

What if Security?

Preparing People. Securing Futures.

Cybersecurity Bootcamps Outcomes & Impact REPORT

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EXECUTIVE SUMMARY

What If Security, LLC (WiS) piloted a workforce development initiative designed to prioritize practical, skills-based learning, ensuring students could understand, apply, and retain technical concepts through hands-on instruction.

WiS delivers two complementary training pathways aligned to participant experience levels and workforce demand:

1. A 6-month foundational program for individuals with no prior technical experience, and
2. A 7-day accelerated program for individuals seeking career advancement.

Across both pathways, participants received structured instruction, hands-on technical training, professional development support, and CompTIA-aligned certification preparation, enabling access to employer-recognized credentials without requiring a college degree.

Key outcomes and distinguishing elements include:

- WiS serves as a CompTIA Delivery Partner and Authorized Instructor, ensuring alignment with industry standards and workforce expectations.
- 38 total graduates, including 27 from the 6-month bootcamp and 11 from the 7-day accelerated program.
- 100% program completion rate across all cohorts.
- 100% of program graduates earned the CompTIA Security+
- 100% of participants would recommend the 6-month or 7-day accelerated program to others.

Beyond technical skill development, the programs strengthened workforce readiness by increasing participant confidence, professional awareness, and access to credentialed career pathways in IT and cybersecurity.

Through the successful pilot of these training pathways, WiS demonstrated a scalable, outcomes-driven model that can be adapted to support workforce development initiatives across corporate, nonprofit, educational, and community-based organizations. The model enables rapid deployment without requiring prior technical infrastructure.

The program pathways are flexible and can be tailored to meet the needs of organizations seeking to:

- Upskill current IT or cybersecurity teams.
- Align training outcomes with your organization's mission, vision, and standards.
- Launch an IT and cybersecurity workforce training program to support career transitions for adults without college degrees.

Organizations interested in implementing a similar program are invited to explore partnership opportunities with WiS.



OUR STORY SO FAR

OUR MISSION

Certification-based hiring has become a common entry point for IT and cybersecurity roles. However, many training programs on the market emphasize exam preparation without fully addressing workforce readiness or applied skill development, resulting in credentials that are not always aligned with real-world job requirements.

WiS's workforce development efforts are rooted in expanding economic opportunity, long-term career mobility, and employer-aligned skill development. Thus, the WiS Cybersecurity Hub was created to address the persistent gaps in both entry-level access and mid-career upskilling across the IT and cybersecurity workforce.

Through this model, the Hub delivers two complementary training pathways:

- A 6-month, project-driven program designed for nonprofit and community-based organizations seeking to create accessible pathways into IT and cybersecurity careers through hands-on, resume-ready experience.
- A 7-day accelerated training program designed for employers seeking to upskill existing IT and cybersecurity teams through practical, role-relevant skill application.

Rather than replicating traditional education models, the Hub aligns hands-on skill development with credential access and employer expectations, enabling both workforce entry and workforce advancement.

OUR PURPOSE

This outcomes and impact report examines how targeted investment in certification access, industry-aligned training, and employer engagement can translate into measurable workforce participation, retention, and advancement.

By documenting the design of the programs, outcomes, and areas for growth, this report is intended to inform philanthropic funders, corporate partners, and workforce stakeholders seeking scalable, equity-centered solutions to the IT and cybersecurity talent gap. It highlights the role of strategic investment in expanding access to credentials, strengthening connections between training and employment, and building sustainable pathways into high-demand technology careers.

100%
OF PARTICIPANTS WHO
**GRADUATE GET
THE SECURITY+**

PROGRAM OVERVIEW

The WiS Cybersecurity Hub delivers two complementary training pathways designed to address workforce entry and workforce advancement within the IT and cybersecurity sector. Each pathway is aligned to participant experience levels, employer expectations, and industry-recognized certifications, while emphasizing applied, hands-on skill development.

