AWS re:Invent

NOV. 29 – DEC. 3, 2021 | LAS VEGAS, NV

TNC201-L

# Ready, set, innovate: Training to accelerate transformation

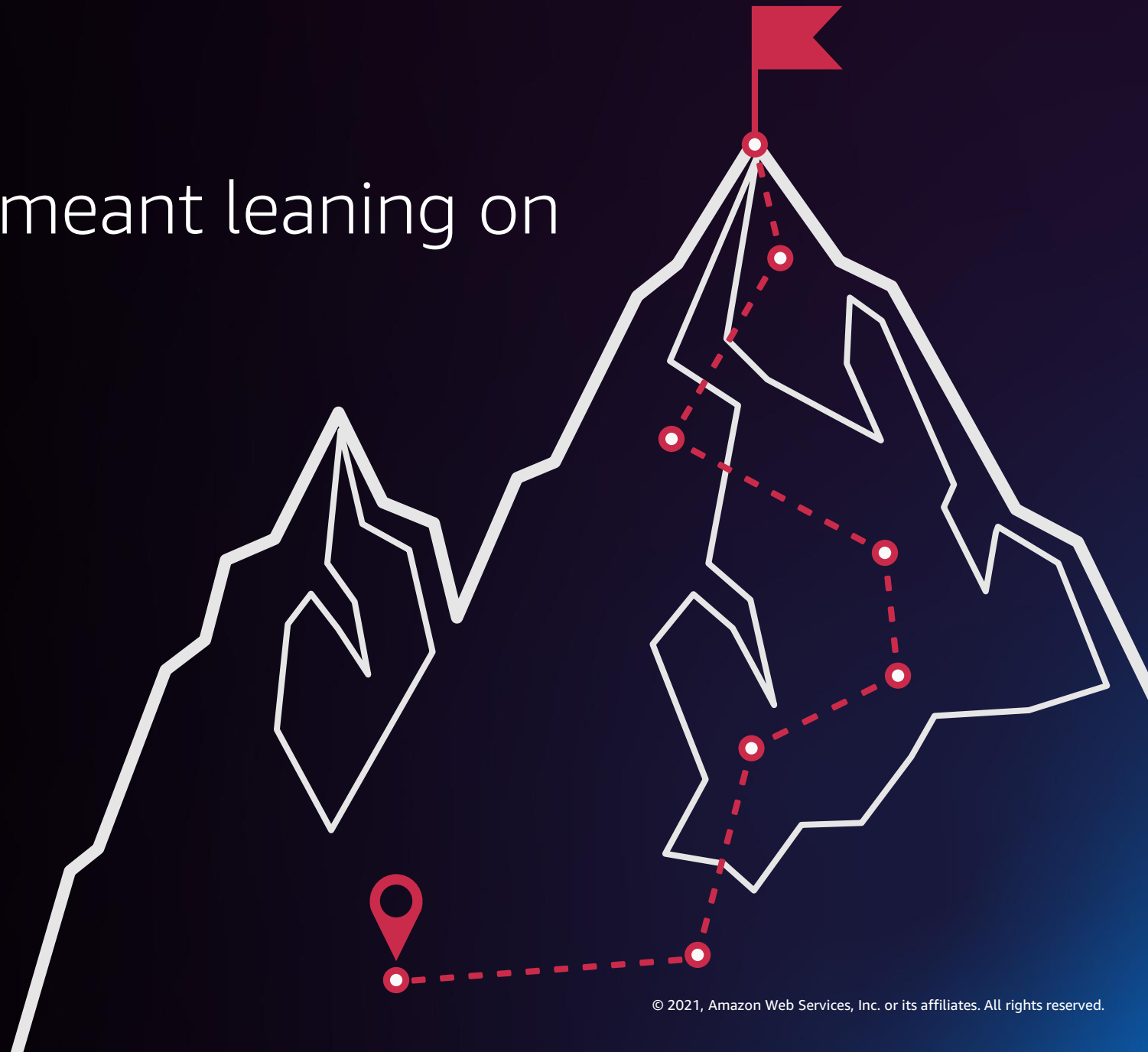
Maureen Lonergan (she/her)
Vice President, AWS Training and Certification
AWS

