AGENDA

Outline The Possibilities

Understand The Benefits
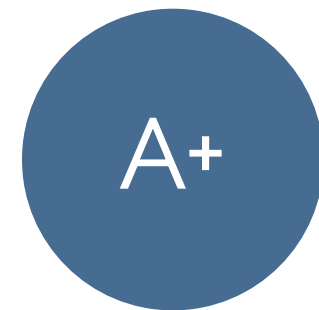
Let's Zoom In!

CREDIBILITY STATEMENT

Tech One IT was founded in **1999** with a mission to support and guide companies through the technology workforce challenges of current-day business and changing times

1500+

Client Engagements

500+

Clients

A+

Customer Satisfaction Rating

THE POSSIBILITIES OFFERED

Technology Apprenticeship Program

for the company in need of developing fresh IT talent to accelerate the T-shaped workforce.

IT Solutions

for the company in need of managed services or customized development & implementation.
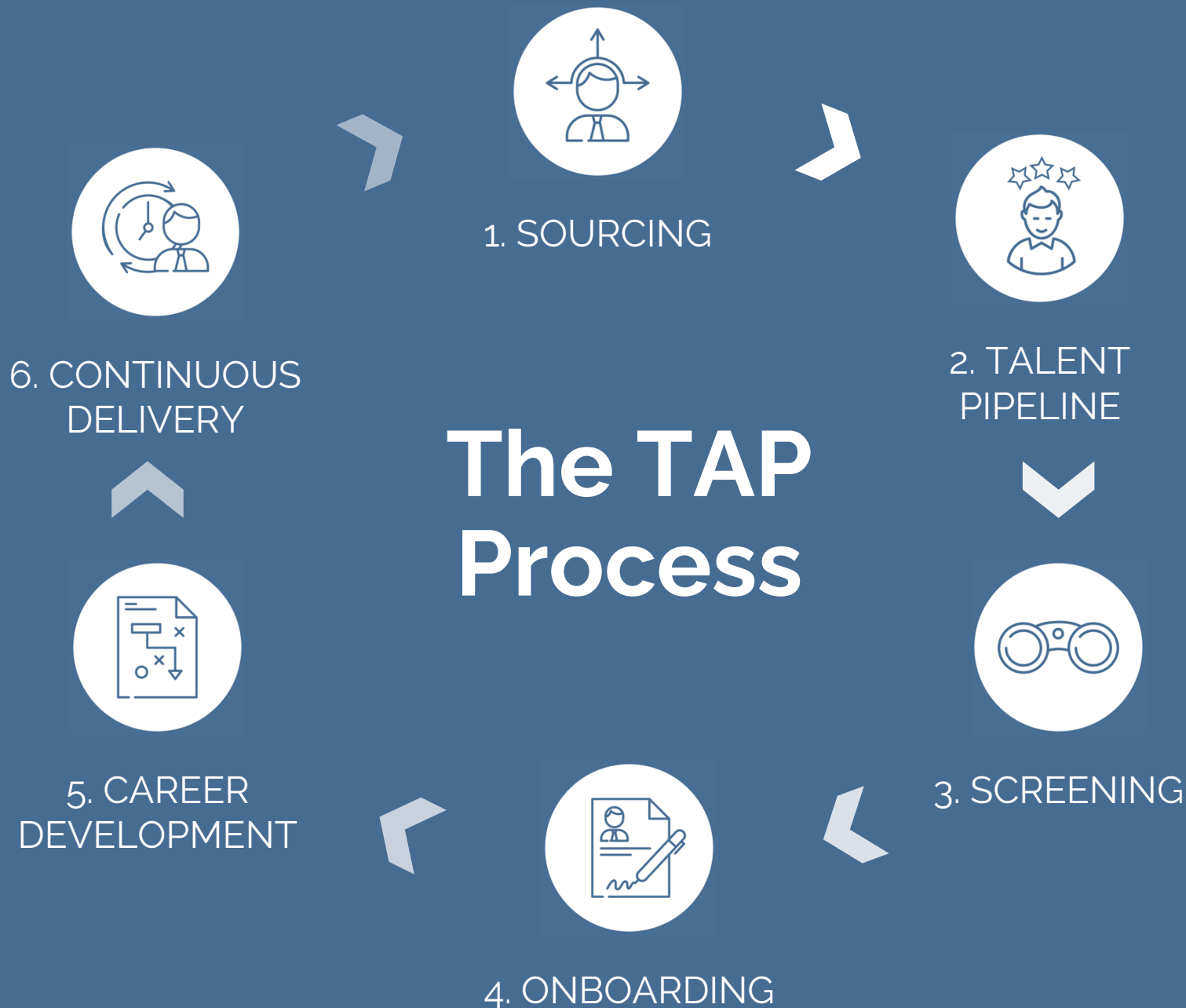
IT Staffing

for the company that needs to augment their technology team.