6-Month Foundational Program

Pathway for Workforce Entry and Career Transition

This program focuses on building core technical competencies, professional readiness, and applied experience through structured instruction and progressive, hands-on learning. Participants engage in real-world, independent projects that mirror common workplace scenarios, enabling them to demonstrate practical skills that can be referenced on resumes and discussed during interviews.

Key components of the six-month program include:

- Foundational IT and cybersecurity concepts delivered through hands-on instruction.
- Project-based learning that emphasizes problem-solving and real-world application.
- Professional development focused on communication, teamwork, and workplace readiness.
- CompTIA-aligned certification preparation materials and full coverage of certification exam fees.
- Ongoing support to help participants translate technical skills into employment opportunities.

7-Day Accelerated Program

Pathway for Workforce Advancement and Upskilling

The accelerated program is designed for individuals and organizations seeking rapid, targeted upskilling in IT and cybersecurity. This pathway is well suited for corporate teams, IT departments, and professionals who already possess foundational technical knowledge and are looking to strengthen applied skills aligned with their current or future roles.

This intensive program emphasizes hands-on skill application, scenario-based learning, and focused certification preparation within a condensed timeframe.

Key components of the seven-day program include:

- Intensive, role-relevant technical instruction delivered through hands-on exercises.
- Scenario-based learning aligned with real-world operational challenges.
- Focused CompTIA-aligned certification preparation.
- Streamlined delivery designed to minimize time away from day-to-day responsibilities.
- Alignment with organizational goals and workforce development objectives.

Participants completing the accelerated program enhance their technical effectiveness, reinforce credential readiness, and strengthen their ability to apply cybersecurity and IT concepts in real-world settings.

IMPACT & OUTCOME

WiS measures impact through participant experience, perceived value, and indicators of readiness aligned with workforce entry and advancement. Across both the 6-month foundational program and the 7-day accelerated program, participant feedback reflects strong alignment between program design, instructional delivery, and community needs.

Participant Satisfaction

Participant feedback collected daily across Academy programs indicates a high level of overall satisfaction and a strong willingness to recommend the program to others. All participant experience data presented in this section reflects consolidated feedback from both the 6-month and 7-day programs, providing an aggregated view of participant perception and program value.

Across both pathways:

- Net satisfaction shows the overall sentiment,
- Weighted satisfaction provides a more balanced view recognizing that neutral feedback isn't fully negative or positive, and
- Standard satisfaction does not consider neutral responses.

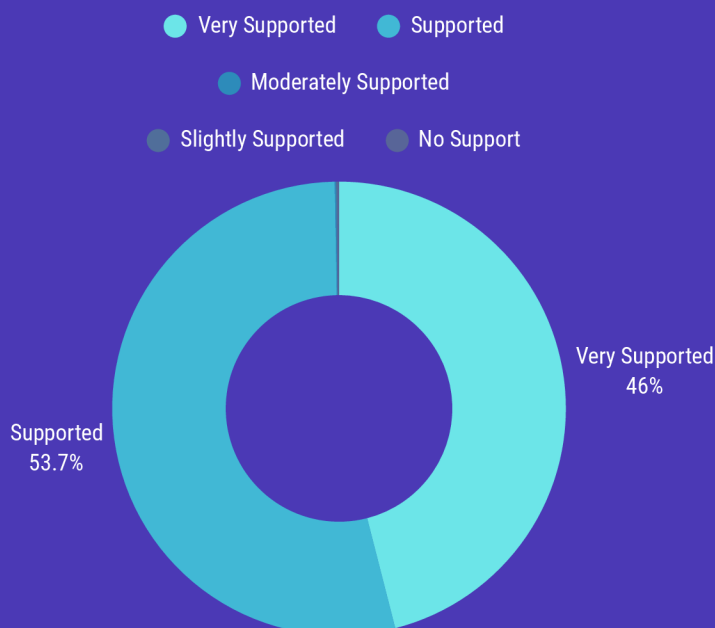


Instructional Support and Learning Experience

Participants across both program formats reported strong perceptions of instructional support, clarity, and engagement. Feedback data reflects aggregated responses from participants in both the 6-month and 7-day programs, capturing a unified view of instructional quality across delivery formats.

