

Higher Education Staff Augmentation Solutions


The market for qualified resources is more competitive than ever – and finding reliable talent can be extremely difficult. CDW Education’s Digital Velocity Solutions (DVS) Staff Augmentation services take the hassle out of resourcing. We maintain relationships with thousands of qualified resources and provide organizations with the best candidates the first time around. Whether you need a resource for several months, or the long haul, our critical TTM (Time to Market) solutions will help you scale up or down rapidly depending on where you are in the project lifecycle.

For more than 20 years, CDW Education has been providing customers the ability to staff their projects by giving them access to our experienced architects, engineers, project managers, and consultants drawn from our deep national and in-market resources. Our goal is to provide the ability to scale up and down your augmented workforce on demand, giving you the ultimate flexibility to meet your organization’s evolving needs.

Harnessing the Power of Staff Augmentation

Many managed service providers offer IT staff augmentation as part of their service offerings. What differentiates CDW Education’s Technical Resourcing is our extensive experience providing IT services and solutions and our sole focus on Information Technology and Engineering resourcing. As an IT engineering company that provides advanced Application Services, DevOps, Cybersecurity, Cloud Architecture, and Big Data, we understand the skill sets and experience needed to increase business agility and enhance human resource bandwidth.

CDW Education Staff Augmentation Services help meet the demands of your organization in unique ways. We provide skilled staff to augment your team with expertise in a wide range of technologies, offering an objective view of IT that ensures you’ll always receive the right solution to your problems — not just the one that’s convenient. Whether you need a help desk, systems analyst, or network engineer, we take a specialized and seamless approach to filling your organization’s exact skills gap. And much in the same way that retail stores hire seasonal employees, you can scale up and down your augmented workforce on demand, giving you the ultimate flexibility to meet your organization’s changing needs while eliminating risk.

 Education	Benefits of Staff Augmentation Solution
Experience and Resources	We provide skilled staff to augment your team with expertise in a wide range of technologies, offering an objective view of IT that ensures you will always receive the right solution to your problems while minimizing payroll costs and maximizing time savings for your priority projects.
Dedicated Support Team	Your CDW team will align the project's outcome with your business strategy, ensuring each project meets necessary deliverables within the expected budget and schedule so your organization can appropriately respond to changing business needs.







Benefits of Staff Augmentation Solution

Flexible Staffing Options

Tailor a specific solution that meets your needs by selecting from our various staffing options, including temporary to permanent, traditional contracted T&M, and full-time placement. Staff personnel can be from CDW Education's vast engineering resource pool or from our network of partners and will depend on the opportunity and resource need.

Addressing Shortages in Digital Talent

Technical resources are in high demand, and you may be feeling this strain in your day-to-day operations. According to the [U.S. Bureau of Labor Statistics](#), employment of software developers, quality assurance analysts, and testers is projected to grow 22 percent from 2020 to 2030 (much faster than the average for all occupations). CDW Education can help you address shortages in your technical resource talent, allowing you to free up your internal resources and focus on your core projects. We have a wide range of resources ranging from Level -One help desk to Senior Engineers and Architects to Management. Our areas of support run the gamut - from Networking to Cloud Engineering, DevOps, to Application Development. A snapshot of our areas of expertise can be found below:

			
Infrastructure and Security	Applications and Data Management	PMO and Business Operations	Digital Experience and Content Strategy
Cloud Information Security Networking DevOps Telecom Tech Support	Data/BI Java/Open Source Microsoft Mobile Artificial Intelligence QA Testing	Project/Program Management Business Analysis Agile Transformation and Coaching Change Management	Digital Transformation UI/UX Design Digital Marketing Content Strategy Social Media Branding Emerging Technology

Our staff augmentation solutions provide you with:

- Access to skills that are not available inside your company
- Flexibility and the ability to quickly respond to business changes
- Cost savings through minimizing payroll costs
- Time savings through a reduction in overall time to hire
- Freedom for your IT staff to focus on your priority projects
- Objective and comprehensive approaches to team projects

But how do we do it?



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CDW Education Technical Services Team

The CDW Education Technical Services team is here to help guide you on your journey to drive critical technical initiatives forward. The CDW Education Business Development Manager, will assist you in the proper staffing of technical positions for your Project. The BDM is experienced and well -versed in industry-specific knowledge and can objectively sift through prospects to find the candidates best suited for the positions.

You can hire dedicated CDW resources to help with short -term, long-term, and contract-to-hire projects spanning a number of roles, including but not limited to:

- Network Admin/Engineer
- Public Cloud Admin
- Software Engineer
- AD/Windows Engineer
- Technical Writer
- Palo Alto Networks Engineer
- Scrum Master
- Business Analyst
- Help Desk/tier 1 Support
- Data Center and Infrastructure Engineer
- DevOps Engineer
- Security Engineer
- Data Architect/Data Scientist
- Project Manager/Project Administrator

Options	Short Term	Part Time	Long-Term	Contract to Hire	Hybrid
Duration	Less than 3 months (case by case basis)	Less than 40 hours		Usually no conversion rate after 6 months	CDW owns project, contractors for hire

Recruitment

Upon receipt of initial customer request from a CDW Education Account Manager, a CDW Digital Velocity Technical Service business development manager (BDM) schedules an intake call with the hiring manager for the opportunity to understand the position requirements, candidate profile, length of engagement and ideal start date. Our BDMs also review factors including soft skills, technical skills, nice -to-have skillsets and experiences, non-negotiables, and organizational culture. In this way, we can best align you with the correct talent. The alignment fostered during the intake call ensures a more cohesive candidate experience and hiring process.



Screening

After the intake call, the BDM screens potential candidates from our Applicant Tracking System which contains over 110,000 candidates qualified for all different types of roles. We understand the quality of people in an organization creates the ultimate competitive advantage. We are dedicated to getting you the right resources quickly and efficiently.

Selection

Once the BDM identifies three or four strong candidates, they are presented to the customer's Hiring Manager for review and selection. We coordinate the interviews, the background checks, and start dates (including getting first day instructions).

We are typically able to staff contract, contract-to-hire, and fulltime employees throughout the US in the following configurations:

Contract

- Term Length: 3-24 months
- Commitment from Candidate: Candidate must work 32hr/week (full time)
- Commitment from You: No obligation to hire

Contract to Hire

- Term Length: 3 months minimum (conversion fees apply to 3-6 month engagement)
 - Conversion Cost: Can convert to Full Time Employee at no additional cost after 6-months
 - When a company requests someone for a full time hire position, we have a 90% conversion rate

Full Time Employee (FTE)

- Guarantee: We provide a 3-month guarantee. If the person staffed leaves within the first 3 months of staffing, CDW will find a suitable replacement. Based on our intake methodology and technical acumen, 81% of our staffing engagements have been satisfactorily fulfilled by the first or second candidate, cutting down on time spent in multiple interviews and enables the candidates to get to work.

Retention

We continue to grow and foster our talent pool with our "Make the Switch" Program, which offers learning credits, healthcare benefits and a Contract Care Manager (CCM). The CCM is responsible for all contractors. The CCM maintains contact with our valued contractors and the customers dedicated Account Manager to ensure seamless integration, satisfaction, and retention. Additionally, we have a 90% conversion rate for contract to hire positions.



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