

EBOOK

2024

Year in Review

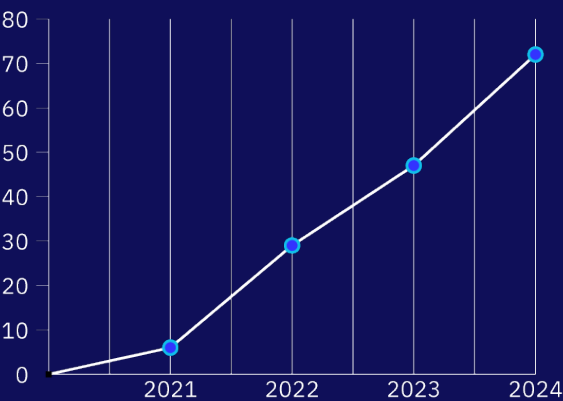


GUIDEPOINT
SECURITY

UNIVERSITY

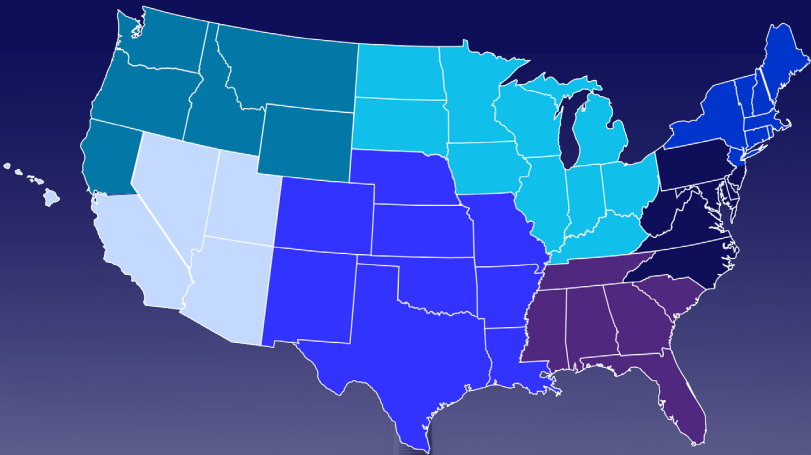
Learner Growth

There was a 53% increase in annual learners, with GPSU bringing in 73 new learners in 2024. As the program continues to grow, GPSU expects 100 or more learners in 2025.



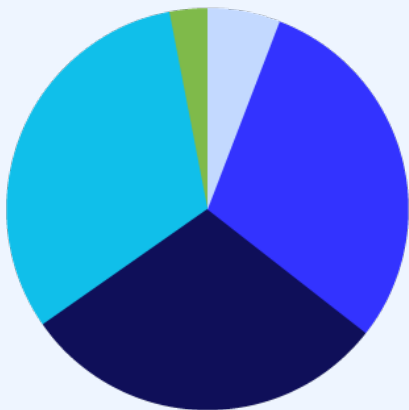
99%
of learners
complete
the program.

REGIONAL LEARNERS IN 2024



Northwest = 2	Heartland = 2	Southwest = 4	Federal = 17
Southwest = 4	Southeast = 1	Info Assurance = 25	
North Central = 5	Mid-Atlantic = 8	Corporate = 5	

Outreach & Recruiting



- New Hire = **6%**
- Student Intern = **32%**
- DoD Fellow = **30%**
- Paid Intern = **30%**
- CO-OP = **3%**

Recruitment Numbers

- 33** Outreach events
- 10,194** Applications
- 0.7%** Offer rate
- 99%** of Offers Accepted

*The recruiting cycle is for learners with a start date between March 2024 - March 2025

Learners in 2024

- 73** Learners
- 90** Total mentors
- 18** GPS hires
- 36** Industry hires
- 19** Returned to school

Involved Vendors

- ✓ ArmorCode
- ✓ Bright Sec
- ✓ CyberHaven
- ✓ NextDLP
- ✓ Tines
- ✓ Torq
- ✓ Wiz

NEW INITIATIVES IN 2024

- ✓ First ever In-Person Onboarding in Tampa, FL
- ✓ Completed first educational Co-Op with Grand Valley State University
- ✓ Published *Getting Started in Cybersecurity* booklet
- ✓ Created a LinkedIn Group for GPSU Alumni
- ✓ First vendor-delivered trainings for interns
- ✓ Won the DOL's HIREvets Gold Medallion Award
- ✓ Established a Veterans ERG

Learner Profiles



KATELIN SHAFFER

I was determined to break into the security industry and pursue a career in offensive security, despite naysayers telling me it probably wouldn't happen without spending years in a graveyard shift SOC or defensive role before transitioning. GPSU gave me access to industry certifications, vendor training, networking opportunities, and mentorship from highly skilled professionals. I gained hands-on experience in network penetration testing and achieved what once seemed impossible. The GPSU team is incredible—they cheered me on, provided the tools, and supported me every step of the way, propelling me into the career I've always wanted.