TECHNOLOGY APPRENTICESHIP PROGRAM (TAP)

Our dedicated and customized consulting approach implements a cost-effective managed workforce solution.

We enable our clients' workforce growth strategy while delivering quality work and providing real-world experience for our apprentices.

The TAP Process

1. SOURCING

2. TALENT PIPELINE

3. SCREENING

4. ONBOARDING

5. CAREER DEVELOPMENT

6. CONTINUOUS DELIVERY

1. Sourcing
Continuously source candidates with **STEM** degrees or **certified** immersive technical training programs and are **ready** for the workforce

2. Talent Pipeline
Create a **strong network** of relationships with **local top-tier universities** and **alternative educators**

3. Screening
Identify "T-Shaped" candidates through **proprietary screening** process

4. Onboarding
Hire, onboard, deploy
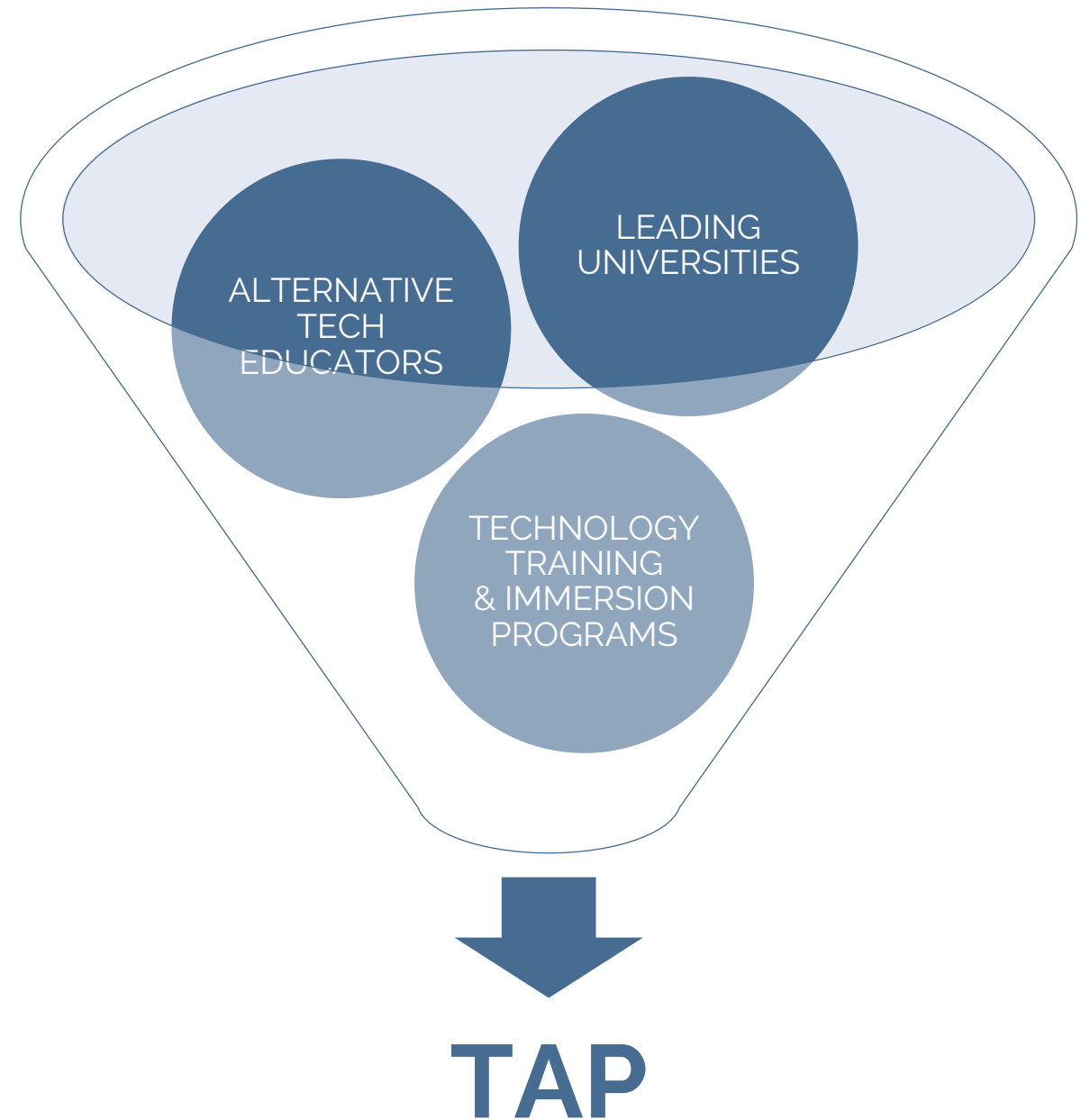**Collaborate** with the client team to conduct **orientation** and **initial training**