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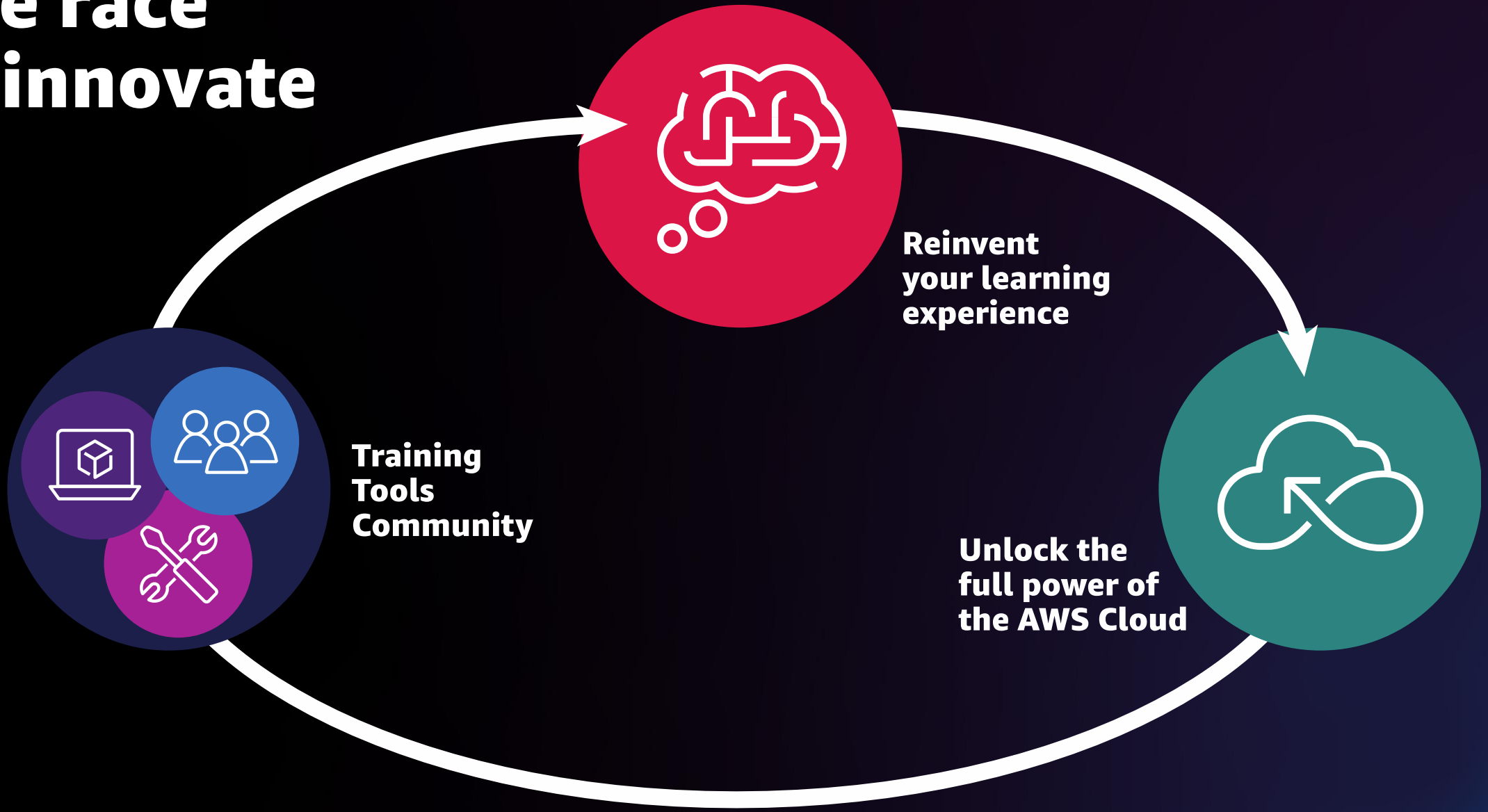
# **Success** meant leaning on

- Training
- Tools
- Community



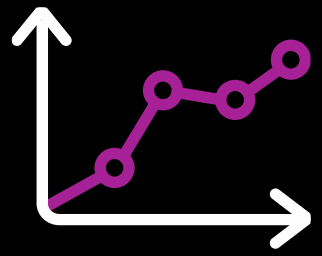
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# The race to innovate




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# Today you'll learn about



**Trends** that accelerated in the pandemic



**Reinventing** the learning experience with training



**New tools** to engage learners where they are



**Building a community** of continuous learning



**Learning that attracts,** retains, and motivates talent

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# **New challenges and opportunities** in the pandemic

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Customers expect
**innovation, speed, and convenience**

Globe™

# **Globe Telecom** solves customer pain points




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# Pandemic puts pressure on the workforce



**1.8M**

tech jobs unfilled
by 2022

Source: IDC FutureScape: Worldwide IT Industry 2019 Predictions. Oct 2018



**4.5%**

increase in resignations
among the tech sector

Source: Visier: Trends in Employee Resignation Rates. September 2021

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Empowering builders
for today and tomorrow




# Principal Financial Group:
Innovation through learning

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# Principal Financial Group

**142** years

**18,000** employees

**49,000,000** customers



# Transforming to meet customer expectations



**Speed & agility, driven by strategy**



**Move to the AWS Cloud**



**Build in-demand skills**

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# Building organizational cloud fluency

1



**Breaking silos**

2



**Learning Needs Analysis**

3



**Training at scale**

4



**Building a learning community**

5



**Building and innovating on AWS**

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# Principal Cloud Accelerate