RYAN SILVER

The incredible support and genuine desire to see me succeed from the GPSU leaders significantly impacted my growth in cybersecurity. There are so many opportunities to specialize in specific areas of cybersecurity—this program provides the security fundamentals needed to take that next step. I highly recommend GPSU to anyone looking to grow their skillset and be a part of something special.

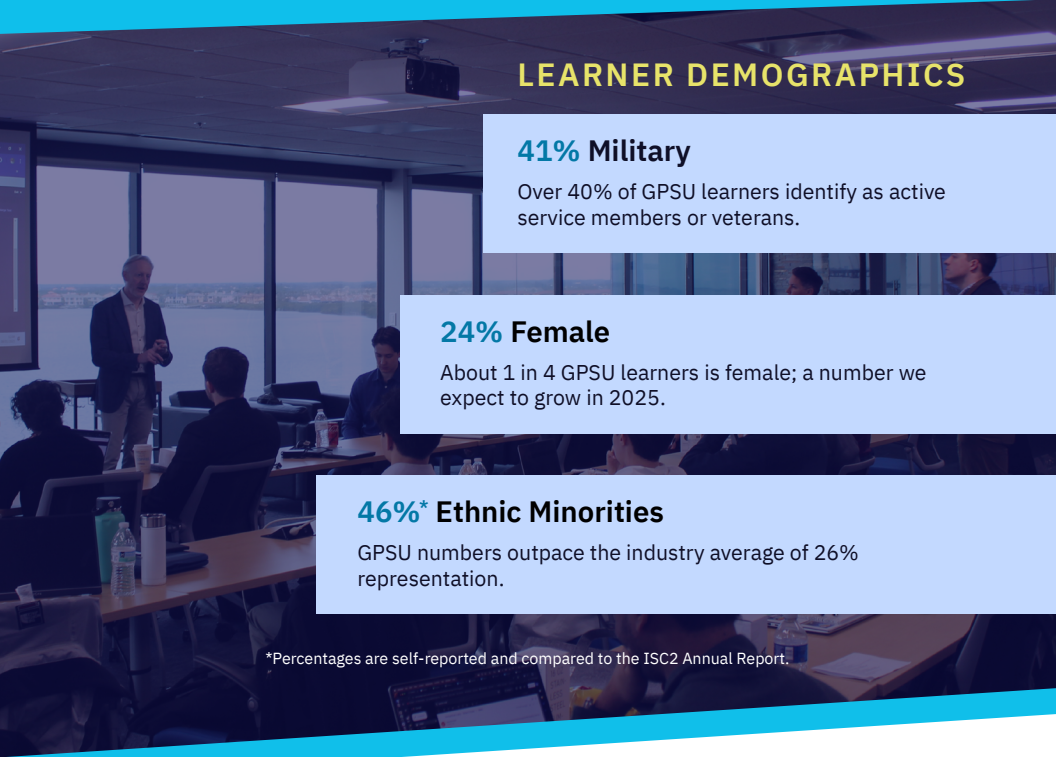


LEAH KAPLAN



Before I started at GPSU, I had no idea what my future held. I knew that I was passionate about cybersecurity, and had some great certifications under my belt, but I had no idea where to begin. The team at GPSU was immediately able to identify my strengths and passions and helped me to funnel them into a career plan that I could truly thrive in. This program changed my life by allowing me to truly see myself, my talents, and my intellect, and giving me the tools I needed to not only succeed, but thrive and find my place in cyber.

Learner Details



LEARNER DEMOGRAPHICS

41% Military

Over 40% of GPSU learners identify as active service members or veterans.

24% Female

About 1 in 4 GPSU learners is female; a number we expect to grow in 2025.