5. Career Development
Performance evaluations are done with the client team to assess progress
Apprentices are **mentored** by SMEs, provided access to **technical training, bootcamps** and **certifications**
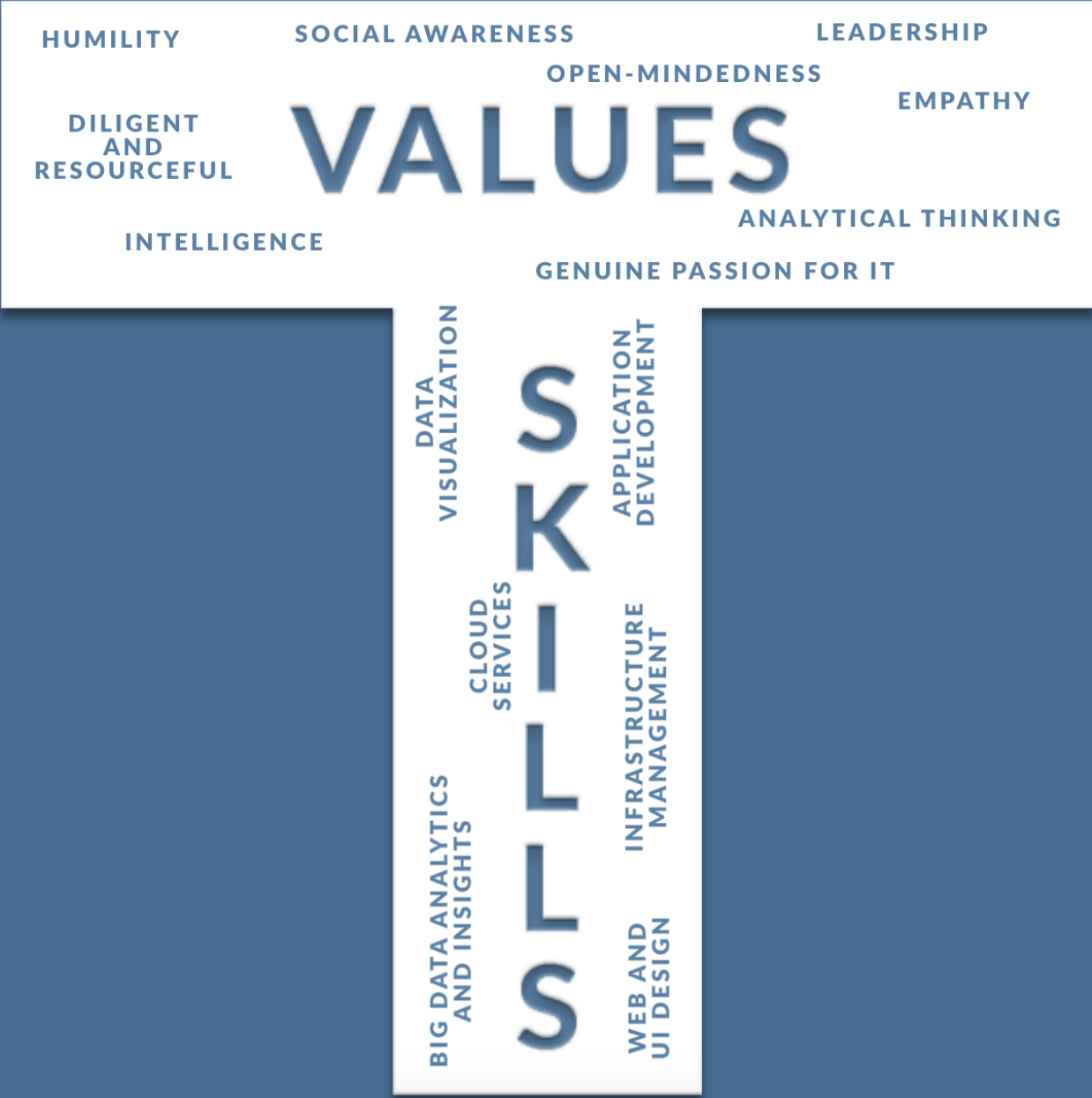
6. Continuous Delivery
Apprentice pods are **dynamic** and **customized** for project requirements
Client teams have the **right to hire** after **1000** billable hours

