# Transcript: IT Podcast - Ep 66 - MPS S1 Ep 3 - Everything In Between

*The following transcript is a verbatim account of the video or audio file accompanying this transcript.*

Speaker #1 (Narrator):

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Speaker #2 (Davon Copeland):

Good day to everybody listening to my voice. This is Davon Copeland with WGU Military Outreach. Today Dan, and I have a special guest. Last podcast, we talked about military to PhD, and everything in between. Well, today we're actually going to talkabout the stuff in between. Ain't that right Dan?

Speaker #3 (Dan Morrill):

Yeah. We are definitely going to be talking about. We've got Joshua Prado with us today from CCS Global Tech who's goingto be telling us about what he's looking for when he's looking for a new employee, and what important things he needs to step his roles.

Speaker #2 (Davon Copeland):

Absolutely. Josh is going to talk about that stuff. More importantly, he's going to talk to us about how we're going to leveragethat military experience so that we can either pivot or upskill in the tech spaces. Just so you guys know, CCS Global Tech has just recently signed a partnership with Western Governors University. We'll probably be hearing from Josh more times than not. Josh, go ahead, and introduce yourself.

Speaker #3 (Joshua Dominic Prado):

Everyone my name is Joshua Dominic Prado. I'm a US Navy veteran. Served 10 years in, like you said, the aviation side of the Navy. I've transitioned out from active duty to reserve back in 2007. Transitioned out completely in 2016. Total that a little bit over 10 years in the military. Then after that, I was fortunate enough to work in a couple of different industries, higher education, semiconductor engineering, retail management, and now in the IT tech space. Where we stand now currently is I'm leading nation-wide initiatives or veteranstransitioning from the military to the tech sector, from our junior level folks that have no background in IT, to folks who already were previous IT in the military to also our senior consultants who are now taking over projects across the US, Federal, state, city, county or commercial, and now we've been starting our own companies. Definitely excited to be in such an exciting space, booming space, both military, and tech, or two different areas that were actually on the rise during COVID. That's, I think the most exciting thing is a lot of peopleare pivoting in that direction, though, if you're interested in that, likes to offer some key points as to how to best position yourself, both academically, professionally, and just any nuggets that me, and Davon or anybody else that has transitioned from the military into the professional sector has taken those areas, and apply them in the professional sector.

Speaker #2 (Davon Copeland):

Nice. I appreciate that. Just so you know, Dan is also a navy vet. So we got navy power. He was actually one of the guys. If he tells you about his job, he's going to have to kill you. We have the full scope of everything. We got the intel guy, we got the aviator, and we got the black [inaudible 00:03:11]. I was listening to your resume, how you did a lot of things during your transition, and you let it in the tech space. Why did you land in tech? What was the appeal?

Speaker #3 (Joshua Dominic Prado):

Well, I've never taken the easy path, and I've always wanted to do something that was challenging. This stems all the way back from high school to join the military. Prior to the military, I'll say my primary skill set was dribbling a ball, and putting it into a basket. Fortunately the navy send me to school, and I was able to work on both FA teens, and helicopters during my time in there, and I gained some technical skills. On the tech space, how I landed there now is definitely a long story, and it's definitely not a linear pathway. My specialty is defining a career path or somebody going into the tech sector, from certifications to academic plan tostrategies to position himself year after year after year to make an impact. How I got in there was actually just taking each particular transition that I did, and applying things, and be able to move to the next step. I didn't know how things would apply, and what skills from the military would translate over to running a business, and then what skills would translate over to being a technical trainer. Fortunately, I was able to work in engineering. I took over the Veterans Program at a very large engineering company. I wanted to bring more people into our company, and that got me into a talent acquisition step thing space, and now was able to join with the company who wanted to starta veterans department specifically for veterans going into IT. My pathway was totally different than most. Most folks may be wanted to pivot into becoming a software developer, cybersecurity engineer, information security analyst. There's so many different roles, but my thing is just a lot of times, it's a lot of soft skills, hard skills, how do you position yourself? I use a lot of sports analogies, and just seeing the 10, 000 foot view of how toposition yourself in the organization to be effective. That works with most industries. Tech is an area where sometimes it can be confusing. Definitely booming sector, and happy to work in that space.

