
AWS
re:Invent
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Creating early-career cloud builders through upskilling

Nick Curry (he/him)

Head of Emerging Talent Pipelines
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Closing the cloud skills gap by discovering and developing new & diverse talent.

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Apprentice testimonial

Jonathan Jolivette (JJ), began his journey into tech as a co-founder of a design and marketing business in Houston, TX. Hurricane Harvey caused a number of obstacles personally and professionally and JJ lost not only his business, but also became homeless. He took the opportunity to re-establish himself by successfully pivoting into design via Amazon's first ever UX apprenticeship. After 7 months developing UX skills through instructor-led-training, and another 4 months of on-the-job training, JJ converted to a full-time designer. Along the way, he built relationships with supportive members of Amazon's neurodivergent design community, to which he contributes as a major part of his successful program completion.

Today, Jonathan is a UX Designer for Amazon's newly formed Futures Design Team, responsible for bringing concepts to life to better understand how future products and services might enrich the lives of our customers.



JJ Jolivette

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Military hire testimonial

Ismael transitioned out of the US Army after service connected injuries such as a broken neck (three fused vertebrae), cervical spine injury, fractured left shoulder, and fractured sacrum. He landed at Amazon, and started his career in 2016 at a delivery station in AZ. He promoted and helped launch other Amazon sites until 2019 when in November he was diagnosed with Multiple Myeloma. Treatment started in January of 2020 at which time he also caught COVID-19 and was placed in a medically induced coma for 15 days, unsure if he would come out of it. Thankfully he recovered and during his convalescence, Ismael began searching for new opportunities, many which Amazon provides employees to upskill. When he found the Solutions Architect apprenticeship, he applied, and was accepted on the same day he started his Masters Degree in Cybersecurity (all while still on chemo). Ismael completed the program earlier this year and is now a full time Solutions Architect in the Analytics organization, and is also cancer free!



Ismael Murillo

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Ada hire testimonial

Brenda, now a self-professed Latina in Tech, used to work as Product Manager in the automotive industry before her transition to Tech. In 2018, she pivoted her career to Software Development via Ada Developers Academy, a program that teaches women and gender expansive adults to be full stack software developers in just 12 months. The first seven months are in full-time, intensive classroom training, followed by a five month internship, which Brenda did with Amazon. She converted from an intern to full time and has been a Software Developer Engineer for nearly four years, has promoted twice, and currently is transitioning to a Software Developer Manager. She worked in AWS EC2 Edge, and was part of the team that launched the first Wavelength Zone in Canada and currently, she's helping to re-invent the way Alexa helps customers shop.



Brenda Rios

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Work-based learning program testimonial

On August 25, 2021, Aryan, along with his wife, mother, and three siblings, boarded a plane in Kabul in an urgent attempt to escape the Taliban. Over the span of three months, they traveled to Kuwait, Germany, and Pennsylvania; before settling in Virginia in November. Aryan found work at a local sandwich shop but always had an interest in moving to tech. Working with ECDC, a resettlement agency, Aryan saw information about a training opportunity through AWS's Work-Based Learning Program. This 12-week, on-the-job training, is intended to provide opportunities for inexperienced candidates to transition into a new tech career. This is done by creating a structured program to hire, train, and develop employees to move into roles throughout our AWS Data Centers. Aryan applied and was selected in June 2022 as a program participant. After only four weeks, Aryan was the top resolver in the data center, and at the end of the program, he was offered and accepted a full time role as a Data Center Technician.