Key themes reflected in consolidated participant feedback include:

- High levels of perceived instructor availability and responsiveness.
- Clear explanation of complex cybersecurity concepts.
- Engaging lesson delivery supported by well-organized instructional materials.



IMPACT & OUTCOME

Building on these indicators, additional participant feedback provides further insight into how the Academy's instructional approach supports learning aligned with industry and credential expectations. Together, these responses help illustrate how the Academy's training model connects participant experience and perceived value to preparation for workforce-relevant, credential-aligned outcomes.

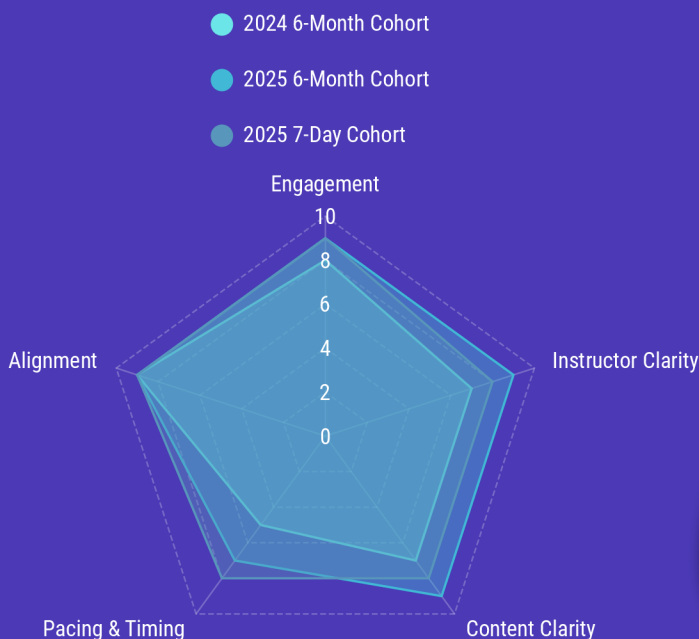
Program Alignment and Engagement

Across both the 6-month foundational program and the 7-day accelerated program, participants reported that instructional sessions were interactive, well organized, and effective in supporting sustained attention and participation.

Key engagement and alignment indicators include on average:

- **90%** of participants reported that lessons were engaging and interactive.
- **98%** indicated that lesson content was clearly structured and aligned with stated learning objectives.
- **92%** of participants rated the instruction was clear and easy to follow.
- **92%** of participants indicated that the pacing and timing of sessions was appropriate.
- **98%** reported that instructional materials supported both in-session learning and independent study.

These responses suggest that the Academy's instructional design effectively balances engagement and alignment, supporting comprehension of complex cybersecurity concepts across different program formats.



Credential and Workforce Preparation

Participant feedback further indicates that the Academy's training model supports preparation for credential-aligned learning and workforce-related next steps. While long-term outcomes such as certification attainment and employment will be measured over time, participants reported increased confidence in their understanding of core cybersecurity concepts and readiness to pursue certification-focused study. Indicators of perceived credential and workforce preparation include:

- **95%** of participants reported increased confidence in their understanding of certification-aligned concepts.
- **100%** indicated that the program helped prepare them for continued learning toward industry-recognized credentials.
- **100%** reported that hands-on activities and instructor guidance contributed to their sense of workforce readiness.

Together, these indicators suggest that the Academy is effectively supporting early stages of credential and workforce preparation without overstating employment outcomes.



OUR 2026 GOALS

In 2026, the WiS plans to expand its scope to support multiple technology training pathways aligned with workforce demand. This transition reflects a commitment to long-term access, credential alignment, and sustainable workforce development across emerging and foundational technical fields.