46%* Ethnic Minorities

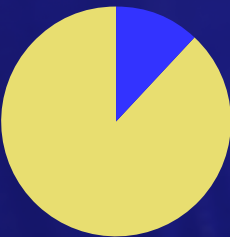
GPSU numbers outpace the industry average of 26% representation.

*Percentages are self-reported and compared to the ISC2 Annual Report.

LEARNER BREAKDOWN BY REGION

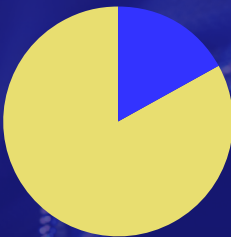
Region	2021	2022	2023	2024	Total
Corporate	0	3	6	5	14
Federal	5	14	18	17	54
Heartland	0	0	3	2	5
Information Assurance	0	9	8	25	42
Mid-Atlantic	0	1	5	8	14
North Central	0	0	1	5	6
Northeast	1	1	1	4	7
Northwest	0	0	2	2	4
Southeast	0	0	3	1	4
Southwest	0	0	0	4	4
Total	5	28	47	73	154

Learner Placement



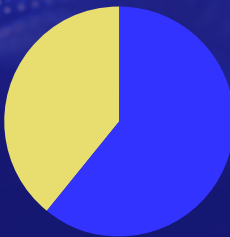
88%

Hired or Returned
to School



83%

Hired in
Industry



39%

Hired at
GuidePoint Security

Compared to: 72%* at Princeton, 74%* at Yale & 76%* at Harvard

These are all-time numbers since inception of GPSU.
Industry hire percentages are based on learners who are available and seeking employment.

LEARNER DEMOGRAPHICS

98% of full-time hires enrolled in GPSU during their first 3 months are still at GPS.

GPSU HIRES

5% go into Sales

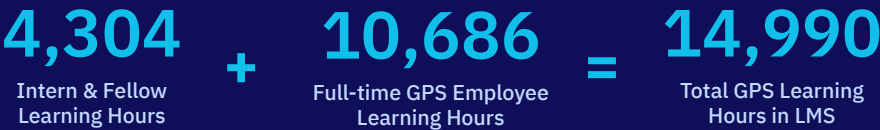
10% go into Operations

85% go into Services

GPS HIRED POSITIONS IN 2024

- 1x Associate Security Consultant
- 3x Associate Security Engineers
- 1x Instructional Designer
- 1x Resource Management Coordinator
- 4x Security Analyst
- 2x Security Consultant
- 1x Security Engineer
- 1x Technical Content Creator
- 1x Threat Intelligence Consultant

GuidePoint Learning



75 instructor led training classes taught

INDUSTRY CERTIFICATIONS

85% exam pass rate

130 exams taken

The **five** most popular certification vendors are:

- 1. AWS
- 2. CompTIA
- 3. F5
- 4. Microsoft
- 5. Splunk

Numbers are only for certifications that were purchased by GPSU. These numbers do NOT reflect full-time hires who have expensed exams.

18 SPECIALTY TRACKS

- ✓ AppSec Engineer
- ✓ Attack Simulation Operator
- ✓ AWS Security Professional
- ✓ Business Development Representative
- ✓ Cribl Engineer
- ✓ CTI Analyst
- ✓ Delinea Identity Engineer
- ✓ DFIR Analyst
- ✓ F5 Engineer
- ✓ General Security Operations
- ✓ Junior Sales Specialist
- ✓ Okta Identity Engineer
- ✓ Penetration Tester
- ✓ SOC OPT Engineer
- ✓ Splunk Consultant
- ✓ Splunk SOAR Engineer
- ✓ TAS Analyst
- ✓ XSOAR Engineer

Mentor Details

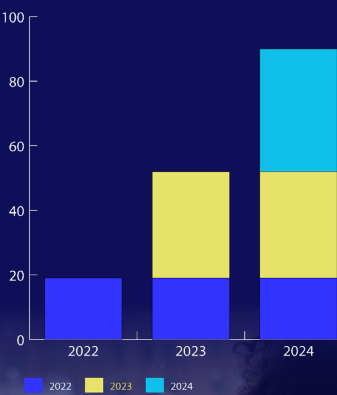
“ Mentorship at GPSU has helped me grow my own leadership and management skills, and I always learn something new from each intern I have mentored. The breadth of experience and backgrounds from each GPSU intern brings new knowledge every time I have participated in this program, and I always appreciate the chance to grow my own skills and mentor new talent here at GPS and elsewhere in the industry.