Aryan Fardeen

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About Education to Workforce

How we plan to scale up hiring:

- Global team within AWS Worldwide Public Sector
- Goal of enabling governments and education systems to deliver skills based pathways to entry level tech jobs so employers can meet hiring needs and drive their business forward
- Currently partner with over 500 colleges across the United States to align their curriculum to AWS and local industry hiring demand, embed hands-on learning opportunities, prepare and connect learners with attainable entry-level jobs
- Over 35,000 learners placed in jobs since 2020

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The TCSG student

Affordable education that works

- 50% first-generation students
- 38% Black
- 46% white
- 10% Latino
- 6% other
- 64% female, 36% male
- 99.4% placement rate

2020 Georgia Occupational Award of Leadership winner



Rah'Mere Williams from Augusta Technical College

27 years old, 9 years in workforce

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About digital skills enablement

- Global team within AWS Training & Certification
- Focused on aligning training providers with external funding – competitive & formulaic
- Goal of developing under-represented & early career cloud talent at no cost to learners and job-seekers
- Supported programs include the AWS Training Partner Program, AWS Academy, AWS Educate, AWS re/Start, and AWS Skill Builder



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AWS Cloud apprenticeship opportunity



- Apprenti, a DOL intermediary, was awarded $12.5M through the US Department of Commerce to provide 1,000 AWS cloud apprentices for our customers and partners
- Occupations include Cloud Operations, Cyber Security, and Software Development – optimized for AWS builders
- We are seeking hiring partners for 2023 kick-off
- AWS has hired more than 1,000 Veterans into technical jobs through the Amazon Technical Apprenticeship Program
- We hope every AWS customer and partner make apprenticeship a standard hiring mechanism for entry-level cloud talent

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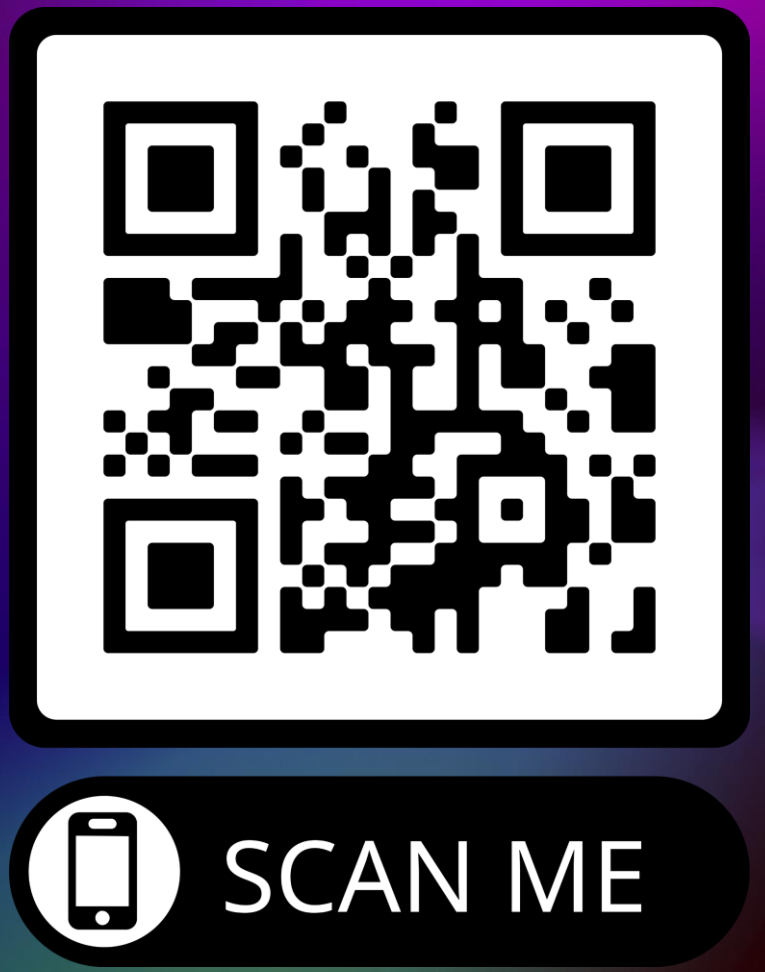
Imposter syndrome: “I don’t know what I’m doing. It’s only a matter of time until everyone finds out.”

Growth mindset: “I don’t know what I’m doing yet. It’s only a matter of time until I figure it out.”

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Want to learn more? Connect with us using this QR code or scan the one at the AWS Emerging Talent Pipelines kiosk



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Thank you!

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