

VANGUARD RISING

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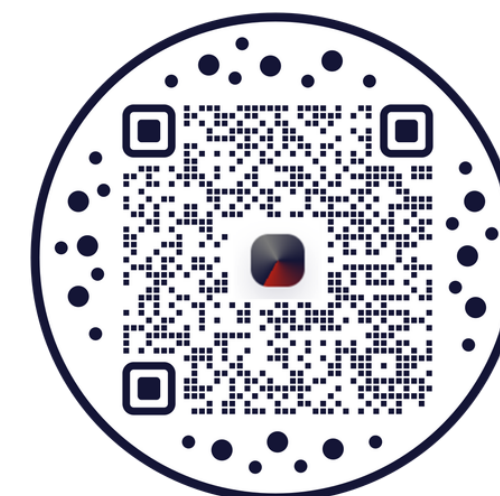
Cybersecurity Agile Workflow

The Cybersecurity Career Training pathway within Vanguard Rising is designed to prepare participants for the realities of modern cyber roles by combining technical foundations with real-world execution. Participants learn to operate within cross-functional, self-organizing teams, applying agile workflows to identify risk, assess vulnerabilities, and support secure system design. Rather than focusing solely on theory, this pathway emphasizes collaboration, planning, refinement, risk management, and continuous improvement – mirroring how cybersecurity professionals function inside complex organizations. Talent learns not just what to protect, but how to work within multi-team environments where security, operations, and business priorities intersect.

Through the Workflow and Nested Workflow framework, cybersecurity participants gain hands-on experience operating at both the team and organizational level, strengthening their ability to communicate across functions and adapt to evolving threats. They practice translating security requirements into actionable tasks, managing dependencies across teams, and aligning technical execution with strategic objectives. This applied learning approach ensures participants graduate with more than foundational knowledge – they leave with demonstrated capability, an understanding of enterprise-scale security operations, and the confidence to contribute meaningfully from day one in cybersecurity, risk, or technology-enabled roles.



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Software Engineering Agile Workflow

The Software Engineer Career Pathway within Vanguard Rising prepares participants to move beyond coding in isolation and into the realities of modern, team-based software development. Participants learn how software is designed, built, tested, and delivered within Agile, cross-functional environments, gaining experience with iterative development, backlog refinement, sprint planning, and continuous integration. The focus is not just on writing code, but on understanding how software solutions support business objectives, user needs, and system reliability. Participants develop the habits of effective engineers – clear communication, adaptability, and accountability – alongside technical execution.

Through hands-on projects and the Workflow and Nested Workflow framework, software engineering participants practice building solutions within interconnected systems, managing dependencies, and collaborating with product, operations, and security stakeholders. They learn how to break down complex requirements into actionable tasks, respond to feedback, and improve solutions incrementally – just as they would in a professional engineering team. By the end of the pathway, participants graduate with demonstrated experience, a portfolio of real-world work, and the confidence to contribute meaningfully in software engineering, development, or technical delivery roles from day one.



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Distribution/Operations/Logistics Agile Workflow

The Distribution, Operations, and Logistics Career Track within Vanguard Rising prepares participants to lead and execute in complex, fast-moving environments where efficiency, coordination, and accountability are critical. Participants learn how modern operations function across supply chains, distribution networks, and enterprise systems by working within cross-functional, agile teams that mirror real organizational structures. This pathway emphasizes process improvement, operational planning, performance measurement, and problem-solving – helping participants translate operational experience into civilian-ready capabilities that employers immediately recognize and value.

Using the Workflow and Nested Workflow framework, participants gain hands-on experience managing dependencies, optimizing workflows, and aligning operational execution with broader business objectives. They practice analyzing constraints, improving throughput, and communicating effectively across teams responsible for planning, execution, and delivery. Through applied projects and real-world scenarios, including virtual reality training tools for hands-on practice, participants build the confidence and demonstrated capability to contribute from day one in roles spanning operations management, logistics coordination, supply chain support, and distribution leadership – turning operational experience into measurable business impact.



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Industrial Maintenance

The Industrial Maintenance Career Training pathway within Vanguard Rising is designed to prepare participants for the realities of modern industrial and facilities environments by combining technical foundations with real-world execution. Participants learn to operate within cross-functional, self-organizing teams, applying structured workflows to inspect, maintain, troubleshoot, and repair equipment and systems that keep operations running.

Rather than focusing solely on theory, this pathway emphasizes safety, preventive maintenance, coordination, documentation, and continuous improvement – mirroring how industrial maintenance professionals function inside complex organizations. Talent learns not just how to fix equipment, but how to work within environments where reliability, uptime, compliance, and operational priorities intersect.

