



GUIDEPOINT SECURITY

UNIVERSITY

2023 REVIEW

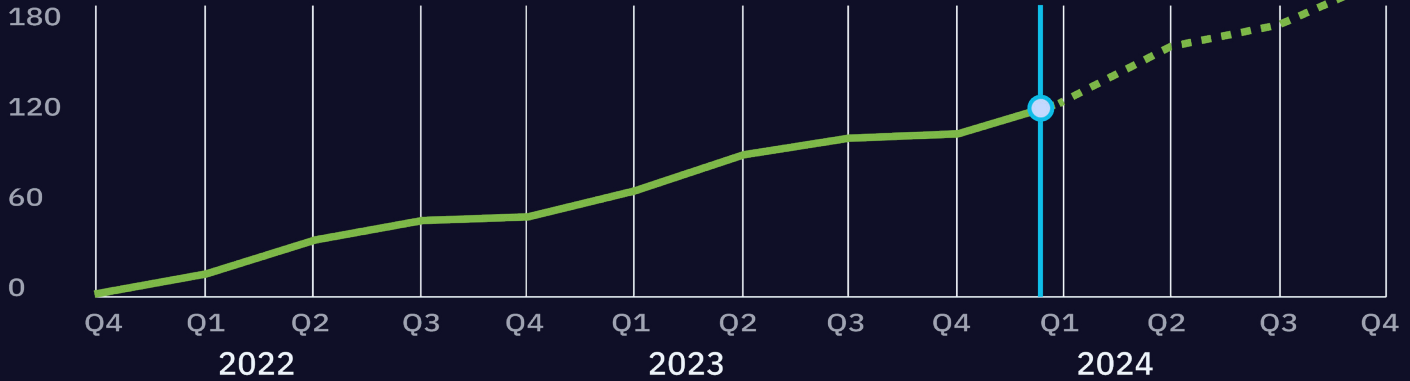
GRPSU

Learner Growth

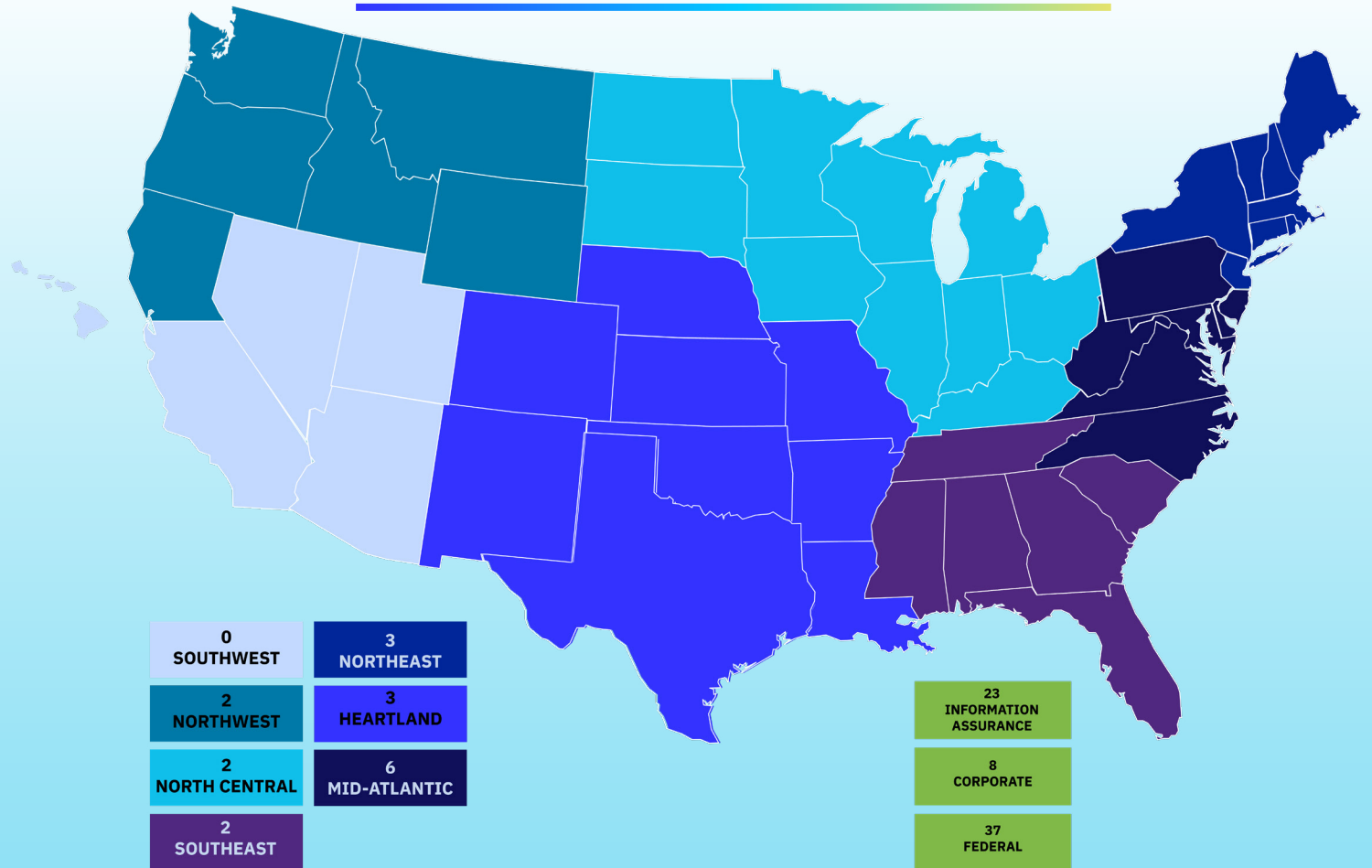
There was a **50%** increase in annual learners, with GPSU bringing in **47** new learners in 2023, expanding into the Northwest and Heartland regions. As the program continues to grow, GPSU expects **80 or more** learners in 2024.

