

CASE STUDY

# Motivating employees to learn cloud skills



# ManTech International Corporation

ManTech provides mission-focused technology solutions and services for U.S. intelligence, defense, and federal civilian agencies. In business more than 52 years, ManTech excels in full-spectrum cyber, data collection & analytics, enterprise IT, systems engineering, and software application development solutions that support national and homeland security. Additional information on ManTech can be found at [www.mantech.com](http://www.mantech.com).

## Keeping up with security in the digital age

ManTech's DNA is grounded in security. And keeping up with security today means attracting and retaining the most skilled tech talent. With that talent, ManTech can deliver mission-focused technology solutions and services to support the full range of U.S. government customers.



**Stephanie Flory**  
Director of Learning &  
Career Enablement

## ManTech

 **Herndon, Virginia**

 **Industry**  
National Security

 **Founded**  
1968

 **Revenue**  
2.5 billion USD

 **Employees**  
approx 9,400

 **Client Since** 2018

# Creating career opportunities through upskilling

To further ensure its workforce was on the cutting-edge and to enable greater career advancement opportunities for their employees, the ManTech team — with help from A Cloud Guru (ACG), formerly Linux Academy — embarked on a challenge to earn 60 cloud certifications in 60 days.

The challenge was an astronomical success. Stephanie Flory, Director, Learning & Career Enablement, said as requests for licenses went through the roof, the initial goal for 60 certs in 60 days expanded to 100 certs in 100 days. In the end, the certification challenge resulted in 312 certifications in 100 days.

“We gained 75% of our cloud certifications in our company through our last challenge, and I know we wouldn’t have been able to get to that type of result without having a platform like A Cloud Guru to help our employees practice and learn the skills needed,” Flory said.

## A winning formula for continuous learning

ManTech has long seen the value in employee education investments. In 2017, the company launched a program offering cybersecurity and IT degrees to employees, tuition-free. The cyber program was so well-received by employees that ManTech followed-up with similar degree programs in analytics/AI and cloud computing – the latter including in-depth study of major systems from AWS, Microsoft, and Google. The company continues to make great strides in the success of employee education efforts — and has gained insights into how to keep employees motivated and engaged. Among the key drivers of success:



### Executive buy-in and sponsorship



### Investment by leaders

in efforts to operationalize and offer business motivation



### Reminders and incentives

to encourage participation, including communicating career development opportunities, offering bonuses, and publicizing the push through employee communications like Slack



### Recognition of accomplishment

ranging from praise by managers and leadership to callouts via email and Slack, which further motivate others to participate

# Engaging and motivating learners

With orchestrated training and certification pushes, employees not only learn skills that improve their performance, they gain an opportunity to advance internally.

During the company's first certification challenge, employees were rewarded \$260,000 in bonuses for high-level certifications. One learner earned 12 certifications and used newly learned skills to move into a Cloud Architect role.

The company also developed a retention playbook, a one-pager for leaders on how to recognize employees. Such recognition further encouraged others to get in on the action.

These and many other success stories show the strategic value of ManTech's dedication to investing in its people, of its culture of innovation, and of new career opportunities that build employee loyalty at ManTech.

**This creates a cycle of growth that motivates employees and drives the business forward.**



# The tangible benefits of certs

Innovation is a continuous process, and ManTech is working on its next wave of sprint-based upskilling challenges. One push is focused on internal research and development. Another is focused on strategic partnerships.

“The more we increase our certifications, the higher our partnerships become and the more contracts we can go after and win. It has a **cyclical effect** of driving business that lets us **further invest** in research and development,” Flory said.

“And beneath that is all the career and employee development that comes along with supporting it.”



## Knowledge sharing in a cloud-fluent organization

While certifications will remain a focus of future opportunities, ManTech has made a strategic effort to ensure its employees are connected and networking to share knowledge and help each other address challenges.

“We do other things internally, like helping employees with similar certifications or similar experiences network through things like communities of practice and Slack groups,” Flory said.

“As our people are talking to each other, they’re learning from each other and they’re going to continuously improve, which ensures they’re better able to help our customers’ meet their objectives.”



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**Stephanie Flory**, Director, Learning & Career Enablement at ManTech

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# Getting hands-on to build a culture of innovation

In the remote-focused working world of 2020 and into 2021, the ability to offer lab environments and on-demand training through ACG played an important role in ManTech's successful skills development efforts.

"There remains a very high demand — especially in this current environment — for the on-demand training and the top-notch lab environments offered by A Cloud Guru," Flory said. "A Cloud Guru is really critical — not only to helping us the first time around, but this second time as we keep the momentum going and keep those certifications rolling in."