## Comprehensive cloud enablement program

Exceeded goals by **200%**

- **Sandbox utilization**
- **Classroom training**
- **Demo attendance**

**1,500** event participants around the world

More than **60 teams** using Cloud Catapult

Global collaboration and knowledge exchange

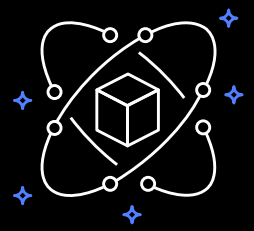
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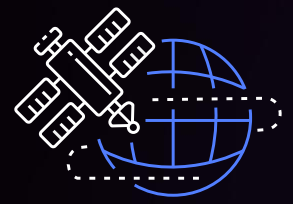
Our teams are learning to share across business areas in order to deliver solutions more effectively and quickly

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# Gaining agility and efficiency to meet customer needs



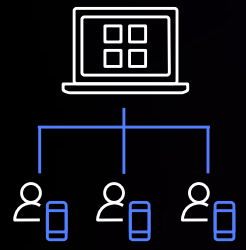
**Adoption of new services**



**Speed through connectivity**



**100% uptime**



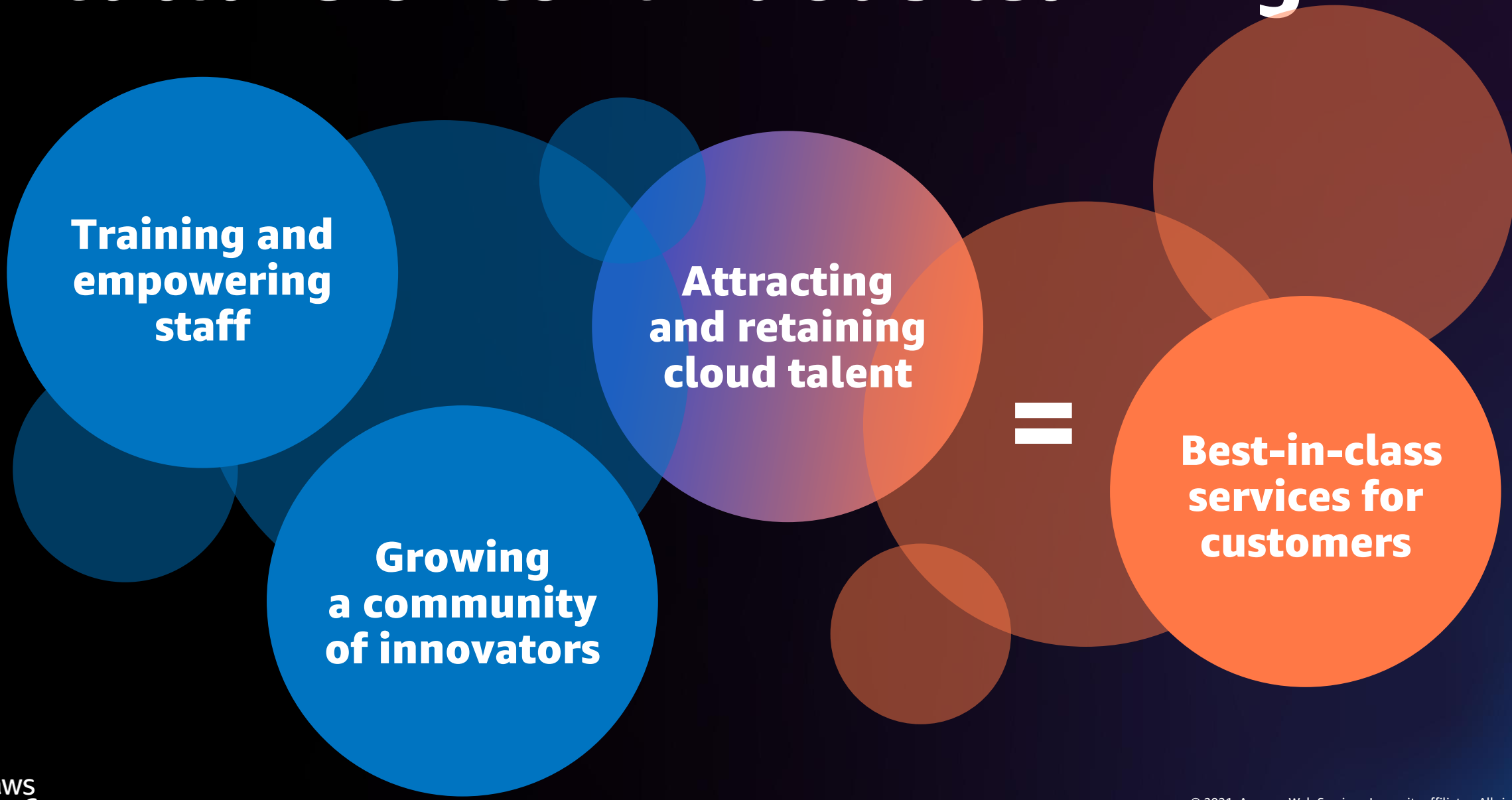
**Speed through scalability**



**Continuous deployments**

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# A culture of continuous learning




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# Training to accelerate innovation

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# 97%

of respondents say AWS Training and Certification leads to **competitive advantage**