Through the Workflow and Nested Workflow framework, Industrial Maintenance participants gain hands-on experience operating at both the team and organizational level, strengthening their ability to communicate across functions and adapt to changing operational demands. They practice translating maintenance requirements into actionable tasks, managing dependencies across teams, and aligning daily execution with broader reliability, safety, and production objectives. This applied learning approach ensures participants graduate with more than foundational knowledge – they leave with demonstrated capability, an understanding of facility- and plant-level maintenance operations, and the confidence to contribute meaningfully from day one in industrial maintenance, facilities operations, or reliability-focused roles.



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People Operations / Talent Optimization

The People Operations Career Training pathway within Vanguard Rising is designed to prepare participants for the realities of modern workforce environments by combining human-centered leadership foundations with real-world organizational execution.

Participants learn to operate within cross-functional, self-organizing teams, applying structured workflows to support hiring, onboarding, performance management, engagement, and organizational health. Rather than focusing solely on HR theory or policy, this pathway emphasizes operational alignment, communication systems, workforce risk mitigation, documentation discipline, and continuous improvement – mirroring how high-performing People Operations professionals function inside complex organizations. Talent learns not just how to support employees, but how to design and sustain systems where culture, compliance, productivity, and business strategy intersect.

Through the Workflow and Nested Workflow framework, People Operations participants gain hands-on experience operating at both the team and organizational level, strengthening their ability to translate business goals into people practices. They practice mapping role requirements to skills, designing onboarding touchpoints, building feedback loops, managing workforce data responsibly, and identifying early indicators of risk such as turnover, disengagement, or misalignment.

Participants work on real-world organizational scenarios – balancing empathy with operational discipline – and learn how structured communication, skills-based hiring, and transparent performance systems reduce workforce instability while strengthening retention and readiness. This applied learning approach ensures participants graduate with more than HR knowledge. They leave with demonstrated capability, a systems-level understanding of talent optimization, and the confidence to contribute meaningfully from day one in People Operations, Talent Acquisition, HR Generalist, or workforce strategy roles – particularly in organizations seeking practical, skills-first, risk-aware leadership.



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Finance / Accounting

The Finance/Accounting Career Training pathway within Vanguard Rising is designed to prepare participants for the realities of modern financial operations by blending technical finance skills with the structured workflows, communication practices, and operational discipline required inside high-performing organizations. Participants learn to function within cross-functional, self-organizing teams, supporting essential financial processes such as reconciliation, accounts payable and receivable, budgeting support, reporting, financial recordkeeping, and process documentation. Rather than centering only on accounting concepts, this pathway emphasizes accuracy, internal controls, workflow consistency, financial risk awareness, and the ability to translate day-to-day financial activity into meaningful business insight.

Through the Workflow and Nested Workflow framework, participants build hands-on experience operating within interconnected financial systems, strengthening their ability to support both transactional precision and broader organizational performance. They practice managing documentation, identifying discrepancies, supporting reporting cycles, maintaining data integrity, and recognizing early signs of operational or financial risk. By working through realistic business scenarios, participants learn how strong finance and accounting practices create clarity, stability, and better decision-making across the organization. As a result, they leave with demonstrated capability, practical systems knowledge, and the confidence to contribute from day one in accounting, finance operations, bookkeeping, payroll, and analyst support roles.



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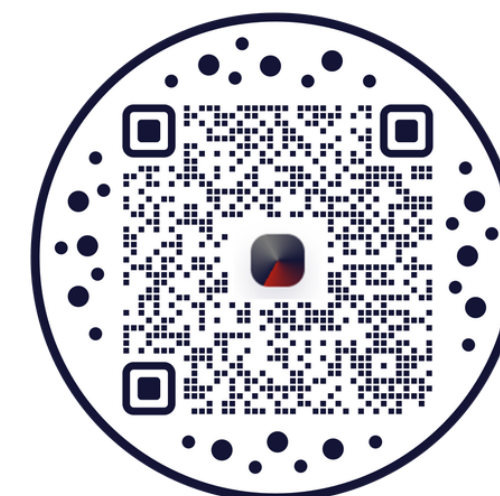
Data Analytics

The Data Analytics Career Training pathway within Vanguard Rising is designed to prepare participants for the demands of modern, data-driven organizations by blending analytical capability with the structured workflows, communication practices, and operational discipline required to transform information into action. Participants learn to function within cross-functional, self-organizing teams, supporting essential activities such as data preparation, validation, analysis, visualization, reporting, and performance tracking. Rather than centering only on tools or technical outputs, this pathway emphasizes data integrity, insight generation, business interpretation, and the ability to support stronger decisions across the organization.