TOTAL LEARNERS

86 Learners to Date
80+ Expected in 2024



REGIONAL LEARNERS (through 2023)



There's no such thing as too much experience

Take Elizabeth Sims for example. She has a Bachelor's degree in computer science which she followed up with an MS in Information Technology. And she was an honor student to boot.

Then she enlisted in the Air Force and worked her way up from Security Forces Specialist to Cyber Warfare Operations Officer, where she worked in cloud weapons.

So with a military CV like that, what was the appeal of switching gears and taking the DoD SkillBridge route?

"I ultimately decided that the opportunity to come do SkillBridge on a commercial team was not something I wanted to pass up," she says, "because all of my experience in the field thus far had been in the federal space and the DoD. So I was really looking forward to a chance to come in and train up on what it's like in the commercial space."

She says one of the critical aspects to her GPSU internship was being able to actually interact with and do work for customers. "You can study the theory of something all day long. But I think that getting in there, and actually being able to generate deliverables and have conversations with customers, understand their objectives, understand their businesses and do everything I could to build them useful products, was incredibly important to my learning experience."

In the end, she joined the GPS team where she is a full-time Cloud Security Architect.

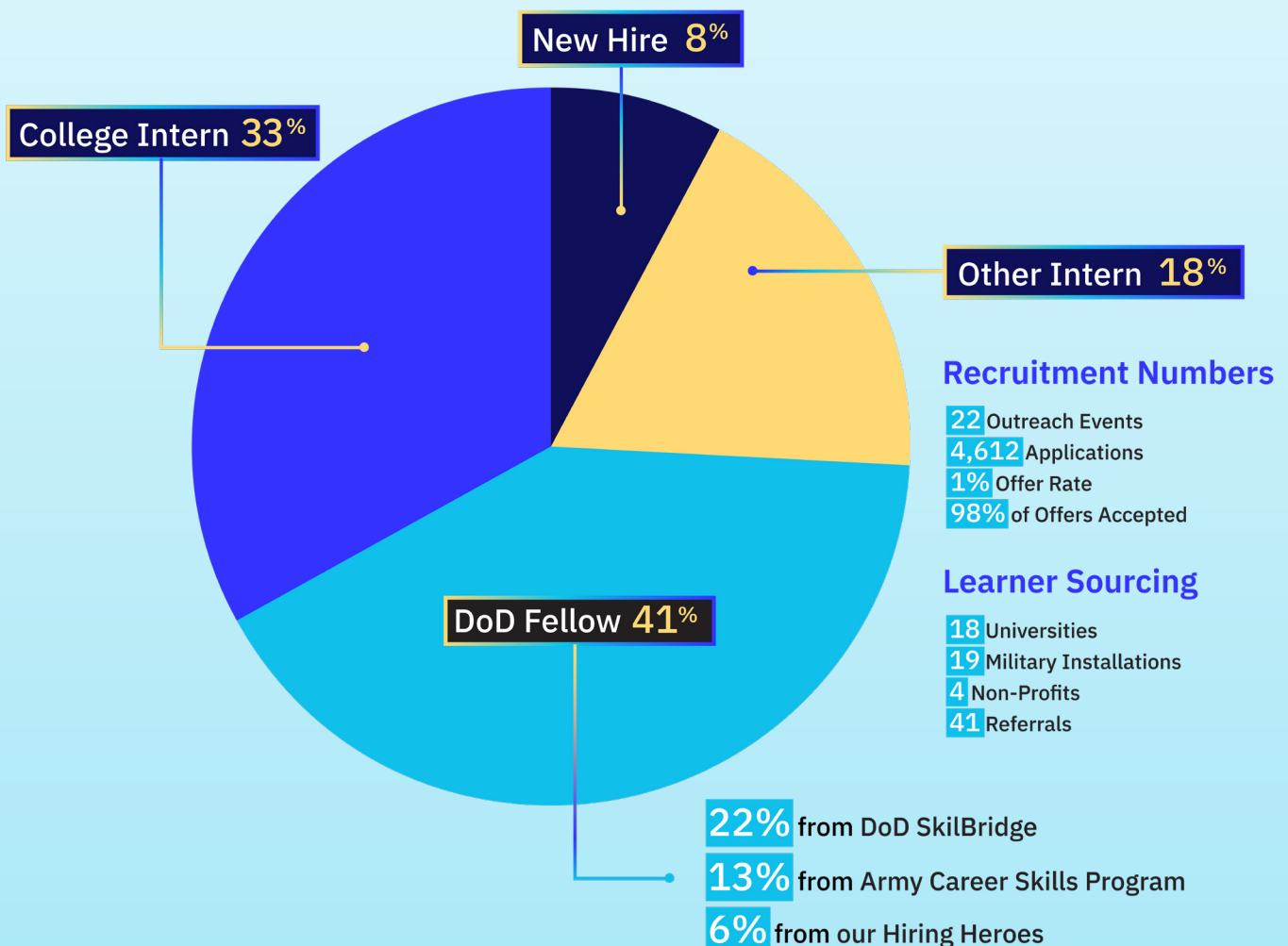
"The **100%** most valuable aspect of my internship is actually being able to do work."



Outreach & Recruitment

ADVANCING THE INDUSTRY

- ✔ Working with GPS IT and a non-profit, GPSU donated eight laptops to transitioning service members who required financial assistance to attend college.
- ✔ GPSU offered SEC+ training and an exam voucher to a [Cyversity](#) member.
