

Building a repeatable U.S. supply chain of production-ready **AI-native** engineers for a leading global systems integrator

01. OVERVIEW



A leading global systems integrator needed **a more scalable and predictable way** to meet growing client demand for experienced, production-ready cloud, data, platform and AI engineers.

SkillStorm designed and launched a **renewable build-lab-deploy model** that transformed engineering capacity from a reactive hiring challenge into a repeatable U.S. capability-building system. The model began with an initial cohort spanning multiple experience levels across four priority capabilities, purpose-built for the firm's technology platforms, delivery standards and client environments, with a structured pathway for progressing engineers

20

engineers ready for US production in the initial cohort

4

priority capabilities, multiple experience levels

6_{wk}

weeks of customized development, now a continuous cycle

Junior → FDE

→ Senior FDE

structured progression pathway built in

02. THE CHALLENGE

Traditional, opportunity-by-opportunity recruiting was too slow, costly and unpredictable to support the firm's growth

01

Finding engineers combining technical experience, consulting capability and production readiness could take **months**

02

Limited open-market supply made experienced engineers difficult and expensive to secure

03

The firm needed a structured model to identify, develop and promote Junior FDEs into experienced and Senior FDE roles- creating a **sustainable leadership pipeline** and more cost-effective delivery model

04

Engineers needed to create value in **Accelerator and Innovation Labs** before rapidly deploying into client engagements

05

Capacity needed to **scale across capabilities and client accounts** as demand evolved

06

Engineers needed to remain productive between assignments **without creating an underutilized bench**

FROM

A reactive hiring challenge

Opportunity-by-opportunity recruiting: slow, costly, unpredictable.



TO

A repeatable U.S. capability-building system

A renewable build-lab-deploy model, built ahead of demand.

03. OUR SOLUTION

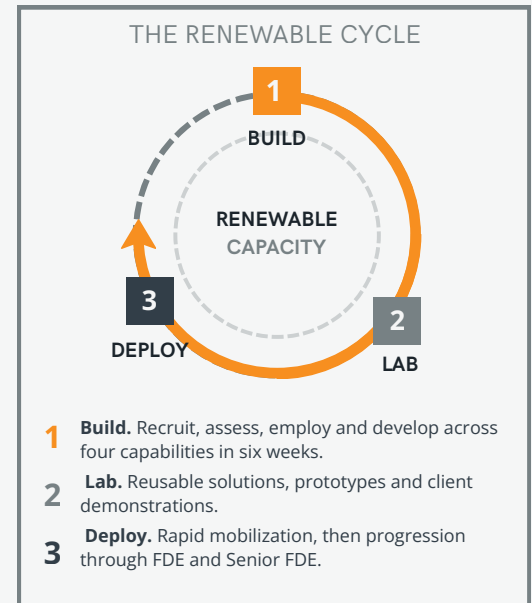
BUILD · LAB · DEPLOY

SkillStorm designed and launched a renewable build-lab-deploy model integrating **targeted recruiting, technical assessment, employment, customized development and deployment preparation.**

An initial cohort of 20 engineers spanning multiple experience levels and four priority capabilities completed six weeks of development aligned with the firm's platforms, engineering standards, security requirements and delivery practices. Role-specific pathways supported progression from Junior FDE to FDE and Senior FDE, creating a more **cost-effective delivery mix** and reducing reliance on premium-priced external hires.

The engineers then entered the firm's **Accelerator and Innovation Labs** to build reusable solutions before deploying rapidly into client engagements.

SkillStorm invested ahead of demand and carried the build risk, providing a renewable supply of pre-aligned, U.S.-based engineering capability.

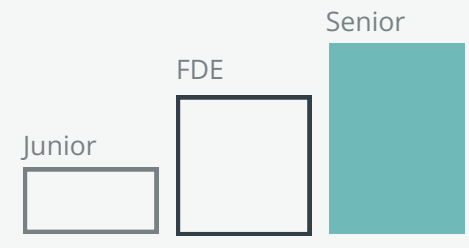


04. KEY RESULTS

The initial cohort validated a scalable build-lab-deploy model for creating production-ready U.S. engineering capability **ahead of demand.** The model established a renewable supply of pre-aligned engineers who could generate value in the firm's labs, mobilize rapidly into client engagements and progress through increasingly senior FDE roles.

- 01 20 production-ready U.S. engineers built.** Multiple experience levels recruited, assessed and developed across four priority capabilities in a six-week customized program.
- 02 Continuous six-week onboarding cycle established.** The program evolved into a continuous cycle for onboarding pre-aligned engineers, creating predictable, renewable capability as demand evolves.
- 03 Productive capacity mobilized on demand.** Engineers move between labs and client engagements- supporting delivery, building solutions and proofs of concept, winning work and maximizing ROI.
- 04 More cost-effective FDE capability built internally.** Progression from Junior FDE through FDE and Senior FDE creates an efficient delivery mix and reduces premium-priced external hiring.
- 05 Scalable U.S. engineering supply chain established.** A predictable, renewable supply of pre-aligned engineers can scale across capabilities, client accounts and changing demand

PROGRESSION PATHWAY



Engineers are **promoted from within** - Junior FDE to FDE to Senior FDE - creating a sustainable leadership pipeline and a more cost-effective delivery mix than premium-priced external hiring

05. TECH CAPABILITIES

Cloud & Platform Engineering

Azure & AWS Cloud
DevOps & Platform Engineering
Automation & CI/CD
Security & Governance

Data & AI Engineering

Data Engineering
Python & AI Engineering
Enterprise Integration
Claude Code

Innovation & Applied Engineering

Reusable Accelerators
Rapid Prototyping
Automation Solutions
Client Demonstrations

Forward Deployed Delivery

Requirements Discovery & Solution Design
Agile Delivery & Consulting Client Communication
Production Deployment