Speaker #3 (Dan Morrill):

I'm really happy you brought up skills. One of the things I've noticed, especially when you're working witha Microsoft or an Amazon or something else skill set, how do you balance those Navy skills witha skill set the industry is actually looking for? I'll have all these great things I learned in the Navy. How did they translate over or how do you see that translation working say froma radio man or an IT person to someone that would work for CCS?

Speaker #3 (Joshua Dominic Prado):

Every single person or position that is in the IT space has a specific skill set. A lot of times those are learned skill sets because different software comes out, different techniques come out whether it was derived from skills that we may havepicked up in the military being task-oriented, being outcome focused. When you're saying, hey, I've never done cybersecurity before, but you've secured a perimeter when you're on patrol. A lot of these things people think, oh my military experience laid over to the civilian sector. In certain aspects it may not, because these are learned skill sets. You have to go to school. You have to learn how to program. You may have to learn how to do something, but that doesn't mean that on a functional level that you've not performed that task. We're all Navy guys, so we learn how to do things in a specific spectrum, whether it's strategic, operational, tactical, you got those different things, and then you've got task oriented, process oriented, you got creative mindsets. A lot of times, folks that do web design or programming are more of a creative mindset. Digging into a person's personality type, what makes them tick. Those translate over and it may not have directly been like okay, this person was infantry or this person was a pilot or this person was a Navy seal. Those things do translate over. If you have trouble translating those things, I think that there's a lot of folks that mentionedstruggling translating their military skill sets. I'd have to say that's probably the easiest thing to translate over. Many of these things on a functional level, they translate over. It may not be word for word on paper or may not be the exact same software, but we learned this in the military too. If you operated a learning management system like fleet temps, we're Navy guys so fleet temps, there's, what was the one we used? Prims. We used prims for fitness. A system. It's just a different name for the system. To think it's beyond me to operate, and become a systems engineer, we've done that before. I think we have to be confident that it's not something that's so far-fetched. I think there's many folks that are transitioning from the militaryinto the text-based without having any previous experience in the military.

Speaker #2 (Davon Copeland):

That's awesome that you brought that up. I love the fact that you are jumping in there, and debunking the myth that you can't just pivot. I would say the biggest thing that I've seen withthe service members that are coming out is theythink that they're limited because they were a cook. But you just utilized the fact that we haveall of these collateral duties where we're going out, and we're doing a bunch of different jobs, and doing a bunch of different things that can help uspivot and show that we have proficiency in those areas. That's awesome that you did that. As a military member, people always talk to you about how your military service is always going to be a benefit to you and to an employer. Why do you think that it's a good thing that military personnel jump into the tech space? Particularly with security clearances, and stuff like that. How can we leverage those things in the space?

Speaker #3 (Joshua Dominic Prado):

When it comes to security clearances, I think that is probably the most obvious is that there'scertain things that we're privy to having security clearanceor top secret security clearance to where there's already a certain level oftrust factor that's there to align yourself to the government sector, and working on government projects. Not everybody wants to do this, but if you do have a clearance, it doesn't make a difference whether or not you're a help desk technician witha secret clearance or a help desk technician that's working onsome project that requires a top secret clearance. That person may be able to possiblybe paid a little bit more just based on the type of project. Everything is going to be depending on the project, it's going to be dependent on the role. There's a lot of tailoring. I think that's something that people need to understand. It's just not one size fits all. You have your own individual roadmap, and I help to align folks that if you'vegot a clearance and you want to work in government sector, you're going to want to have your clearance intact. You're going to want to have the certifications that you need that are minimum ormandatory for the projects that people are staffing for or that are looking to hire for. Then number 3, you're going to need to be able to learn how to actually functionally do the work. You may learn that on the job or you may learn thatin a degree program or you may learn that in a boot camp, or maybe all three. There's a lot of different ways that you cangain that experience thinking outside the box. Who's opposed to interning or a company and be ableto or maybe asking for extra portfolio work to put on your resume? It's not impossible. I know that that the biggest struggle for a lot of folks is togain the experience for them to compete, and be able to apply for specific jobs because they don't have the clinical experience, but there's different ways that you can get that. There's internships, there's portfolio work that you can do, there's a lot of different ways, and I think that we have to really just think outside the box, and do what we can to supplement that.

