

CYBRARY | FOR BUSINESS

How PLEXSYS Increased Market Share through Employee Skill Development

An Inside Look: Measuring Employee Growth, Development, and Retention



CASE STUDY

INTRODUCTION

PLEXSYS is one of the industry leaders in modeling and simulation (M&S) software. Founded in 1986, they have over 30 years of experience delivering Live, Virtual, and Constructive (LVC) training readiness solutions. With more than 180 full-time employees spanning nine states and four countries, their operations and support teams desired an innovative training solution and partnership to match their organization's values and enhance their current training practices in support of United States Government contract requirements.

Leading PLEXSYS' professional development initiatives were C2ISR Project and Capture Manager, Guy Wingenbach, and Senior Operations Project Manager, Bill Thomson. As part of a small employee-owned company - ESOP - looking to expand their teams, Guy and Bill sought a solid process for new and current employees as they advanced through their careers; "our goal is to grow each member's professional skill set, and grow the company."

“Our goal is to grow each member's professional skill set and simultaneously grow the company portfolio. At PLEXSYS, higher-level roles require certain levels of knowledge and certifications. With so many certification options available and multiple ways to get them, we had to ask ourselves, how do we do this?” - Guy Wingenbach

Beyond the search for a flexible training solution and partnership, Bill and Guy had certain criteria requirements for their operations and support division. They searched for a platform with content covering top recognized and specialized certifications required for their team's advancement. As a government contractor, their training and certifications needed to be in accordance with DoD Directives and the three levels of Information Assurance (IA) Technical and IA Management.

After evaluating several providers, Bill and Guy, as well as staff, decided to move forward with the Cybrary platform for several reasons, one of which was the broad content availability. They wanted to ensure each person could accomplish his/her set training and certification goals. Within a week of using the experiential labs, practice exams, and assessments, they found their teams highly engaged in the subject matter, with 119 learning hours, 780 completed activities, and one member successfully passing their CompTIA Security+ exam. Continued friendly and open communication with their dedicated Cybrary Customer Success Manager (CSM) was an additional deciding factor. With a team of more than 45 professionals, most of whom have prior military experience, they appreciated the CSM providing an efficient way for team admins to onboard their members and set up goals and curricula to report on later.

CHALLENGES

As a Software Development company driven by providing the best service to their clients and the prospect of winning new contracts, the teams focused on achieving client requirements, which could vary based on systems and data handling protocols. This focus on customer requirements, resulted in new and current employees needing to meet certification and training mandates, posing unique challenges for the PLEXSYS operations and support teams.

Continued Development & Tracking

Searching for flexible training options proved to be a lengthy evaluation process. Each member needed to earn or maintain certifications - like CompTIA Security+, Linux+, and Splunk - in a way that their managers could see how each member was engaged in and learning from the planned curricula.

Tailored Support & Guidance

Part of being a US Government Contractor means having good relationships. PLEXSYS was in search of a training partnership, instead of "just another training site." The challenge was finding a platform that met their training needs and offered ongoing one-on-one guided support.

Contract Compliance

To satisfy client requirements, some individuals with years of experience in their job needed to attain specific certifications to continue in that position. Retaining their hard-working team, offering paths to advancement, and meeting new requirements made finding the right training provider difficult.

"The main problem we're finding is growing folks individually for upcoming positions or targeting them for other areas in the company. We want to provide employees with the right path to maintain their current positions when requirements change so we can continue to gain momentum with new contracts." - Guy Wingenbach

ACCOMPLISHED IN THE FIRST 30 DAYS USING CYBRARY



Continuous Training

55 CEUs/CPEs



Hands-On Experience

119 Learning Hours



Expansive Catalog

780 Activities Completed



Hone and Know Skills

Most Popular Course:
CompTIA Security+

SOLUTIONS

As Guy and Bill sought out training and certification options, they were drawn to the flexibility of the Cybrary platform, the exceptional customer experience, and the abundance of information their teams could use with an immediate impact. Simply put, "there's a difference between telling your people you need to get certified, and telling them you need these certifications, so here's how we're helping you get them," said Guy. Cybrary was chosen to provide PLEXSYS employees with a clear scalable pathway to growth in their current or aspiring roles.



Skill Development & Analytics

Developing skills with the versatility of Cybrary's training platform ensures a smooth transition for teams previously without development opportunities, to grow in their roles. With engagement reporting and analytics, team leads can track individual and group progress toward company goals.

Certification & Work Role Alignment

Custom curricula, built by the team's dedicated CSM, provided a tailored experience for each team member. With specific certification and work-role requirements, the custom pathways provide employees with an in-depth understanding of the knowledge areas necessary for their advancement.

All-in-One Managed Training Solution

On-demand access to every course, virtual lab, assessment, practice exam, and secure coding environment on Cybrary's platform opens the door to new and industry-standard certifications. Empowering the teams to expand their understanding and work toward certifications helps them maintain a competitive advantage over their competitors.

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We strive to ensure everybody meets the requirements of each of our contracts while simultaneously building both our employees' and PLEXSYS' résumé to become more competitive as a company. As we move forward in this partnership, we see it enabling us to provide better opportunities to our people to do more, achieve more, and be fulfilled."

- Guy Wingenbach



CYBRARY

Cybersecurity & IT Workforce Development

**The Largest, Fastest Moving and Fastest Growing
Catalog in the Cybersecurity Industry.**