HOW WE FILL OUR PIPELINE: SOURCING

HOW WE FILL OUR PIPELINE: SCREENING

VALUES

HUMILITY SOCIAL AWARENESS LEADERSHIP

OPEN-MINDEDNESS EMPATHY

DILIGENT AND RESOURCEFUL

ANALYTICAL THINKING

INTELLIGENCE

GENUINE PASSION FOR IT

SKILLS

DATA VISUALIZATION

APPLICATION DEVELOPMENT

CLOUD SERVICES

INFRASTRUCTURE MANAGEMENT

BIG DATA ANALYTICS AND INSIGHTS

WEB AND UI DESIGN

TAP PROVIDES **EXTENSIVE TRAINING** PRE-DEPLOYMENT AND **IN-FLIGHT**

Foundational Blocks

- Dedicated Pipeline
- Career Development
- Consulting
- Center of Excellence
- Learning Path
- Administration

Learning Blocks

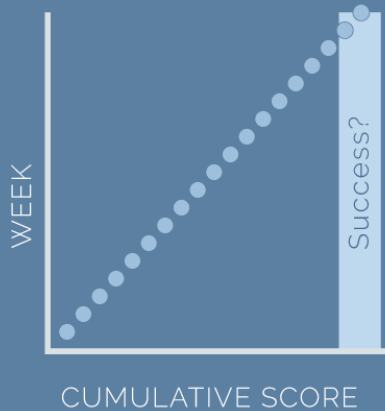- Organization Culture
- Process
- Research
- Business Knowledge
- Environment
- Development

CONTINUAL ANALYSIS & PIVOT
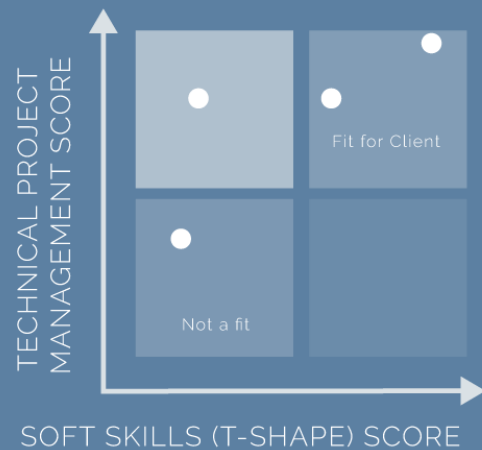## Example of BI Dashboard Visualizations
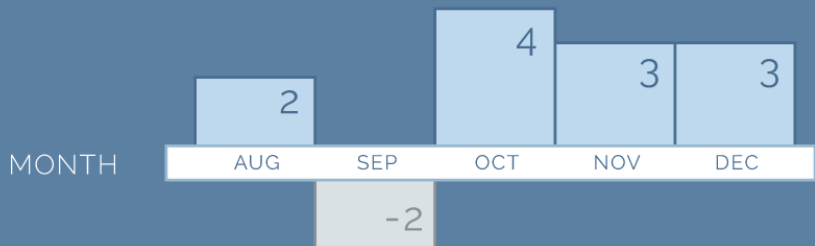
1. Team Performance — WEEK / CUMULATIVE SCORE / Success?

