

Scaling production-ready AI engineering capability for a leading federal systems integrator

01. OVERVIEW



A leading federal systems integrator needed to **rapidly scale its U.S.-based, production-ready AI engineering capability** to meet growing demand across federal and commercial programs.

SkillStorm designed and launched a **client-specific capability-building program** to recruit, employ, develop and deploy 30 AI-native engineers - purpose-built for the organization's technology platforms, delivery model, security requirements and complex client environments.

30

AI-native engineers built and deployed

25⁺⁵

Associate FDEs plus five experienced FDEs

100%

of build investment and risk carried by SkillStorm

Clearance-eligible

screened for secure and regulated client environments

02. THE CHALLENGE

The organization needed to overcome several challenges.

- 01 Rapidly scale U.S.-based AI engineering capability **without compromising quality or delivery standards**
- 02 Overcome the **limited supply of deployment-ready FDEs** across multiple experience levels
- 03 Combine applied AI expertise with **enterprise engineering discipline** and client-facing consulting capabilities
- 04 Identify engineers eligible for **secure and regulated client environments**, including roles requiring security-clearance eligibility
- 05 Prepare engineers to work on-site, travel as required and **operate effectively in complex, ambiguous environments**

FROM

Competing for a limited talent supply
Few deployment-ready FDEs, and none purpose-built for the client's platforms.



TO

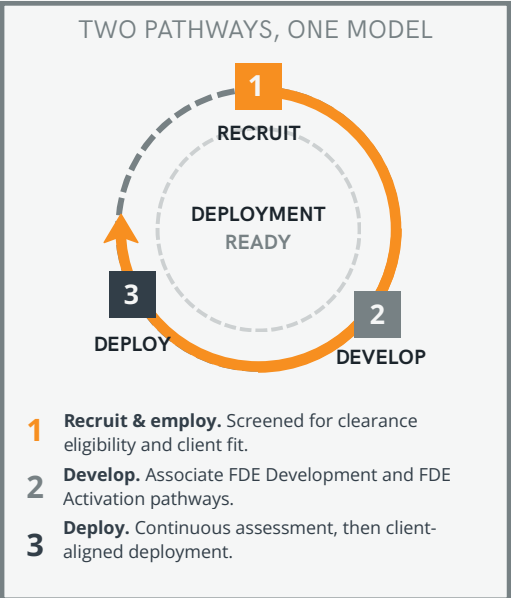
A purpose-built, deployment-ready capability
Thirty engineers built to the client's platforms, security and delivery model.

03. OUR SOLUTION

Rather than competing for a limited supply of deployment-ready talent, SkillStorm applied its **proven AI Engineering System** to build the required capability. The integrated model combined targeted recruiting, employment, role-specific development, applied engineering experience, continuous assessment and client-aligned deployment preparation within **one accountable model**.

SkillStorm created two pathways: **Associate FDE Development** for 25 high-potential early career engineers and **FDE Activation** for five experienced enterprise engineers. Both were customized around Azure AI Foundry, AWS Bedrock AgentCore, LangChain and the client’s security and delivery practices.

SkillStorm invested ahead of demand to recruit, employ and develop the engineers, carrying the financial and execution risk while giving the client a scalable, deployment-ready capability.



04. KEY RESULTS

The engagement established a **repeatable source of U.S.-based AI engineering capability** aligned with the organization’s platforms, security requirements and delivery model. All 30 engineers successfully progressed through their pathways, and the strength of the initial deployment led to additional cohort orders.

- 01 30 AI-native engineers built and deployed.** Two experience-specific pathways: 25 Associate FDEs and five experienced FDEs.
- 02 Client-aligned platform capability established.** Azure AI Foundry, AWS Bedrock AgentCore, LangChain and agentic AI demonstrated through projects and simulations.
- 03 Deployment readiness validated.** Continuous assessment, technical demonstrations, architecture reviews, certifications and formal capability sign-off.
- 04 100% of build investment and risk carried.** SkillStorm funded and managed recruiting, employment and development, reducing upfront cost and execution risk.
- 05 Greater confidence in pursuit and mobilization.** A dependable pipeline of pre-aligned engineers supports confident pursuits and predictable mobilization after award.

COHORT COMPOSITION

25	5
Associate FDE Development High-potential early-career engineers.	FDE Activation Experienced enterprise engineers.

Both pathways were customized around the client's platforms, **security requirements and delivery practices**, with engineers prepared to work on-site, travel as required and operate in complex, ambiguous environments.

05. TECH CAPABILITIES

AI Platforms & Frameworks

Azure AI Foundry
AWS Bedrock AgentCore
LangChain
Claude Code

AI & Agentic Engineering

LLMs
Agentic & Multi-Agent Systems
Context Engineering
RAG
Vector Databases

Production Engineering

Python & APIs
Enterprise Integration
AI Evaluation & Observability
Cloud Deployment & DevOps
AI Security & Responsible AI

Forward Deployed Delivery

Requirements Discovery & Solution Design
Agile Delivery
Client Communication
Ambiguity Navigation