



brooksource™

PUBLIC SECTOR WORKFORCE TRANSFORMATION

As baby-boomers near the end of their careers, State Governments will experience the largest wave of retirement-eligible employees between now and 2026. This, combined with widespread technology modernization, is causing State Technology leaders to focus on talent development and succession planning more than ever before.

Brooksource's Elevate program is a tool used to mitigate against these impacts and foster local talent pipelines for Public Sector employers.



ELEVATE

Elevate is our work-based learning program designed to attract, train, and retain life-long learners for the Public Sector. This solution focuses on upskilling, performance management, cultural enrichment and professional development, so participants are qualified and eager to apply for state employment upon program completion.

WHY DO CLIENTS USE ELEVATE?



ADDRESSING SKILL GAPS

Build in-house talent in niche and emerging technologies



REDUCE COSTS

Elevate resources cost 56% less than an associate resource from a systems integrator



GOVERNMENT INSOURCING

Alternative to outsourcing and integration partnerships to build internal bench strength



SUCCESSION PLANNING

3 years after completing the program, 83% of Elevate consultants still remain as FTEs with our customer



INFUSE DIVERSITY

Leverage diverse talent pools to build adaptive teams



COMPLEMENT INTERN & APPRENTICESHIP PROGRAMS

Complement internal diversity, Veteran, and early-in-career hiring initiatives, as well as reskilling efforts

TRAINING FOCUS AREAS



Enterprise
Applications



Digital
Experience



Analytics &
Intelligence



Cloud
Journey



IT
Infrastructure



Cyber
Security



Project
Management

PROGRAM COMPONENTS

TALENT PIPELINES

We pipeline with a purpose, giving organizations access to our strategic talent pools.



EMERGING

University and bootcamp graduates through local and national partnerships



DIVERSE

Diverse talent pools, developed through purposeful community engagement



VETERAN

US Military Veterans through Project Patriot, our Veteran advocacy program



RESKILLED

Active professionals trained to modernize adjacent skillsets for impactful career transitions

TRAINING & DEVELOPMENT

► **Technical:** Customized technical training to develop core skillsets necessary to perform assigned job duties.

► **Professional:** Emphasize soft skill development such as communication, professionalism, and leadership training, so consultants are well-rounded employees.

After completing the program, Elevate Consultants average **70%** of the production value of mid-level resources

PROGRAM MANAGEMENT

Dedicated Brooksource Program Coordinators for pipeline development and program execution

Quarterly Data Reviews and Progress Reports

Customized Coaching Plans for at-risk consultants and problem resolution

ENGAGEMENT OPTIONS

COHORT



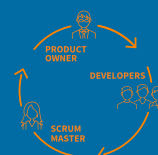
- Scale and infuse talent throughout a department with efficient, coordinated group training and onboarding.
- Allows for a variety of IT skill sets to be deployed across departments at the same time.

ANCHOR



- Brooksource provides a Senior Consultant for technical and professional mentorship to act as an “anchor” for Elevate resources.
- This model provides top performers to keep producing while also ensuring your investments continue to grow.

BOOTCAMP



- Pre-Engagement bootcamps are designed to quickly upskill Elevate consultants in a specific technology domain.
- Training is tailored to meet the needs of specific states or departments.
- Allows for rapid deployment of resources trained in practical skills they can immediately apply to their role.

ELEVATE CASE STUDIES



COHORT EXAMPLE | INDIANA IOT STATE EARN & LEARN (SEAL) PROGRAM

- ▶ **Challenge:** The Indiana Office of Technology (IOT) recognized that 40% of its workforce would be eligible for retirement by 2024, and didn't feel it had a suitable talent pipeline to offset the impacts of key retirements.
- ▶ **Solution:** As part of a larger succession planning effort, IOT partnered with Brooksource and the Indiana Department of Workforce Development to create a customized State Earn and Learn (SEAL) program, specifically for full-time IT positions the state expected to be vacant in the coming years.
- ▶ **Results:** Over 55 SEAL employees across eight technology teams at IOT have graduated from the Elevate program. In addition to maintaining an over 80% retention rate, this program won a NASCIO Award for IT Innovation of the Year in 2023.



ANCHOR EXAMPLE | CITY & COUNTY OF DENVER

- ▶ **Challenge:** The City and County of Denver had invested heavily in AWS and needed to migrate 64 on-prem enterprise applications to the cloud. However, limitations in our client's internal bandwidth and AWS skillsets significantly delayed the project. Additionally, our client was concerned that these AWS skill gaps would continue to impact its AWS ongoing support and consumption after the migration was complete.
- ▶ **Solution:** Through Elevate's Anchor Model, we engaged a senior consultant to lead the production support and mentoring of two additional Elevate consultants. This provided our client with immediate support in the short term and the ability to convert these Elevate resources into full-time employees at the end of the migration, allowing them to retain AWS knowledge in-house. Throughout the engagement, Brooksource also facilitated AWS-specific training to further upskill these Elevate consultants.
- ▶ **Results:** All Elevate resources obtained their AWS Cloud Practitioner Essentials certifications and completed over 100+ hours of customized technical instruction. The migration is currently on track with a strong talent pipeline ready to convert into full-time employees at no extra cost.



BOOTCAMP EXAMPLE | OHIO DEPT OF DEVELOPMENTAL DISABILITIES

- ▶ **Challenge:** The State of Ohio's Department of Developmental Disabilities significantly invested in its Salesforce platform, but lacked the internal skillsets required to maximize ROI. In addition to needing niche resources for immediate production support, our client wanted to establish a talent pipeline to be less reliant on outside consultants.
- ▶ **Solution:** Brooksource curated a 3-person pilot comprised of two associate Salesforce Developers and one Salesforce Administrator.
- ▶ **Results:** All consultants obtained Salesforce Admin certification before graduating from the program. Upon graduating, all three consultants converted to full-time employees with the state of Ohio.

ADDITIONAL ELEVATE ACCOLADES



View Additional Testimonials [Here](#)
About Elevate's Impact on the
State of Indiana's



Read the NASCIO
White Paper on Elevate [Here](#)