**91%** say teams are **better innovators**



**86%** reported **improved workload security**



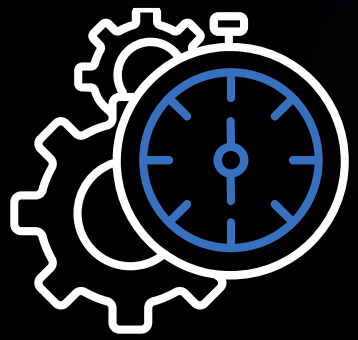
**90% increased productivity** and **ROI**

Source: Enterprise Strategy Group Research Insights Paper commissioned by AWS, Understanding the Value of AWS Certifications to Organizations, October 2020

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# Good for your bottom line



**23.9%**

**decrease in time**
for new hires to work
at full capacity



**18.5%**

**higher revenue**
per full-time employee

Source: Aberdeen, Developing Cloud Skills Within Your Workforce, 2020

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# Find a **vocal training sponsor**

- Align and commit
- Set aggressive goals
- Communicate vision

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# Focus on reskilling your internal talent

## The people you have today are the people you need for tomorrow

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# **Cloud fluency** is empowering



**Shared language** **Encourages agility** **Experimentation**

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CHOICE HOTELS™

**93% of learners were utilizing the technology less than 3 months after training**




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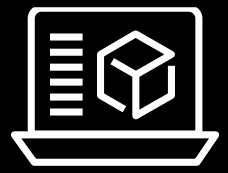
"**The longer we take to migrate, the more expensive it is,** and the longer it takes to realize cloud benefits. **Getting people on board and moving faster will pay dividends.**"

**– Brian Kirkland,** Chief Information Officer, Choice Hotels

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# Training never stops, so mix it up

OUR CORE OFFERINGS REACH A VARIETY OF LEARNERS



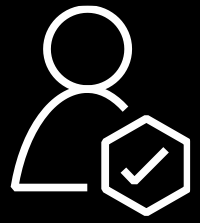
## Digital training

Over 500 free, on-demand courses that help your team learn new cloud skills and services when and where it's convenient



## Classroom training

In-person and virtual training* from instructors who teach your team in a hands-on learning environment



## AWS Certification

Identify skilled professionals to implement cloud initiatives using AWS



## Education programs

Connect with candidates prepared to pursue entry-level cloud roles

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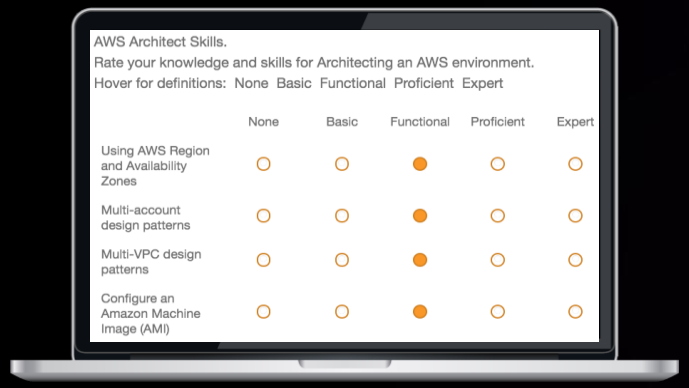
# Training that's **unique to you** and your needs

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# The right tools make a difference

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# Learning Needs Analysis

A free AWS skills assessment to build a custom training plan

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# Learn AWS from AWS

"We use training as a conversation. Not a firehose of information. We aren't just certifying you. We are solving complex problems." **– AWS Training Instructor**