Speaker #3 (Dan Morrill):

Okay, cool. Joshua, just out of curiosity. Say I don't really want to go into government service, I've done enough government, I want to go and work on my dream jobs at Microsoft Game Studios, and I want to go work in the system engineering portion of Microsoft Game Studios. What would you recommend translating from the military to more ofa civilian space where my skills are important, my network engineering, my understanding of the Cloud, my understanding of systems is important, and apply it to more of the civilian rather than government contract?

Speaker #3 (Joshua Dominic Prado):

This is where I get to use a favorite analogy of mine. You actually have to sharpen your tool, and you have to own yourself more specific toa skill set in the civilian sector than you would in the government sector. We have the fortunate opportunity if let's just say I'm somebody with a secret clearance or top-secret clearanceand I can play around with different things asa help desk technician or as a junior of something on a government project, I can play around, I can learn maybe a little bit more of what I want todo and when I decide which area of IT that I want to be in. Now, on the civilian sector, you're not leveraging a clearance. You may not be leveraging certifications. If you're a software developer you're either good or you're bad, or you can do the job or you can't do the job. It's a different skill set. I think the analogy is that if you work in the government sector, you get to get in the game and you get to see if I'm a center point guard, you get to see if I'm a cybersecurity focus, you can see if I'm a software developer. You get to do a little bit more, and you change around and gain some experience asa potentially a help desk technician, junior systems administrator. You might be able to play around and do a little bit more with opportunity that's there, because you're on a government project. Now, on the civilian side, there's not that. You don't have that, "Let me figure it out so much. "They want a software developer and they want it now. You're going to be as good as what you can actuallyput out there and the clearance may not matter, the certifications may not be a mandatory thing, but it's a lot tougher potentially inthe civilian sector or working fora commercial company and really being focused and putting your head down in doing. I think that's with anything. I think it's okay to work government side orposition yourself for commercial sector or both. You can do both, but I think that, like you mentioned, Microsoft, they want somebody that can spend their time learning how to be specifically this. You can go to school usingvarious EA options or different ways to leverage your military benefits, and you can really hone in your new skills as a website designer, which is UI, UX, or a software developer. You can have a certification as a software developer, it doesn't mean you're actually good at developing software. Having portfolio work and projects, and being able to do the hands-on, it's a combination of, like you said those three things: boot camp, academic program, which could be a bachelor's and master's, something like that, as well as hands-on projects. I think we're doing a really good job of combining all three of those things, to where it's not a one-size-fits-all. They may very well go to boot camp first for software development, then roll that into a degree program with the Western Governors University. Then they may also be taking a job, and getting some hands-on experience at the same time. More than one way to put all those pieces together.

Speaker #2 (Davon Copeland):

I like that. As you were talking, I was thinking about how you need that comprehensive look at things. We had a guest on last podcast, and he was like, "I had a master's degree, but then I got turned down because I didn't have this certification. Once I got the certification, I topped up. "Kid's life and all that other stuff comes down on you, now you got to go back to school to get a PhD or whatever. The options are there, I think that it's awesome. My next question to you specifically deals withthe challenges that you see coming up in the industry. I know that you're looking atall these jobs and you've got like a bazillion jobs and opening, and you may not necessarily have people to fill them because they don't have the skills. Because skills are important, and like you said, you need to have a well-rounded knowledge and skillset to go in. Just because you have a certification or degree, it doesn't mean that you can do it. When looking at the industry, what problems do you see as far as staff in an employment now, and what do you see projected out for the next 5, 10, 15, whatever years?