LAUREN BRENNAN

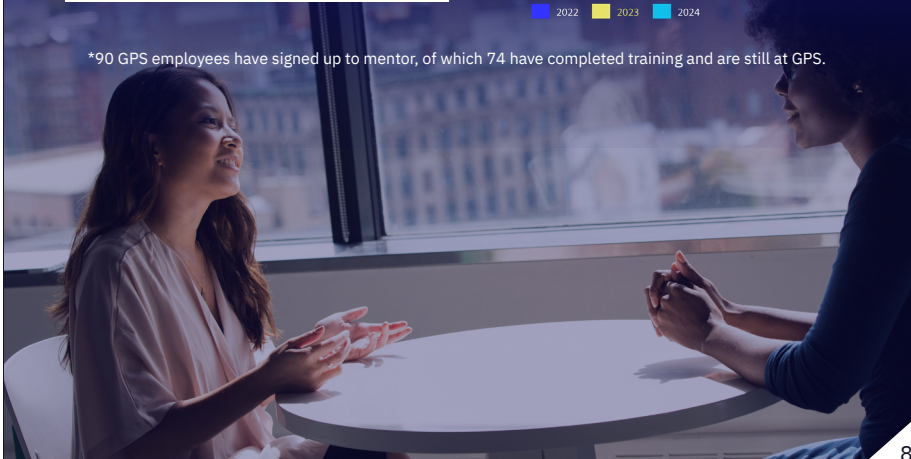
MENTOR BREAKDOWN BY REGION

Region	2022	2023	2023	Total
Corporate	1	1	6	8
Federal	9	10	4	23
Heartland	0	2	0	2
Information Assurance	6	9	6	21
Mid-Atlantic	2	4	3	9
North Central	1	2	8	11
Northeast	0	3	4	7
Northwest	0	1	2	3
Southeast	0	1	3	4
Southwest	0	0	2	2
Total	19	33	38	90

MENTOR GROWTH



*90 GPS employees have signed up to mentor, of which 74 have completed training and are still at GPS.



Mentor Testimonials



KATY VONK

Years ago I entered the cybersecurity industry as a career changer having spent the better part of a decade working for nonprofits. At a crossroads, I found myself looking for more meaningful, impactful work, better opportunities, and greater personal challenges. I made a leap and through the support of many folks, I am where I am right now. Mentoring is important to me, because of my own career journey - no one goes it alone. I truly relish any opportunity to give back, share my knowledge, and support folks just getting started. GPSU is a super unique program, and a fantastic opportunity for anyone getting started in the industry. Mentoring for the program means I get to exercise my values and help the next person along.

STEVE ROSENKRANZ

The security profession has certainly evolved over the past almost-twenty years, but some things have remained constant. Among them, the need to cultivate the next generation of security practitioners, which is an aspect of stewardship for our profession that can be overlooked. GuidePoint University (GPSU) has done a sensational job in creating an opportunity for current practitioners (some a little longer in the tooth than others) to fulfill that obligation to our industry and our country. Through their curation of the internship process, GPSU exposes the best and the brightest seeking to join our ranks to those with the greatest knowledge and experience that comprise them, all within the framework of an exceptional program and company. I am immeasurably grateful to have the opportunity to share my perspective with those seeking a career in information security, and be responsive to their questions and concerns. Finding purchase and a direction in this industry can be a daunting, sometimes overwhelming task (which is how I experienced it in 2005), and I am all too happy to try and make sense of things, and to help shepherd those with whom I am fortunate to work through that process. I see unquestionably myself in them, and endeavor always to guide and inspire them to greater ends, in whatever capacity I am able.



Submitted Reviews

“Loved being partnered with a mentor. Weekly check-ins made sure I was **staying on top of things** and got some insight into what everyone else was up to. Loved having the chance to meet everyone at the gorgeous Tampa offices.”

“The onboarding was key in cementing **amazing relationships** within the cohort and with GPSU leadership. The structure and guidance throughout the internship made it a valuable learning experience.”

“I love the fact that we were encouraged to **advance ourselves** through various resources.”

“This was the **best internship** any student or person could ask for!”

