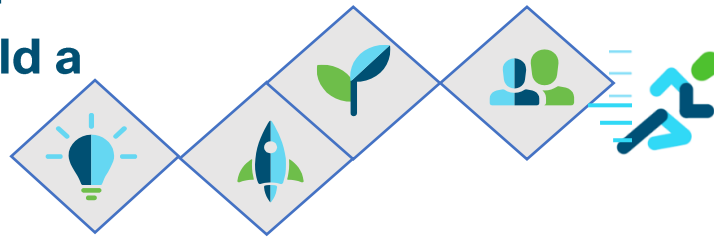


Ready to use your
experience to build a
career in IT?



CTIP
can lead the
way

Cisco Talent Incubation Program (CTIP) Info Sessions

Please join us for an information session to learn more about the CTIP program, timeline, and expectations. You'll also hear directly from program alumni, as well as have the opportunity to ask questions. We *strongly* encourage potential candidates to attend an info session before applying to the program.

Date/Time	Meeting Number	Meeting Password	Access Link
Thursday, June 4; 12-1pm	208 267 373	qR3JNmGdb27 (77356643 from phones)	Access Link
Monday, June 8; 4:30-5:30pm	202 140 812	WVgwTdnC943 (98498362 from phones)	Access Link
Friday, June 12; 12-1pm	207 988 401	547RRe3u6MY (54777338 from phones)	Access Link
Tuesday, June 16; 7-8pm	202 559 840	Mq5hd9PDRp6 (67543973 from phones)	Access Link
Thursday, June 18; 12-1pm	208 776 962	DuZqFDGf274 (38973343 from phones)	Access Link
Monday, June 22; 4:30-5:30pm	206 264 219	P3uRw3yrKR3 (73879397 from phones)	Access Link
Wednesday, June 25; 7-8pm	203 478 761	ATfMcVBJ367 (28362825 from phones)	Access Link

Cisco Talent Incubation Program (CTIP) Cohort Dates

	CTIP 9	CTIP 10
Application Deadline	July 6, 2020	January 22, 2021
Interview Dates	August 13 & 14, 2020	March 11 & 12, 2021
Orientation Day	September 21, 2020	April 12, 2021
Soft Skills Day	TBD	TBD
Training Complete	February 12, 2021	September 3, 2021
Job Shadow Day	TBD	TBD
Eligible for Full-time Offer	April 26, 2021	October 25, 2021

Cisco Talent Incubation Program (CTIP) Frequently Asked

I hear a lot about CTIP, VTIP, and XTIP. What's the difference between the three?

CTIP is the Cisco Talent Incubation Program. Each CTIP cohort is comprised of two different talent pools – VTIP (Veterans Talent Incubation Program) and XTIP (Experienced Talent Incubation Program). The program experience, curriculum, and intended outcome are the same for both talent pools.

What is the purpose of the program?

CTIP offers a pathway into a customer-facing engineering career at Cisco. Participants will work through a series of technical and non-technical milestones, with the ultimate milestone of achieving the CCNA (Cisco Certified Network Associate) certification. Candidates who successfully complete the program are eligible to receive a full-time job offer as a Technical Consulting Engineer based in RTP, North Carolina or Richardson, TX offices. Consider this a two-way interview process. Use this opportunity to evaluate whether Cisco and the role of Engineer is right for you, while we evaluate your technical aptitude and cultural fit.

Who is this program for?

While not an exhaustive list, our ideal candidates will have:

- Passion for customer success
- Strong analytical and problem-solving skills
- Excited about networking, IT or computer science
- Ability to multi-task, self-start, work in a fast-paced environment and work independently
- Excellent verbal, written, and interpersonal skills

What are the eligibility requirements?

Eligibility requirements vary between our two talent pools.

VTIP (Veteran/Transitioning Military) candidates must be:

- Military personnel that will be released from active duty commitment prior to start date identified.
- Preferred, but not required: Located in Camp Lejeune, Ft. Bragg, New River, or Raleigh, NC area.

XTIP (Experienced) candidates must be:

- Referred by a Cisco employee
- Must not be eligible for traditional recruiting pipeline
- Must not be eligible for university recruiting (recent grads) pipeline
- Historically, XTIP candidates have been military spouses, individuals transitioning careers/industries, and individuals returning to the workforce after time off

I don't have a technical background. Is that okay?

Yes! While some technical experience is desired, it's not required. Many of our candidates do not have a technical background, certifications, and/or work-related experience. This is exactly what you'll be learning and building in the incubation program. What we DO look for is an analytical mindset and the aptitude to learn and enjoy technical concepts, applications, and work.

How frequently does this program run?

We run two, five-month cohorts each year. Each cohort is a 20-week experience. While dates vary, a *sample* of a cohort timeline is shown below. Dates are shared prior to the application period, participation in onsite dates is required, and all candidates must be eligible to begin employment on the start date identified.

Applications Due	27-Jan
Video Submissions Due	9-Feb
Invites to Interview Day	17-Feb
Interview (onsite)	March 13 OR 20
Orientation Day (onsite)	20-Apr
Networking Assessment	26-Jun
Soft Skills Day (onsite)	31-Jul
CCNA Deadline	5-Sep
Tech Assessment Deadline	11-Sep
Job Shadow Day (onsite)	14-Sep
Cisco Start Date – if offered	26-Oct

What exactly will I be doing in the program?

CTIP is designed to help you achieve the CCNA (Cisco Certified Network Associate) certification. We provide you with the study resources, test materials, technical mentors and guidance you need to successfully complete the program. This is primarily a remote, self-study program that will be driven by your ability to manage time and leverage the resources provided.

What am I studying for?

You will be studying to achieve the CCNA (Cisco Certified Network Associate) certification. The CCNA focuses on knowledge and skills required to install, operate, and troubleshoot an enterprise network (think subnetting, routing and switching, IP addressing, VLANs, etc.).

If you already have your CCNA, we offer another certification route: DevNet. This certification assesses knowledge and skill around software design, APIs, platforms and development, infrastructure and automation, and network fundamentals.

What is the time commitment?

We recommend a commitment of 25-30 hours per week of self-study. This can include individual study, connecting with your technical mentor, participating in study sessions, etc. Because this is primarily a remote program, you can structure your studies around your full-time job, family obligations, and other commitments. Intentionally carving out this time to dedicate to the program is critical to your success and can sometimes mean having to miss out on other opportunities.

Is the program paid?

This program is unpaid. Many CTIP alum have completed this program while working full-time jobs.

Do I have to move?

You do not have to move to participate in the program. The program has four mandatory onsite (at the RTP, NC campus) days, but can otherwise be completed from anywhere.

The roles offered at the end of the program are based in RTP, North Carolina and Richardson, TX. If you are offered a role based in Richardson, TX you will spend the first three months training in RTP, North Carolina before relocating to Richardson.

What role does this program lead to?

Candidates who successfully complete the program are eligible to receive full-time, **entry-level** positions as Technical Consulting Engineers (TCE) within the Customer Experience (CX) organization. This role provides reactive, post-sales technical support as a subject matter expert.

Am I guaranteed a job?

We do hold a certain number of job reqs (spots) to be filled by candidates upon completion of the program; however completing the program does not guarantee a job. We encourage candidates to consider this incubation period as a prolonged, two-way interview process. Successful completion of the program milestones is required to be eligible for a job offer. Additional factors are taken into consideration, including commitment and communication throughout the program, feedback from Cisco employees, cultural fit, etc. and we are unable to guarantee a job upon completion.