Speaker #3 (Joshua Dominic Prado):

I think that the biggest challenge has always been for folks to get relevant experience. I think that that's been the biggest challenge tohaving relevant experience to the job market. But that's with any industry, specifically for IT, that's where we're trying to focus and make sure that programs are all relevant, whether it's a stand-alone course, a boot camp, or a full degree program. All three of those things might have include a real-world project of some sort, so it doesn't become a ceiling or a roadblock that that person hits. From a linear standpoint from A to Z, what people need to think, and I think what the strategy is, is where am I going to hit the ceiling first? Somebody transitions out, they may need the certifications tobe able to get their foot in the door for an entry-level position. That may be where they're hitting the ceiling first. They're not hitting the ceiling because they don't have abachelor's or master's at that point in time, they're going to hit that when they get to management level. But for the majority of folks that are transitioning into a new industry, you're not right away going to hit a ceiling because you don't have a bachelor's. I think that to keep circling back to the same thing is relevant experience, the certifications and also certifications/degrees, and also the actual functional hands-on experience at the same time, it's going to be different for each person as they transition into the new industry. If I said I want to be now transitioning into HR, where am I going to hit the ceiling first to get to the entry level position? In this case, we're talking about tech. It may be all the positions now require a minimum of A plus, that plus, and that plus, and those types of things. I may do those things first rather thanto just try and apply for a bunch of places without it, or enroll into a degree program, or just make sure that the degree program includes those things. There's no reason that they can't combine those two things. I think with the partnership that we have isjust a lot of IT certifications are rated as college credit. Somebody can get those things done, and then they can actually do the foundational certifications withinthe degree program or within the boot camp and enroll those into a degree program. I'm a big proponent for education. At some point, you will potentially hita ceiling not having your bachelor's and your master's, and that is going to limit your earning potential. But at the same time, if you're going to do government work then you're also going to hit the ceiling, but first with your certification.

Speaker #3 (Dan Morrill):

One of the things I really like that you brought up was that portfolio idea. Whether I'm a good programmer or just a programmer, portfolios are things you can take with you, whether that's a GitHub or Stack exchange. Do you actually, as employer, would you go back and take a look at someone's Stack Exchange or a GitHub, their portfolio, and bring that forward as part of the hiring process?

Speaker #3 (Joshua Dominic Prado):

That actually takes place in the technical assessment. Most of the time, I'll give high level overview of how the staffing industry worksis if you don't meet 90 percent plus of what the job description says, then recruiters are not going to reach out to you. Usually there's a basicallythe recruiter is third party to the hiring manager in some way, shape, or form, or the client. In order for you to get in front of the client, unless you're going straight directly to the company, whether it's Microsoft or a staffing agency that's working on behalf of the client, you have to get on the radar of a recruiter. Looking at a job description and saying, "Hey, I don't match up to 90 percent of these, what are those things that I'm missing? "That's where CCS Learning academies, CCS Global Tech and WGU can potentiallyhelp out with those areas going forward with that, you're asking, when are we going to actually look at their technicaland the portfolio work would actually be number 1, you have to meet most of the criteria on the job description. If that includes what's on your portfolio, then great, but they may not even look at it at that point. First you got be on the radar, you got to meet 90 percent of the criteria that's there. Then from there you may have a behavioral or an HR interview, that's where my background in business in HR, I may call you and say, "Hey, what's going on, do you like working in a team? "Ask you questions about leadership in all the different thingsthat obviously you're going to make sense because you're in the military, you had to be a leader. You had to be somebody who is team-oriented, outcome focused. You have to be all the buzzwords that are there, that's fine. Across the board, you see all the headlines on LinkedIn. Everybody does the same stuff and you aremost likely in leadership position from E4 and above. Obviously you met that criteria during that time, I'm assuming, but that's passing the HR side. Once you pass my Levene's test, positioning yourself to be on the radar for people who arelooking for matching you to a job or finding a job, then you go to the HR interview and then you would goto a technical interview and at the technical interview, some subject matter expert or SME, would go through your portfolio and be able to rate you against the person next to you. Let's just say we're talking about a software developer position, then I would look at five different people that I've short listed and then I would gothrough and and ask them questions about those projects that they've done. I think from a interview standpoint, usually once you go over a star method or car method, there's a couple of different methods of how you can explain what exactly that you did. We don't want to hear about the team, we want to hear exactly what you did to the project. What was the cause of the problem, what was the action that you took and what was the result? There's a couple of different ways that you can specify that, but when we ask for somebody or gatheringinformation or a physician that we're looking for, let's say it's a software developer we want, but most likely references, we want relevant projects that you can explain indetail on how you specifically worked on that project. Then you also have to meet the criteria for the job. You don't need all of those, then you're not trying hard enough or you've got some waste go with something. What I love is that the military education andtechnology are three very even playing fields. It doesn't matter where you're from, what you do, anything. It doesn't matter if you use basically it's even play a building. You can do the job or let's say you havea security clearance or you're from Kansas or from California, it doesn't matter. It's an even playing field technology is not specific to those specific things. That's why I love working in these niches right here. That's where it taught me that it's all things created equal asif you try and you learn and you do what you need to do, then you'll be able to be successful in this industry and having that experience. Military, you learn to do all the stuff you did in the military, and your education. You have access to education through the VA or while you'reactive duty or after we can find all sorts options for you there. Then now we're talking about technology. Technology has obviously enhanced the way that we live life and do things all the time. Those three things are huge and this is where culminating all together, all these things at the same time is very exciting.