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# Learn, build, repeat

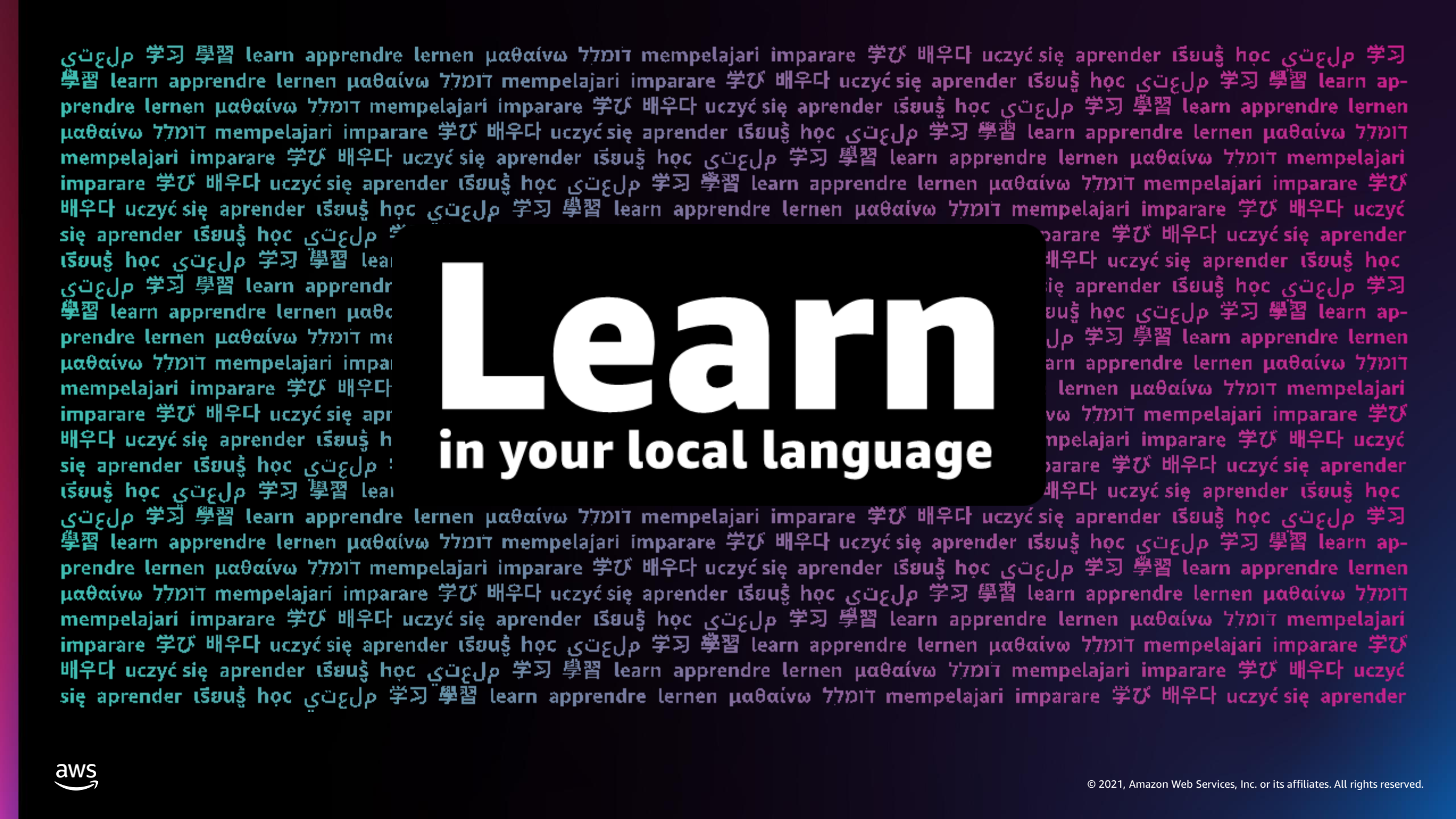
Working backwards from the customer to **build learning experiences that are relevant** regardless of levels of experience, geographies, industries, and learning preferences

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# Learn, build, repeat

Working backwards from the customer to **build learning experiences that are relevant** regardless of levels of experience, geographies, industries, and learning preferences

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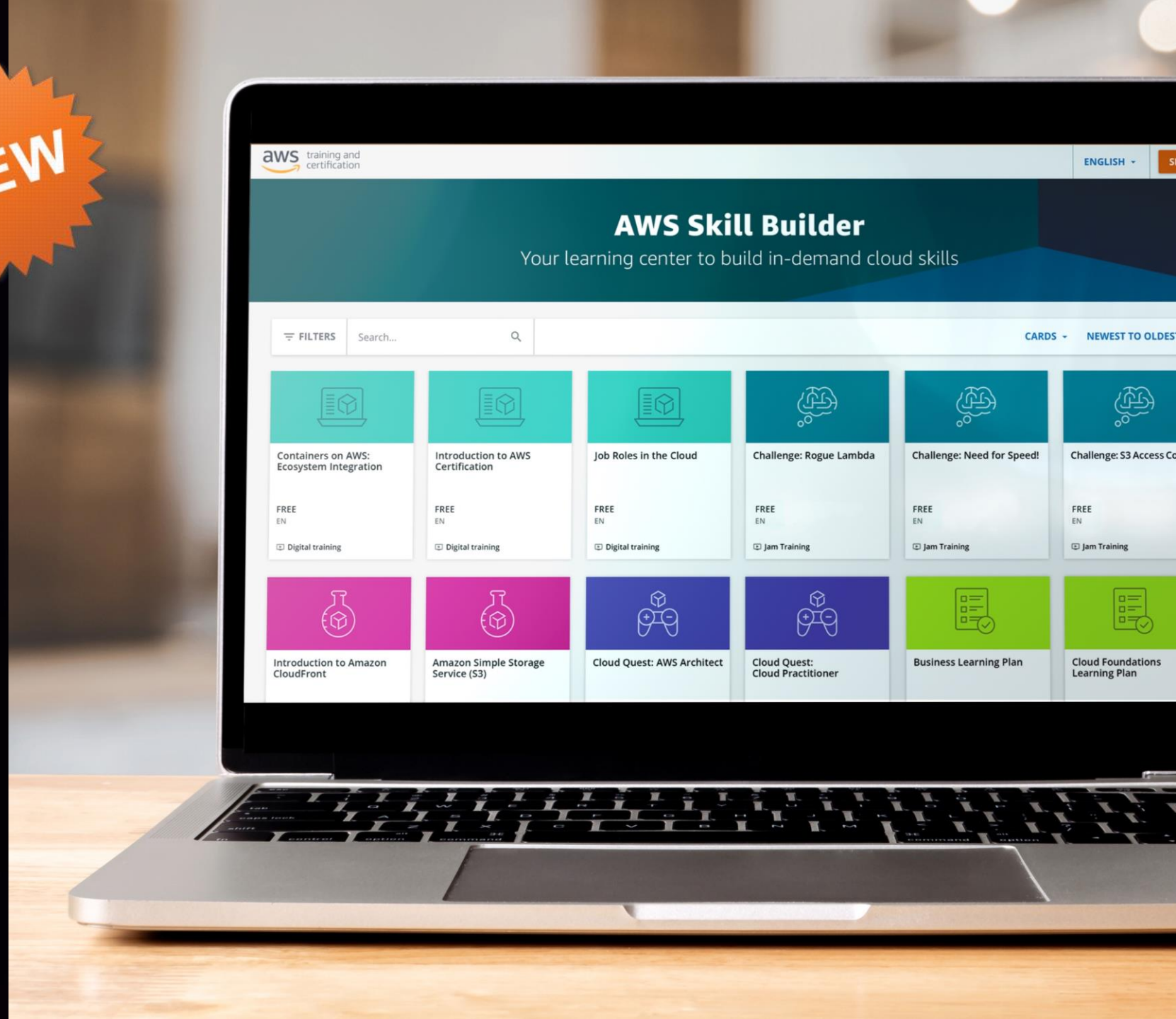