Through the Workflow and Nested Workflow framework, participants build hands-on experience working within interconnected data systems, strengthening their ability to move from raw inputs to clear, decision-ready insights. They practice identifying trends, surfacing anomalies, supporting dashboards, documenting analysis, and communicating findings in ways that improve transparency, accountability, and performance. By working through realistic business scenarios, participants learn how analytics supports not just measurement, but strategy, efficiency, and continuous improvement. As a result, they leave with demonstrated capability, practical systems knowledge, and the confidence to contribute from day one in analytics, reporting, business intelligence, and operational insights roles.



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Safety Training / Program Development

The Safety Training Career Pathway within Vanguard Rising is designed to prepare participants for the realities of building practical, compliant safety training in a manufacturing environment by blending project coordination, safety process support, communication, and structured workflow discipline. Participants learn to function within cross-functional, self-organizing teams while supporting the development of an OSHA-focused safety training program for manufacturing facilities. The work is grounded in real operational context, including multiple manufacturing sites, diverse employee populations, OSHA findings, and the need to strengthen core safety program elements such as hazard communication, lockout/tagout procedures, and emergency action plans. Rather than focusing only on policy language, this pathway emphasizes usable training, operational relevance, multilingual accessibility, and the ability to create deliverables that support safer, more consistent plant operations. Through the Workflow and Nested Workflow framework, participants build hands-on experience working through the interconnected pieces of safety program development, from identifying customer needs and defining scope to organizing content, supporting documentation, and aligning deliverables to business priorities. They practice translating safety requirements into structured training assets, coordinating across workstreams, managing project focus, and communicating clearly in ways that support both leadership goals and frontline understanding. By working through realistic manufacturing safety scenarios, participants learn how strong safety training supports not only compliance, but also readiness, consistency, and workforce protection across facilities. As a result, they leave with demonstrated capability, practical project experience, and the confidence to contribute in safety coordination, training development, compliance support, operations support, and manufacturing readiness roles.



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Grant Writing

The Grant Writing Career Training pathway within Vanguard Rising is designed to prepare participants for the realities of mission-driven fundraising and resource development by blending persuasive writing, strategic research, and structured workflow discipline. Participants learn to operate within cross-functional, self-organizing teams while supporting core grant development activities such as funding research, prospect identification, proposal drafting, supporting narratives with data and outcomes, gathering attachments, organizing submission materials, and tracking deadlines. Rather than focusing only on writing skill, this pathway emphasizes alignment between mission, impact, compliance, and funder expectations, helping participants understand how strong grant writing supports both organizational sustainability and long-term growth. Through the Workflow and Nested Workflow framework, participants build hands-on experience in the interconnected process of grant development, strengthening their ability to move from opportunity identification to proposal completion with clarity and consistency. They practice researching funders, analyzing grant guidelines, drafting compelling narratives, coordinating supporting documentation, tracking timelines, and communicating across stakeholders to keep submissions moving forward. By working through realistic grant development scenarios, participants learn how successful fundraising depends not only on strong storytelling, but also on organization, responsiveness, accuracy, and the ability to translate mission into measurable outcomes. As a result, they leave with demonstrated capability, practical systems knowledge, and the confidence to contribute from day one in grant writing, development support, fundraising coordination, nonprofit operations, and mission-driven communications roles.



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Marketing for Small Businesses

The Marketing for Small Businesses Career Training pathway within Vanguard Rising is designed to prepare participants for the realities of helping small businesses grow by blending practical marketing skills with structured workflows, communication discipline, and customer-focused execution. Participants learn to function within cross-functional, self-organizing teams while supporting essential marketing activities such as content planning, social media support, brand messaging, customer outreach, campaign coordination, basic market research, and performance tracking. Rather than centering only on promotion, this pathway emphasizes clarity, consistency, responsiveness, and the ability to connect business goals to meaningful customer engagement.

Through the Workflow and Nested Workflow framework, participants build hands-on experience working within interconnected marketing systems, strengthening their ability to move from ideas to repeatable execution. They practice organizing content calendars, refining messaging, supporting campaigns, tracking engagement, documenting workflows, and helping small businesses communicate their value more effectively. By working through realistic small business marketing scenarios, participants learn how strong marketing supports visibility, trust, customer growth, and business resilience. As a result, they leave with demonstrated capability, practical systems knowledge, and the confidence to contribute from day one in marketing coordination, content support, brand communications, social media support, small business growth initiatives, and customer engagement roles.



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