Speaker #2 (Davon Copeland):

What's really exciting is the fact that you just answered my next question to you. It was going to be, what do you passionately disagree with when it comes to tech? It sounds like people thinking that they have to beall things when they get into this industry. Because I got to be honest with you, after 20 years in the military before I came in, I thought I was going to be an underwater basket weaver, no one was going to do it better than me, but that job doesn't exist anymore. It was hard for me to figure out to pivot I'm a gunners mate, I blew things up and didn't anti-terrorism force protection. Now I'm here doing education. The pivot is real, I'm really happy that you brought that up. Is there anything else that you passionately disagree with?

Speaker #3 (Joshua Dominic Prado):

Those limiting beliefs like you just said, I think, you already covered it, it's just the mindset. I asked Dan, and now I ask you, what was the thing you were best at before you joined the military? It could be a sport or something, art. I'm finding out more right now. What was it for you guys before the military?

Speaker #3 (Dan Morrill):

I was actually a published photographer and hada gallery show before I joined the military.

Speaker #3 (Joshua Dominic Prado):

You Davon?

Speaker #2 (Davon Copeland):

I was really good at singing. Obviously, that didn't work out. My dad said I was a good singer. I might moon walking too, whatever.

Speaker #3 (Joshua Dominic Prado):

A lot of times if you are passionate and that wasyour thing was and then you were able to pivot into the military and do something, as a gunners mate or as Intel guy or me as avionics or whatever it was, you were able to pivot one time. That's something that we were able to do in the military. Some people cross rate. Some people go from one branch to the other. Some people go from unlisted the officer but it's never beyond us asa community and as a mindset that we can't be successful pivoting into any industry. My Mission is veteran employment and entrepreneurship and basically killing it inwhatever that we do because we have access to not only fund and learn these things, but we have the actual relevant experience tobe successful in doing something completely different. I use Navy terms, you might have gone CAD to go do somethingcompletely different than what you did the year before and you did find, I think people they get specifically tied into whatever they're uniform is, whatever their MOS rate, whatever you want to call it, depending on your branch. It doesn't matter when you transition out of the military, you are once again, most likely whatever your first name is, your denouement. I'm Josh and I want to be a photographer or I want to be a cyber security guy. Oh, okay, cool. Well, how do you do that? Well, we have access to education. You have a motivating mindset. You have all the tools that are there for youand really you just have to be strategic so that you don't blow it. You don't need to be a 67 basketball playerto get a scholarship to go to school for free. Do you want to work in tech? You can work in tech. You can get your bachelor's, master's, and all the certs and all that stuff will help guide you. There's plenty of people that will help guide youto be successful specifically in if you want to work in tech, that's the area that we're talking about, but I think that's the most complicated ones who work in. If you can be successful intact or technology, you can be successful in any other industry too. I have fans that are better in photographers and veteran musicians. They're hitting the Billboard charts and they're makingmovies and doing different things. I get excited about this. Whatever you want to do, if you're military. Again now put your mind to it. If it happens to be tagged, reach out, whatever it may be. There's definitely people that can help navigate you to makethe right decisions in the most efficient way possible.