- ✔ GPSU volunteered at HBCU career development weeks, offering mock interviews and resume reviews for students in technical majors.
- ✔ GPSU gave an industry talk at the annual Boots to Books career day, advising veterans on their transition into technical civilian careers.
- ✔ GPSU gave the program's first in-person conference talk at the annual [Cyversity Power Up!](#) conference, providing guidance to under-represented groups looking to join the industry.



Imagine an offer that's good enough to make you forget about retirement

Let's say you have more than a decade of active duty in the military. Retirement is in sight. What would be enticing enough to make you leave your position and embark on a new career path?

Derek Brown found out firsthand. After 14 years of duty in the Navy, even though retirement was within reach, he felt it was time for a change. So he made the jump.

"People looked at me like I had a horn growing out of my head."

But his reasons for doing so were compelling. After all, his kids were growing up—his eldest was entering high school—and constant relocation was an issue. He needed to transition sooner than later. So he made the decision to separate from the military.

After a little online research, Derek discovered that GuidePoint Security is authorized to conduct SkillBridge, Career Skills Program and Hiring Our Heroes internships. Having worked on two different cyber protection teams in the military, Derek brought skills to the table, such as vulnerability and threat assessment. As his internship, GPSU put him to work within an existing team working on real life customer engagements in projects that developed over several months.

"We jumped in with both feet."

He found that working in real world scenarios on teams with diverse skill sets while solving problems for Fortune 500 companies was key to evolving his knowledge base beyond purely military methods.