“I want to reiterate how **exceptional this internship has been**. It wouldn't have been possible without the support of Kevin, Austin, Brittany, Emma, Taylor and the entire GuidePoint team. I've thoroughly enjoyed my time here, and as I've mentioned, GuidePoint has set an incredibly high standard for how companies should operate-from the staff to every aspect of the work environment. It has truly been an honor to intern here.”

“I enjoyed **every single aspect** of this internship. The onboarding in Tampa was amazing from start to finish, the mentorship was perfect, acquiring needed certifications was amazing, and the capstone projects were a great way for individuals to showcase the skills they have learned throughout the internship, gain presenting experience and also give a great conversation starter for future careers.”

“The GPSU team has been **wonderful to work with**. I just can't believe how much you have helped me over these last 12 weeks. Thank you so much for your time and attention!”

Success Stories

PAIGE HARLAN

Completing your junior year of college is enough hard work already so adding time to find a summer internship may seem like an impossible task. With senior year looming around the corner, the race was on to find a summer internship. My interest in cybersecurity and desire to get started in the field was growing. Starting in the field was overwhelming in the beginning, but something I knew I had to take on. Unsure of what I wanted to pursue for my cybersecurity career, navigating career fairs and LinkedIn intern positions left me with more questions than answers. With so little experience in cybersecurity, how was I going to decide my career path before it even started? I was intrigued about Guidepoint after seeing and interacting with people at the company tailgate at an Eagles game in Philadelphia. I went home and immediately did some research about the company. Guidepoint's core values and the way the company is run appealed to me on so many levels. I began researching their newly developed internship program, and I knew I had to apply.



The program catered to my skills, passions, and interests in a way I haven't seen another internship offer. The people at GuidePoint cared about my journey and never forced me into a field that didn't fit me. After careful consideration I was offered to shadow the Application Security team and I haven't looked back since. Now about to celebrate almost 2 years working full time here at GuidePoint I can't imagine working for another company. I have been offered countless opportunities to expand my knowledge with the company. I have traveled to numerous cybersecurity conventions around the country and even spoken at a few. These opportunities were all possible thanks to the GPSU internship. This internship has opened so many doors for me. Most importantly I have been able to join the most amazing supportive team of people.

TOREN WILLIAMS



My path on entering GPS was interesting to say the least, I served 3 years in the army as a military police officer and when I decided to get out, I had a number of jobs before I could find my calling. When getting out in 2016 my first job out was in the hospitality industry, then I was a mechanic at a dealership for 2 years. I then got into the bartending industry and that's where I met a person who introduced me to Bryan Bollman, who in turn, organized an interview for me with Kevin Woods. Going into the interview, I had zero experience in cyber, but Kevin set me up with resources, and I took a CCNA course to learn the basics of networking and IT, along with several security

classes. Originally, I was interested in threat intelligence, but then looked at how I could be more customer facing and utilize my social skills that I had built up through the bartending industry, I then became a business development rep for the PNW team and eventually worked my way up to a full time account executive. GPSU helped me with learning the basics of cyber and understanding that it's okay to ask questions. Some people learn different ways, and GPSU will find a way to make sure you can get the most out of the internship program.

The Year Ahead



From just **5** interns three years ago to over **70** this past year, GPSU has grown at an incredible pace. As we expand, we remain focused on providing learners with the best experience possible, while connecting them with long-term opportunities in the industry. As such, a key initiative in 2025 is to expose GPSU learners to customers and vendors through **established partnerships** that benefit both parties.

This year, GPSU plans to conduct two in-person onboarding events: one in Tampa, FL (spring cohort) and one in Reston, VA (summer cohort). These onboarding weeks will include workshops conducted by vendor partners, alongside talks from GPS employees to enhance intern learning. GPSU also plans to conduct multiple educational Co-Ops, including one with students from the Commonwealth Cyber Initiative this spring.



To handle the **10,000+** applications received annually, GPSU is introducing a new screening process featuring an **in-house technical assessment**.

This will provide greater recruitment metrics, deeper insights into candidate abilities, and streamline the process for applicants and the GPSU team.



In addition to an anticipated **100** learners this year, GPSU remains committed to **advancing the industry**, through outreach events, such as resume reviews, mock interviews, and industry talks for college students, career-changers and transitioning service members. GPSU will also look to publish Version 2 of our Getting Started in Cybersecurity booklet, a valuable resource created for those just starting their cybersecurity journey.



GUIDEPOINT

SECURITY

UNIVERSITY



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