Speaker #3 (Dan Morrill):

The thing that makes me the happiest, I was hearing about you talking about pivoting, and pivoting within the military, because I learned a bunch of things when I joined the military. I wanted to become a photographer's mate when I first came in. They said, here's your thing, we'll turn you into a photographer's mate. But then I learned the difference between the word guaranteed and preferred. Preferred was sending me off to goto the Defense Language Institute in Monterey, California, and teaching me how to speak Iranian, Persian Farsi, Shalam, Salām, hāl-e shomā chetore?, and then sending me off to communications school. Big pivot from thinking photographer, to language guy, to communications guy, to Iceland. About as far away from Iran as I could get in the European theater. Here's the curiosity; if you have someone that's in the military now and theywant to pivot into a more technological field, or they want to come to you and pivot out of, say they're an aviation's boatswain's mate and they want to move into IT, how would you help that person pivot within your company to get that IT job? That, I would love to hear about.

Speaker #3 (Joshua Dominic Prado):

Most likely we would just take a look at their resume, their LinkedIn, what their military occupation was, and then go from there. Definitely going back to what you said, Dan, we can pivot something that you're used to. You mentioned learning Farsi and Arabic, and doing all those things. You asked the question, what do we say to somebody who wants to pivot into those things? If you want to learn it, you'll learn it. I'm from San Diego, I'm Mexican and Filipino. There should be no reason why I know Arabic and Farsi, but [inaudible 00:29:32]. If I want to learn it, I can learn it. It didn't take my GI Bill to be able to speakto you in Farsi, [Something in Farsi] or [Something in Farsi]. It's just something I wanted to learn. I was able to fortunately use my GI Bill benefits anduse my VA benefits to get my academic goals accomplished. But I never stopped learning, and I think all three of us and the folks that we surround ourselves, with leveraging your military benefits to go to school. Then when those benefits are out, then just leverage your mind and keep learning things. Whether it's; I might need to practice more Arabic or Farsi with you. Then from there, I'll keep on going. That's just the mindset that I've been in, because I think that those limiting beliefs, I could have just said, hey, I'm just a basketball player from the hood. Or I could have said, hey, I'm just an avionics tech and I need to go work on airplanes for the rest of my life. If I said those things to myself, then that's what would have happened. But if you're wanting to dosomething different and you're watching this podcast right now, you can do it, whatever it is. You want to be a photographer, you want to be a singer, like Devon, maybe. If we really care about you, we may critique you.

Speaker #2 (Davon Copeland):

That is true. Critique is good because at the end of the day, correction is caring. I think that's sometimes when people are inyour space and they're correcting you or they're trying to guide you, people get offended by it. But I am going to share something with the listeners. Josh said that he's from San Diego. I am, too. I grew up here in San Diego. Originally, I'm from Columbus, Ohio. But if you look at me, you look at Josh, we're what you are supposed to look like when you're not supposed to be here. What do I mean by that? Both of us came up from absolutely nothing. We lived in probably one of the toughest places in San Diego, which is Southeast San Diego, and we're standing in front of you right now or are you are listening to our voice. If you have drive, if you have determination, it doesn't matter where you are. You can pivot, you can upskill. You can go out there and achieve anything that you want to, unless you're 5'7" like I am, you're not going to be dunking on anybody in the NBA, unless you're like Muggsy Bogues. But I can get you on those sticks if we're playing a video game, we are talking about tech. But Josh, before we wrap up, I know you've got a lot of stuff going on out here in this space. I know you've got a whole lot of things that you're doing with veterans in the space. I want to hear about those things. What upcoming projects do you have? Where can people find you? All of that stuff. Give it to us.

Speaker #3 (Joshua Dominic Prado):

Yeah, absolutely. First and foremost, I want to make sure that people know where togo for help with nationwide placement assistance, staffing, recruiting, whatever it may be for the IT sector. That's going to be ccsglobaltech.com. Follow us on LinkedIn or just go to www.ccsglobaltech.com. Now, for the training sector, 100 people or 1, 000 people apply for a job, and let's say 10 got shortlisted and one got the job. We didn't want to just throw that all away and say, hey, you know, most people can go figure it out on their own. What we've done is put a lot of effort into CCS Learning Academy, which is where my team and myself can take a look at where you're at and where you're headed. Then we can make strategic assessments and recommendations on what certifications to pursue, what academic plans to pursue, where to look for ways so you don't come out of pocketfor most of your education that you may need to pivot to your new career.