1

Expand Corporate Training Delivery

Building on the success of the 7-day accelerated bootcamp, WiS will expand corporate training delivery in 2026 by offering the program to employers seeking to upskill their IT and cybersecurity teams.

The accelerated program is delivered as a flexible format, with options to extend delivery to ten days when organizations prefer a less compressed schedule. The bootcamp is designed to strengthen the technical effectiveness of IT and cybersecurity teams through focused, hands-on instruction that supports rapid skill development and reinforces the consistent application of security best practices.

2

Deliver Programs Independently

In 2026, WiS will focus on delivering both the six-month foundational program and the seven-day accelerated program through independently operated cohorts that are instructor-led and self-paced. This approach expands access to training by enabling organizations and individuals to participate without requiring sponsorship through a single funding partner.

By delivering programs independently, WiS increases flexibility in scheduling, cohort composition, and program delivery, while maintaining alignment with industry standards and employer expectations. This model supports broader participation, strengthens workforce pathways, and ensures consistent program quality across both workforce entry and workforce advancement initiatives.

3

Expand Educational Outreach

WiS in 2026 will also expand its educational outreach by producing long-form instructional video content focused on foundational IT and cybersecurity concepts, certification pathways, and workforce readiness. These videos will be published on YouTube and designed to support structured, self-directed learning.

Short-form educational content distributed through platforms such as Instagram, YouTube Shorts, and TikTok will be derived from this long-form material to extend reach and reinforce key concepts. This integrated approach enables WiS to provide accessible learning resources across multiple formats while maintaining consistency in instructional quality and messaging.

4

Launch CompTIA Network+ Pathway

As employer demand continues to emphasize strong networking fundamentals across IT and cybersecurity roles, WiS will introduce a Network+ certification pathway to strengthen workforce readiness at the foundational level. This pathway is designed to reinforce core networking concepts that support long-term skill development, system administration, and security operations.

The Network+ pathway will expand training options for both workforce entry and workforce advancement by providing participants with a structured, hands-on learning experience aligned with industry standards

Next STEPS

How your organization can work with us!

Engagement and Partnership Options

Organizations seeking to strengthen IT and cybersecurity workforce capacity can engage with WiS through multiple training and partnership models designed to support both workforce entry and workforce advancement. Each option emphasizes hands-on learning, credential alignment, and practical skill development.

Corporate Training Engagements

WiS offers the seven-day accelerated bootcamp for organizations seeking to upskill existing IT and cybersecurity teams. This immersive, hands-on program is designed to reinforce applied technical skills, strengthen operational effectiveness, and align workforce capabilities with industry standards.

Independent Program Cohorts

Organizations and individuals may engage with WiS through independently operated cohorts of the six-month foundational program or the seven-day accelerated program. This model provides flexibility in scheduling and cohort composition while maintaining consistent instructional quality and alignment with employer expectations.

Nonprofit and Community-Based Partnerships

WiS partners with nonprofit, educational, and community-based organizations to deliver the six-month foundational program as a workforce entry pathway for individuals transitioning into IT and cybersecurity careers. These partnerships support accessible training models that combine credential preparation with real-world, resume-ready project experience.

Customized Training and Pathway Development

WiS works collaboratively with partner organizations to tailor training delivery, certification pathways, and instructional focus to align with organizational goals, workforce needs, and industry requirements.

Organizations interested in exploring training engagements or partnership opportunities are encouraged to connect with WiS to discuss program alignment and implementation options.



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The SoLa Foundation's commitment to expanding economic opportunity and supporting community-driven innovation played a vital role in the development, delivery, and evaluation of these training pathways. This partnership helped create the conditions necessary to test scalable, employer-aligned approaches to IT and cybersecurity workforce development.

WiS is grateful for the opportunity to collaborate with the SoLa Foundation and for its continued investment in initiatives that strengthen career access and long-term economic mobility.

**WE THANK YOU
FOR REVIEWING THIS REPORT
WE WELCOME
FUTURE
COLLABORATION.**