2. Individual — WEEK / CUMULATIVE SCORE

3. Performance Scatterplot — TECHNICAL PROJECT MANAGEMENT SCORE / SOFT SKILLS (T-SHAPE) SCORE / Fit for Client / Not a fit

4. Monthly Score Change (Team) — MONTH: AUG 2, SEP -2, OCT 4, NOV 3, DEC 3

5. Sprint Assignment Heatmap

	2-4	5-7	8-10	11-13
Sprint 1				2+ / 1
Sprint 2				
Sprint 3				
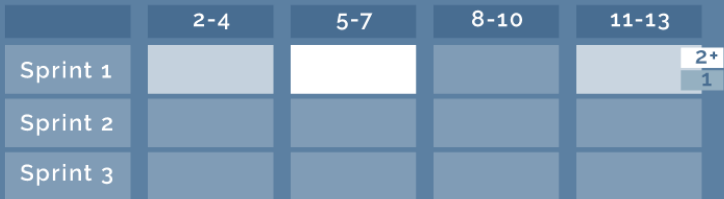
CASE STUDY

In May 2020, we were able to run an A/B study on TAP.

At a Fortune 500 company in Phoenix, one Technology Apprenticeship Program lifted off while several Technology employees were hired directly from the same feeder school as the TAP apprentices. After 6 weeks, the TAP team thrived while the direct hires struggled.

"We recognized the value of having Tech One as a partner offering support and mentorship, as well as the friendly competition that leads to fresh ideas and confidence amongst the new apprentices."

COMPETITIVE LANDSCAPE

- 67% traditional hires will quit a job within 6 months*

- This turnover of each individual costs between $15,000 and $30,000*, not including replacement cost

- 91% of apprentices complete apprenticeships.**

- Our extensive vetting process and mentorship cuts turnover by 94%

- TAP does not charge for replacing any apprentice that is not the right fit.

After 1 year in TAP, apprentices are considered equal to mid level technologists, at 30% of the cost of the mid-level employee.

VALUE LEVERS

LEVER #1

Bridge Digital Skills Gap With A Unique And Sustainable Talent Pipeline

LEVER #2

Leverage The Flex-scale Delivery To Quickly Ramp Both Up And Down

LEVER #3

Mitigate The Risk Of Bad Hires And Co-employment Concerns

LEVER #4

Align With Top Local Universities And World's Leading Technology Training And Immersion Programs

LEVER #5

As The Apprentices Are Tech One's W2 Employees, The Administrative Burdens Are Transferred.

LEVER #6

No Placement Fees

LEVER #7

Bring New Perspectives To Old Problems And Allow Senior Professional To Pursue More Complex Tasks.

LEVER #8

Increase Retention And Create Career Paths For The Next Generation Of Skilled Workers As Employees Retire, Promoted Or Reassigned.

LEVER #9

An Entry-level Program Can Be A Key Component Of An Organization's Diversity Efforts

Tech One's
Technology Apprenticeship
Program is an ideal solution for the
current business landscape

WHY SHOULD COMPANIES CHOOSE TAP
TO GET BACK TO BUSINESS?

Increase ROI

- Each apprentice from Tech One IT is a cost savings of approximately 60% over a full-time employee (annualized).

Fresh Perspective

- The true benefit of an apprentice, as opposed to a full-time employee, is that they are humble, open-minded and willing to learn.

Enhance Diversity

- Tech One IT is an EOE. By working with various tech programs we attract a diverse population to TAP.

Flexible Talent

- Apprentices and their team leaders have reported no issues starting with a new team in a virtual environment.

Improve Focus

- Tech One IT will remove much of your burden.

Continual & Customizable Learning

- Apprentices are continually trained and tested on skills, methodologies, and corporate culture.

Less Commitment

- Try-before-you-buy option with no commitment at any time and a no-cost replacement option.

HOW THE **DIVERSITY** WE ATTRACT **STRENGTHENS** THE TECHNOLOGY APPRENTICESHIP PROGRAM

Skill Sharing

- Their shared experience on this specific project will strengthen the bonds between them, even though they are aware of the competition for a full-time job.

Increased Focus

- TAP pushes apprentices out of their comfort zone in many ways, and the focus becomes more singular: what can we learn from each other in order to grow?.

Increased Creativity

- By pulling from a variety of backgrounds, apprentices are able to view situations through different scopes and are more likely to solve problems using fresh and original ideas.