Speaker #2 (Davon Copeland):

Hold on. You're doing roadmaps, too?

Speaker #3 (Joshua Dominic Prado):

Yeah. Roadmaps.

Speaker #2 (Davon Copeland):

You're doing roadmaps for success. Come on, man.

Speaker #3 (Joshua Dominic Prado):

Yeah. In avionics we do maps. We do maps, GPS, radar, com, nav, sat.

Speaker #3 (Dan Morrill):

Hey, my man, you've got to have that roadmap. We have a roadmap here at WGU betweenthe academy and between the rest of it, the WGU proper. Heck, and working with CCS on top of it with the academy side of it. I mean, how much more rock and roll do you need? You're the singer.

Speaker #3 (Joshua Dominic Prado):

Yeah. I guess I'll say three things. At CCS Global Tech, for staffing and placements, for vets going into IT, whether you're a junior all the way to senior, CCS Learning Academy is where you can turn for any training or upskilling needs. We do training, not only internally, we do external training for the government. If they need to be trained on a specific software, we actually do training projects also, just a whole another business unit. But me personally, as a veteran advocate, I have to practice what I preach. We started resource hub for veterans you can go to. It's very easy to find. It's called vetdtalentnetwork.co That's going to be www. V-E-T-D. Victor, echo, tango, Delta, Talent. As in talent network. So it's vetdtalentnetwork.co and it's a one-stop shop for most of your transition needs, from mentorship, to local events, to virtual events. It's all on the website. Once again, that's vetdtalentnetwork.co. Also on Facebook and Instagram, and not Twitter, I don't like Twitter, or Snapchat. Just the main ones; LinkedIn, Facebook, and on the World Wide Web. But yeah, I'm looking forward to doing more stuff together. Once again, myself and Devon would be working very closely, now that we've partnered with WGU to help more veterans transition and be successful in their careers. Meaningful, purposeful work is the goal, post-military and in whatever you choose to do. Specifically, we're going to be able to hopefully help with an academic planand leveraging your skill set and yourbenefits to where you're not thinking that you're wasting it. The biggest thing that hurts me is to see somebody just go to school after, just spin a wheel and say I'm going to do a bachelor's degree in business or nursing or whatever it may be just because I closed my eyes and did that. No. For something that you want to do, you want to be passionate about it and be fired up. To this day, that's what I surround myself with and who I want to be, is with people that are pursuing their passions. You get a scholarship, you was in the the military, you got out, you get to go to school for free. There's all kinds of things, Voc-Rehab, VRAP, VET TEC, GI Bill, grants, all kinds of stuff. Whatever you need, please reach out to us. That's all I'm going to say at the end of that.

Speaker #2 (Davon Copeland):

Well, you know what, Josh, thank you for joining us for the stuff in-between. I got to be honest with you, you gave us all of the stuff in-between to have resources and ensure that the transitionfor transitioning service members where they can leverage all of their experience. Thank you very much. Next time, try not to let the charisma smack us in the face when you come and visit us. I truly appreciate you coming, man.

Speaker #3 (Joshua Dominic Prado):

This is me tired right now. I was just done with a road trip.

Speaker #2 (Davon Copeland):

I love it. Did you hear that? No excuses around here. He doesn't make excuses, he makes it happen. Eleven hours on a road trip. Still got here, got a pretty hair cut, and that nice jacket I might have to borrow from him, so it's all good. Dan, what you got?

Speaker #3 (Dan Morrill):

Man, Joshua, it was good to meet you. I'm looking forward to working with you and CCS Learning Academy and CCS Tech. Honestly, I think this is a good partnership, so thanks for being here today.

Speaker #3 (Joshua Dominic Prado):

Yeah. Absolutely. Pleasure.

Speaker #2 (Davon Copeland):

Yeah, man. We're going to change the world.

Speaker #3 (Dan Morrill):

Folks, one person at a time. Thank you.

Speaker #1 (Narrator):

WGU: a new kind of you.