brooksource™
Beyond The Expected.

ELEVATE: CLOUD-FORWARD WORKFORCE DEVELOPMENT

CASE STUDY: FORTUNE 500 HEALTH INSURER

OBJECTIVE

A Fortune 500 Health Insurer's Enterprise Information Management group was finishing migrating its legacy database from Teradata to Google BigQuery, a Google Cloud Platform (GCP) product. Heavily relying on expensive consulting services to execute the migration left our client's internal resources with notable GCP knowledge gaps. When it came to supporting post-migration activities and ensuring full ROI, our client's only options seemed to be continuing their costly dependence on outsourcing or attempting to attract senior-level GCP talent in a competitive marketplace. That is until they turned to Brooksource's workforce transformation program, Elevate, for a unique solution.

SCOPE

As a certified GCP Services Partner, Brooksource had the experience and expertise to build a cloud-focused leadership pipeline within our client's Enterprise Information Management group. Through Elevate, Brooksource was able to pair associate-level GCP resources with professional development and the certifications needed to thrive. This 12-month work-and-learn engagement provided our client with GCP resources in the short term, as well as a strategic upskilling and retention strategy for the long term.

Our professional service solution included:

- **Pre-Engagement Certifications** – Elevate resources went through a technical assessment selection process and received the necessary certifications to be ready to support on Day 1.
  - Google Cloud Digital Leader Certification
  - AHIP Health Insurance Industry Certification
  - GCP's "Insights from Data with BigQuery" Challenge Lab
- **Engaged Niche GCP Resources** – In addition to engaging our Elevate consultants of two (2) Jr Developers, two (2) Jr Business Systems Analysts, and one (1) Jr Data Modeler, Brooksource also provided a senior-level Program Manager to facilitate training and provide leadership to the team.

RESULTS

- **Targeted Training** – Elevate can be tailored to the unique needs of your environment. The Elevate consultants for this engagement received 100+ hours of role-specific technical training in addition to the Google Cloud Associate Cloud Engineer and Data Modeling Professional certifications.
- **Retention Planning** – Our client can convert Elevate consultants to full-time employees (FTEs), ensuring that these GCP skills remain in-house.
  - **Prior to start:** Elevate Consultant Earns Google Cloud Digital Leader Certification and Health Insurance Industry Certification
  - **Month 6:** Elevate Consultant Earns Google Associate Cloud Engineer Certification
  - **Month 12:** Elevate Consultant Completes Program and available to convert to FTE

AT A GLANCE

Challenges

- Internal GCP Skill Gaps
- Heavy Reliance on Expensive Consultants
- Competitive GCP Talent Market

Highlights

- FTE GCP Talent Pipeline
- GCP Certification Path via Brooksource

Location: Philadelphia, PA

Timeline: 12 Months

ABOUT US

Here at Brooksource, relationships are at the center of everything we do. Since 2000, we have established and maintained lasting relationships with our clients, consultants, and internal employees to create an unparalleled experience. Brooksource is a trusted services provider who specializes in delivering IT initiatives for Fortune 500 organizations through Experience-Driven Staffing, Professional Services, and Elevate, our Workforce Transformation program. As a certified partner for Salesforce, AWS, Microsoft, Google Cloud, and many other technology alliances, we have the expertise and resources to provide a wide range of solutions.

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