Profitability

- "Diversity significantly improves financial performance on measures such as profitable investments at the individual portfolio-company level and overall fund returns." (Harvard Business Review)

Tech One IT is a registered sponsor with the Arizona Apprenticeship Program through the Arizona Department of Economic Security
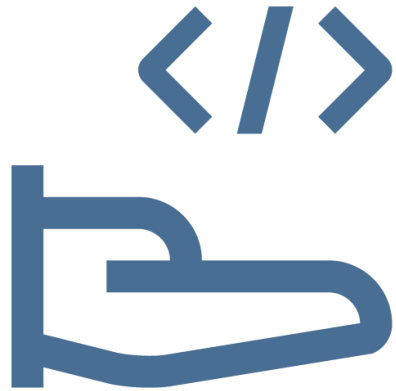
IT Solutions

The Tech One IT Team Are Experts at Efficiency and Productivity, and the Ability to Forecast Upcoming IT Needs.

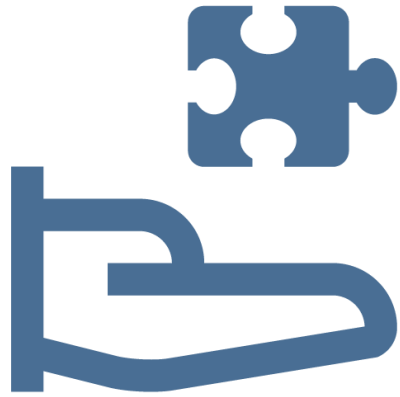Technology Solutions

Workforce Solutions

TECHNOLOGY SOLUTIONS:
CONSULTING & MANAGED SERVICES

- Remove the irritation of day-to-day technology issues
- Focus on business strategy instead
- Greater efficiency
- Increased productivity
- IT experts able to forecast upcoming IT needs
- Customized adaptable IT solutions to meet your ever-changing workforce

CORE CAPABILITIES

- Application Development
- Digital Enablement
- Infrastructure Management
- Big Data Analytics & Insights
- Cloud Service
- DevOps
- Design (UI/ UX)
- Quality Assurance & testing
- Project Management (PMO)
- Business & Systems Analysis

WORKFORCE SOLUTIONS:
PROJECT-BASED & TALENT ACQUISITION DELIVERY

Comprehensive managed delivery of effective enablement solutions for human capital optimization and growth.

CORE CAPABILITIES

- Technology Apprenticeship Program (TAP)

- Project-Style Talent Acquisition Delivery

- Workforce Advisory and Consulting

- Agile Transformation

IT STAFF AUGMENTATION

Created by IT Professionals, Tech One IT has the understanding, experience, and connections to help you find the tech experts you need to meet the ever-changing needs of corporate technology.

CORE CAPABILITIES

- Information Systems Security Manager
- Mobile Application Developer
- Network Architect
- Programmer Analyst
- Software Developer
- Systems Analyst
- Systems Engineer
- Web Developer

- Applications Architect
- Big Data Engineer
- Business Intelligence Analyst
- Data Scientist
- Data Security Analyst
- Database Administrator
- Desktop Support Analyst
- Front End Developer
- Help Desk Technician Tier 1/2/3

Old world

Skill-centered only employment

Static workspace

Task-driven roles

Stop and start/ Dependence of management

Low morale/ lack of teamwork

IT tasks remain within IT

New world

Character-driven with tested skills employment

Fluid workspace (ability to work in any environment)

Resourcefulness encouraged

Mentorship enables continuous work

High morale/ friendly & competitive

Citizen Developers provide **fresh SME perspective**

TRAITS OF THE **IDEAL** REMOTE WORKER

- ✓ Resourcefulness
- ✓ Diligence
- ✓ Multi-tasker/ Creative
- ✓ Communicative
- ✓ Responsive

SUPPORTING STATEMENTS

After the completion of the U.S. Airways merger, project management designated Tech One IT as a vital partner.

"We could not have completed this merger without Tech One's staff augmentation services."

Total Synthesis of Applications

All Tech One solutions integrate seamlessly with industry-leading tools to provide a cutting-edge, data-driven framework.

WHY TECH ONE IT?

- Tech One IT works to build long-lasting relationships with clients.

- Every project we take on – whether staff augmentation, IT project management, or TAP – is approached from a holistic standpoint.

- By understanding the long-term workforce strategy, our role is purpose-driven and considers today and tomorrow, as well as the fluidity of the current landscape.

Build → Prepare → Implement → Enable

THANK YOU FOR YOUR TIME

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