ACG's Hands-on Labs ensure ManTech employees can put theory into practice to develop the skills needed to perform their work and build trust with ManTech's clients. Besides enforcing learning through the skills development process, ACG's Hands-on Labs give employees the ability to pick up just-in-time learning to brush up on skills or to learn something new quickly.

Those hands-on labs and practice environments are so important. Just teaching someone the theory behind something isn't enough," Flory said.

"And after they're certified, we're seeing people still using the ACG platform to **keep their skills fresh** or to **gain additional certifications** to build on their knowledge."

ManTech's commitment to career enablement pays off in multiple ways — not just by ensuring their staff is always up to date on the latest tech but providing employees with a gateway to career advancement.

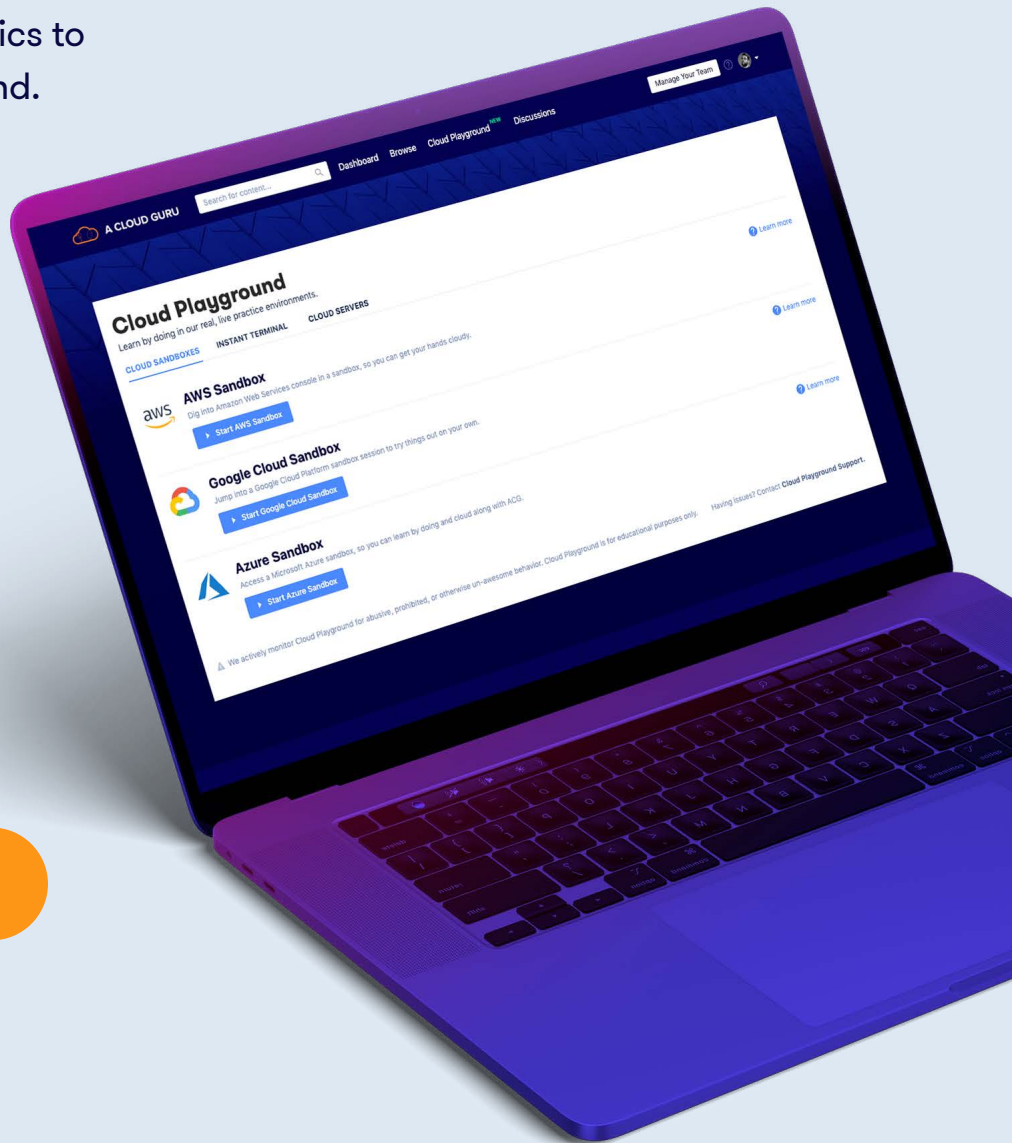
According to LinkedIn,

**94%** of employees say they would stay at a company longer if it invested in their career.



# Why A Cloud Guru for Business?

ACG For Business can help enterprises effectively scale learning and develop a culture of cloud innovation through self-paced, hands-on skills development; role-based learning paths; sprint-based tools to motivate; and analytics to measure ROI and justify spend.



ACG For Business