)



### STEP 5

Track progress periodically and, upon program completion, decide whether to promote to full-time role(s)

CREATE

TRAIN

DEVELOP

# SIRINC APPRENTICESHIP PROGRAM



Create the apprenticeship:

- Register with the Department of Labor
- Work with CompTIA, ConnectWise, or others involved in the apprenticeship to build out your program

Think about how you are currently training staff:

- Your apprenticeship program may or may not require a lot of rework
- Develop a formal training plan
- Adding some certificates (A+, Network+, Security+) is a good starting point
- Train your staff to train your apprentices
- Create a review process and provide formal feedback to your apprentices
- Think about training more than one apprentice at a time

## BUSINESS BENEFITS

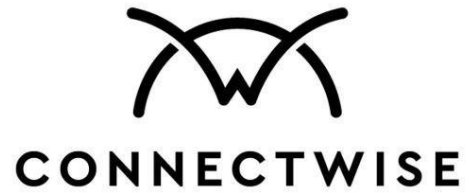
- Recruit and develop a diverse and highly-skilled workforce that helps you grow your business
- Immediate pool of workers today and skilled talent tomorrow
- Structured approach to recruitment and talent development
- Create flexible training options that ensure workers develop the right skills
- Timely training in specific skills and knowledge, that meets the business need and keeps pace with industry change

## BENEFITS TO APPRENTICE

- Earn while learning
- Reduces educational debt
- Recognized credentials
- Gain workplace-relevant skills in occupations in high demand
- Create a foundation for a career path, not just a job



[www.comptia.org/](http://www.comptia.org/)



[www.connectwise.com](http://www.connectwise.com)



[www.motivosity.com](http://www.motivosity.com)



[www.air.org](http://www.air.org)



[www.dol.gov](http://www.dol.gov)

# IT'S TIME FOR WHISKEY. AND QUESTIONS.



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