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NEW

# AWS Skill Builder

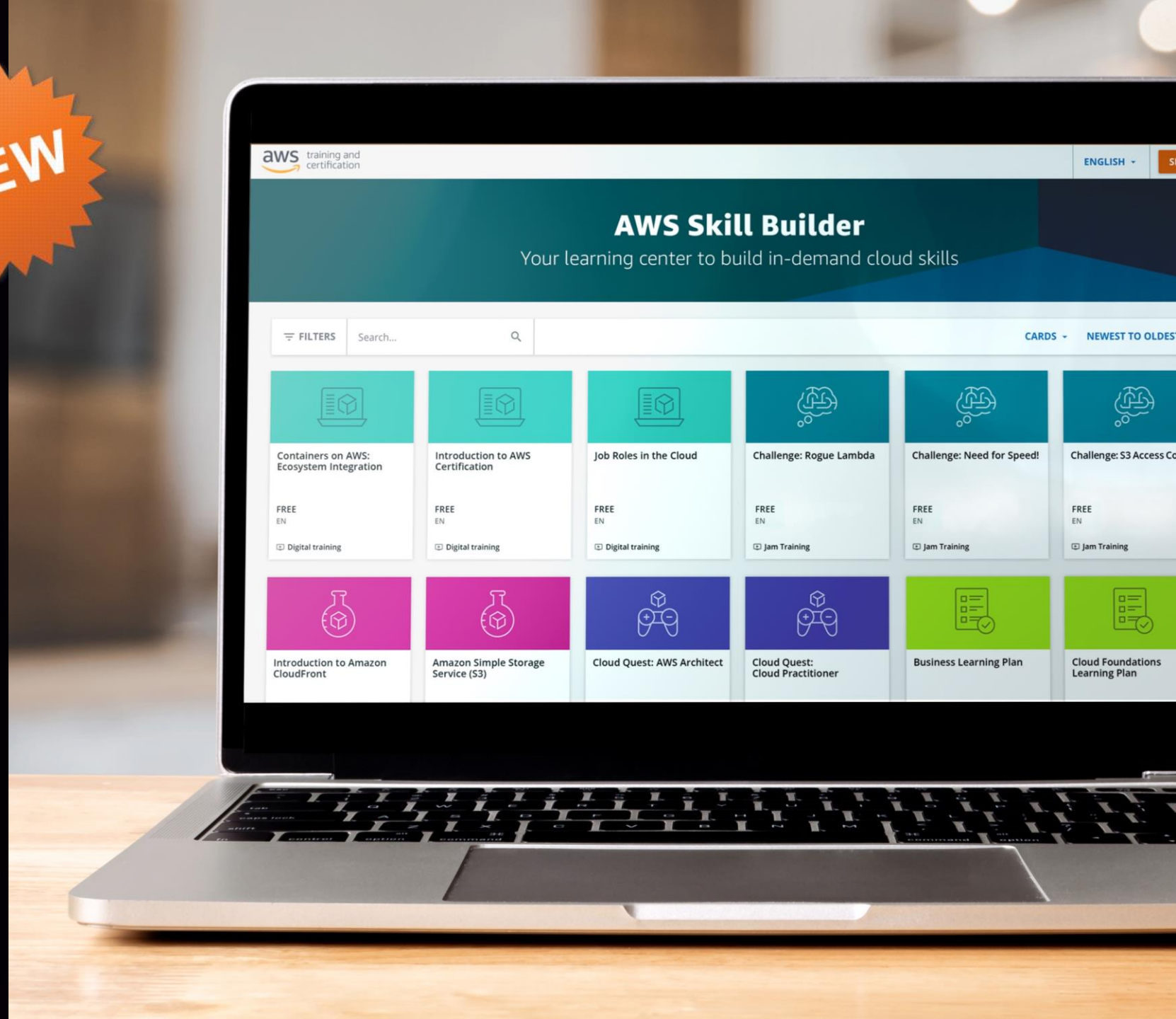
AWS TRAINING AND CERTIFICATION



NEW

# AWS Skill Builder

AWS TRAINING AND CERTIFICATION



# AWS Certifications

aws certified

VALIDATING SKILLS ACROSS DIFFERENT ROLES AND SPECIALTIES

## Professional

***Two years*** of comprehensive experience designing, operating, and troubleshooting solutions using the AWS Cloud

## Associate

***One year*** of experience solving problems and implementing solutions using the AWS Cloud

## Foundational

***Six months*** of fundamental AWS Cloud and industry knowledge




## Specialty

Technical AWS Cloud experience in the Specialty domain as specified in the ***exam guide***




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# AWS Builder Labs

GET HANDS-ON EXPERIENCE AT YOUR OWN PACE



## Build hands-on skills by building real solutions using the AWS Console

- Broad catalog of labs across solutions and services
- Easy-to-follow instructions
- Gain confidence experimenting without risk of impacting production applications

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# AWS Jam Events for organizations

MAXIMIZE LEARNING WITH TEAM-BASED, INSTRUCTOR-FACILITATED CHALLENGES



## Put your newfound skills to the test!

- Gamified real-world scenarios
- Host a standalone event or add to classroom training
- Collaborate with your teams and compete with others to demonstrate your skills

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# More ways to learn

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# AWS Skills Center