"You get that that kind of camaraderie still, going through the program. Even though we've all separated ourselves from the military, we were able to connect and relate to a lot of our experiences that we've had in the past and what we're going through currently."

Learner Details

LEARNER DEMOGRAPHICS

4.1 years* Experience

The average (non-student) learner has four years of IT/cyber experience.

50%† Military

Half of GPSU learners identify as active service members or veterans.

40%† Ethnic Minorities

GPSU numbers outpace the industry average of 26% representation.

LEARNER BREAKDOWN BY REGION (including Q1, 2024)

Region	DoD Fellow	Full-Time	Paid Intern	Student	Total
Corporate	1	0	7	11	19
Federal	21	5	5	7	38
Heartland	2	0	1	0	3
Information Assurance	6	0	6	6	18
Mid-Atlantic	2	0	3	2	7
North Central	2	0	0	0	2
Northeast	1	1	1	1	4
Northwest	0	1	1	0	2
Southeast	1	0	0	1	2
Total	36	7	24	28	95

* Experience is self-reported working years in security or IT. It does not include college students, which would bring it down to 2.8 years.

† Percentages are self-reported and compared to the ISC2 Annual Report.

Learner Placement



61%

HIRED AT GPS



85%

HIRED IN
INDUSTRY

Numbers are only for those that are available for hire following completion of GPSU program.

LEARNER RETENTION

100% of full-time hires enrolled in GPSU during their first 3 months are still at GPS

86% of hired GPSU learners are still at GPS

GPS HIRED POSITIONS

3x Associate Security Engineers

1x Attack Simulation Operator

1x Account Executive

1x Content Creator

1x Delivery Coordinator

1x Information Security Specialist

1x Practice Lead, PMO

6x Security Analysts

11x Security Engineers

1x Senior Security Engineer

1x Team Lead,

Vulnerability Management

PROMOTION RATES

17% of hired GPSU learners have been promoted

The numbers on this page include all learners since the start of GPSU in late 2021.

There's a career. Then there's a calling.

You can find a career that will make you money. Or you can find a career that will make your life.

Minseo Bae knows the difference. He was at Bowdoin College, majoring in Digital and Computational Studies and Sociology, on his way to a career somewhere in IT. Not a bad field. Not a bad educational path. Just one small problem though.

He hated it. Something was missing. He tried software engineering. Hated it. Tried web development. Hated it. Sure, there's a lot of money to be made there, but was it the right way to spend his life?

And then during a gap year, he tried cybersecurity.

"This is cool," he thought. "It doesn't feel like work."

Bae ran with it. It was fun and he loved every single minute of it. And in April of 2023 he completed a four-month remote internship with GuidePoint Security.

He especially enjoyed the first part of the internship where he was allowed to try multiple aspects of cybersecurity before choosing a specialization.

"They let us run around for a little bit...poke at people, knock things around, kind of like a newborn baby getting its footing. That was the biggest highlight, the freedom they gave us at the beginning."

And not only was Bae inspired to give back to his alma mater and create Bowdoin's very first cybersecurity course, but he is also now a full time PAM Engineer for GuidePoint Security.

"They allowed us to explore different avenues of cybersecurity and help us not just hone our skills, but also narrow down our interest. So then we can actually have an understanding of what we're about to get into".



GuidePoint Learning

Almost **200** GuidePoint employees took a class via GPSU in 2023
(a **20%** increase from 2022).

Nearly **10,000** hours of learning in 2023.

INDUSTRY CERTIFICATIONS

86

Certifications
Achieved

11

Industry
Vendors

83%

Exam
Pass Rate

Numbers are only for certifications that were purchased by GPSU.
These numbers do NOT reflect full-time hires who have expensed exams.

18 SPECIALTY TRACKS

- ✓ Application Delivery
- ✓ Application Security
- ✓ Cloud Security
- ✓ Data Security
- ✓ Digital Forensics
- ✓ Governance, Risk and Compliance
- ✓ Identity & Access Management
- ✓ Incident Response
- ✓ Network Security
- ✓ Penetration Testing
- ✓ Project Management
- ✓ Security Analytics
- ✓ Security Automation
- ✓ Security Engineering
- ✓ Security Operations
- ✓ Technical Sales
- ✓ Threat Intelligence
- ✓ Vulnerability Management



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