FREE FOUNDATIONAL LEARNING
ACCESSIBLE TO THE PUBLIC

- **Builders come together** to share ideas, get inspired, and learn
- **Easily accessible to the public** at no cost
- **Now available in Seattle,** with more to launch next year









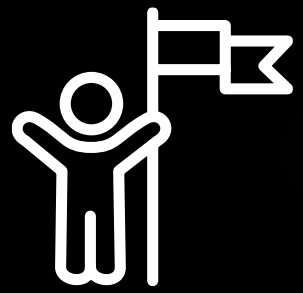



# Building the community

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# AWS Skills Guild

BUILD A CULTURE OF LEARNING AND ACCELERATE UPSKILLING AND INNOVATION

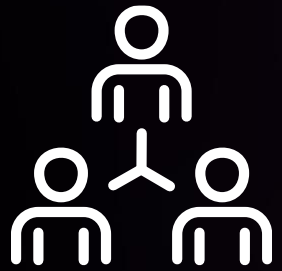


## Vocal executive sponsorship

Align and commit

Set aggressive goals

Communicate vision



## Identify champions

Drive excitement

Share and collaborate



## Give permission

Experiment

Think big

Allow failure



## Incentivize, recognize, and reward

Celebrate certifications

Encourage friendly competition

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# Employees want a learning community

THEY STAY AT COMPANIES WHERE THEY BUILD SKILLS AND COMPETENCIES

**+75%**

of learners want more training and certifications on AWS to be more effective



**90%** say AWS T&C programs drove their ability to work special projects



**>80%** say support for AWS T&C makes it less likely they look for new jobs



**3.9x** more likely to be "very satisfied" with employers that fund AWS training

Source: ESG Survey commissioned by AWS, *Understanding the Value of AWS Training and Certification to Learners*, April 2021

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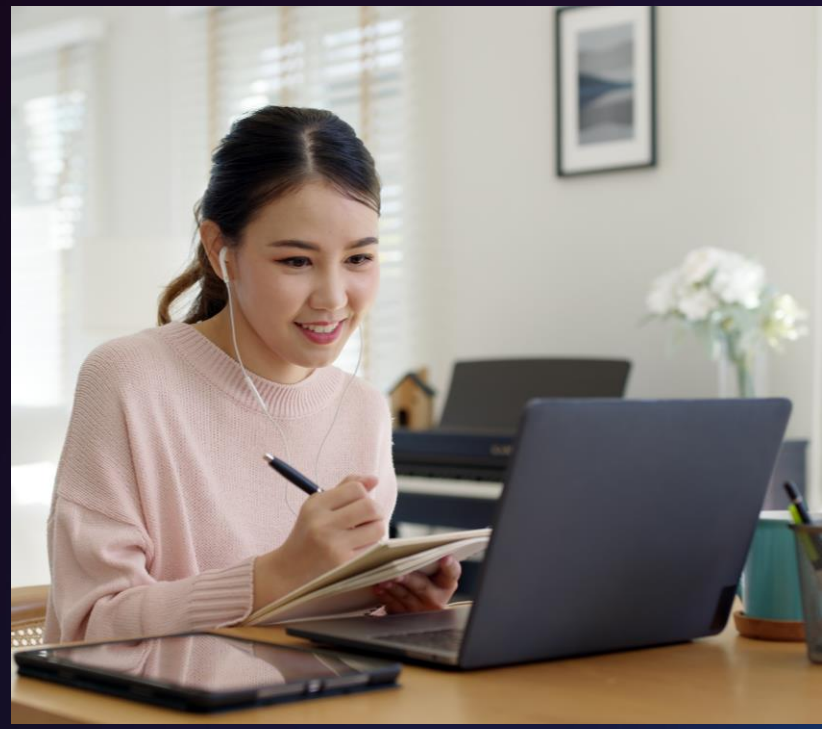
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# Employees want a learning community

THEY STAY AT COMPANIES WHERE THEY FEEL APPRECIATED AND INVESTED IN

"Our remote workforce was desperate for human interaction and the ability to ask questions. **AWS T&C delivered that.** Working with AWS, our employees feel appreciated that we're investing in them personally."

**— AWS Partner**



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# AWS is making learning accessible

WE'RE GOING BIG WITH OUR COMMITMENT TO FREE CLOUD TRAINING

**29M**
people trained for
free on the cloud
**by 2025**





# Investing in a diverse community of future builders

MAKING LEARNING AVAILABLE FOR ANYONE WHO WANTS TO LEARN

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“I didn’t think I’d **find a career** after [the pandemic], but if I can achieve it, then I think **anyone can.** As long as you’re interested and willing to learn, **you’ll go far.”**

**Charlotte Wilkins**
Associate Solutions Engineer
AWS re/Start Graduate



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# AWS GetIT

Classroom **learning experiences that inspire female students to consider a career in tech** and become a leader of tomorrow








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Classroom **learning experiences that inspire female students to consider a career in tech** and become a leader of tomorrow








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# AWS Educate

ACCELERATING CLOUD LEARNING TO PREPARE STUDENTS FOR THE CLOUD-ENABLED JOBS OF TOMORROW

"The path is broad and wide, and I have so many choices right now. Because **it's really taking my skills to the next level.** Kind of **giving me super powers** in a way."

**Alfredo Colón**
DevOps Engineer
AWS Educate program



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# AWS Academy

BRIDGING THE GAP BETWEEN INDUSTRY AND ACADEMIA

Empowering higher education institutions with a free, ready-to-teach cloud computing curriculum



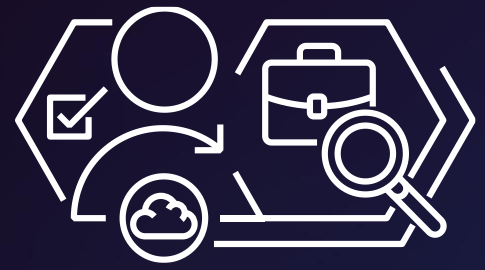
**Curriculum developed and maintained by AWS**



**Post-secondary program integration**



**Aligned to AWS Certification**



**Employment readiness**

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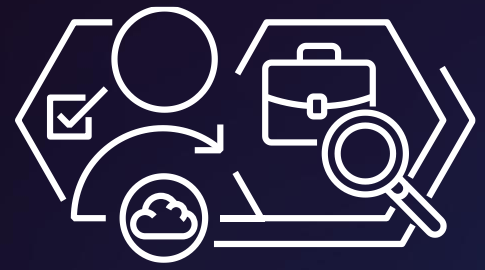
**Curriculum developed and maintained by AWS**



**Post-secondary program integration**



**Aligned to AWS Certification**



**Employment readiness**

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# AWS re/Start

BUILDING A PIPELINE OF NON-TRADITIONAL TALENT

Creates a pathway to entry-level cloud positions for unemployed or underemployed individuals from diverse backgrounds



- **Full-time, 12-week classroom-based skills development** and training program
- **Creates a pathway for underemployed or underemployed individuals to entry-level roles** in cloud operations, site reliability, and infrastructure support

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# Employment solutions

AWS provides access to career services, government and nonprofit sponsored training programs, virtual job fairs, and job, apprenticeship, and internship opportunities with AWS customers around the world



Cloud Support Associate
Web Development Engineer
Application Developer

Software Development Engineer
DevOps Engineer
Data Integration Specialist
Cybersecurity Specialist
Cloud Support Engineer

Machine Learning Scientist
Data Scientist
Solutions Architect

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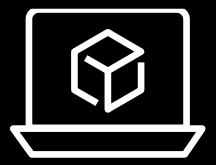
Software Development Engineer
DevOps Engineer
Data Integration Specialist
Cybersecurity Specialist
Cloud Support Engineer

Machine Learning Scientist
Data Scientist
Solutions Architect

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# Ready, set, innovate!



**Training:** Access 500+ free digital training offerings online at aws.amazon.com/training/digital



**Tools:** Get a free AWS Learning Needs Analysis to understand where your skills gaps are



**Community:** Identify an executive leader and diverse cloud champions to build excitement

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# Thank you!

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