The Human Capital Triad for Cyber Retention

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2024 IHS PARTNERSHIP CONFERENCE AND DIRECT SERVICE TRIBES NATIONAL MEETING

Advancing Native Health: As long as the grass grows and the rivers flow...

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Scope of the Issue

|		
500,000 **Cyber Vacancies in U.S.** Source: National Cyber Director	**~75,000** **Cyber Vacancies in the Government** Source: Bureau of Labor & Statistics	**More than half of significant cyber incidents will come from a lack of talent as well as general human error.** Prediction by 2025 Source: Gartner
10-15% higher attrition rate **For cyber security professionals over other IT personnel** Source: Gartner	**21% longer to fill than other IT roles and cybersecurity positions** Source: National Defense Magazine	**83% males/17% female** **Cybersecurity lack of diversity**

Federal Cyber Personnel Guidance
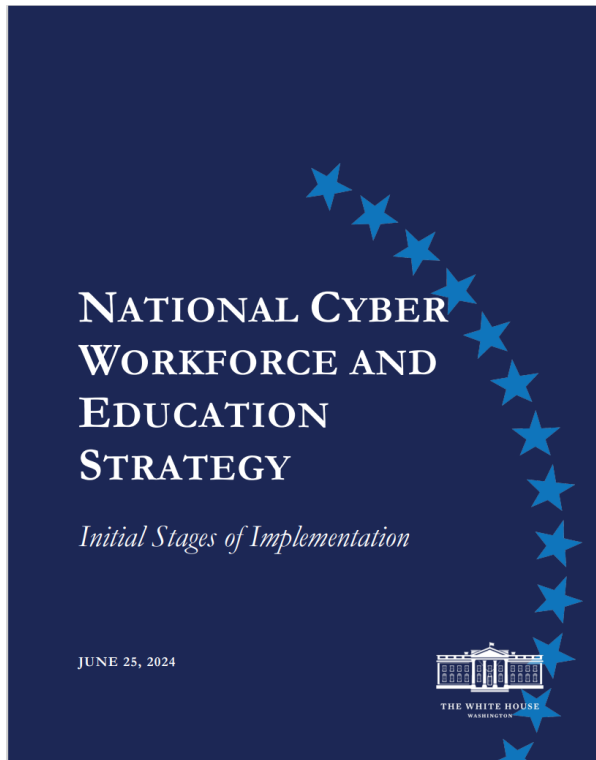
National strategic objectives for training and producing more cyber talent to address the national shortage
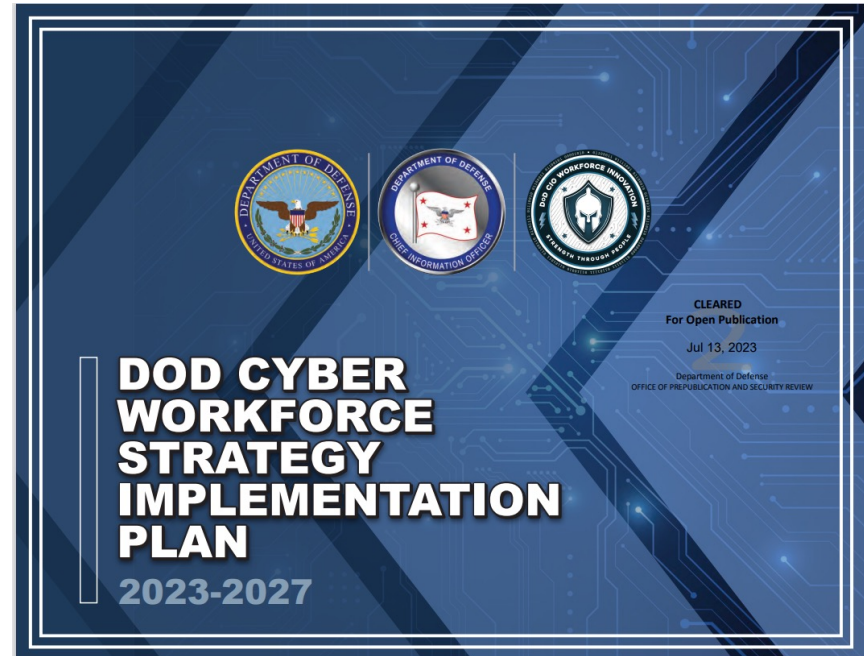
Advancing a unified management of the cyber workforce for DoD amd change the way they recruit, develop and retain their staff.

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Cyber Personnel Guidance (NIST)

NIST Special Publication 800-181 Revision 1

Workforce Framework for Cybersecurity (NICE Framework)

Common language to describe cyber work and the skills required

NIST Special Publication 800-53 Revision 5

Security and Privacy Controls for Information Systems and Organizations

Personnel Security (PS) and Awareness and Training (AT) control families

NIST Special Publication 800-16 Revision 1 (3ʳᵈ Draft)

A Role-Based Model for Federal Information Technology/ Cybersecurity Training

Model for creating training programs for IT professionals

NIST Special Publication 800-50

NIST
National Institute of Standards and Technology
Technology Administration
U.S. Department of Commerce

Building an Information Technology Security Awareness and Training Program

Mark Wilson and Joan Hash

Guidelines to establish IT security/awareness programs

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Other Efforts

- National Defense Authorization Act- provisions to enhance cyber workforce development
- CyberCorps Scholarship for Service- Funded by National Sciece Foundation and DHS, provides scholarships to those pursuing cyber-related degrees.
- DoD Cyber Scholarship Program (CySP)- scholarship in exchange for service.
- Public-Private Partnerships:
  - National Cybersecurity Workforce Development Agenda (NCWDA)- Collaboration between government, private sector, and educational institutions to develop/implement cyber workforce development strategies.
  - Technology Partnerships- Microsoft, Google, IBM, etc., partnering with government and educational institutions to provide training, certifications, etc., for cyber education.

Human Resources and Cybersecurity Leaders Must Partner/Collaborate

01 Teaming
Work with HR to share the nuances our cyber professionals seek and to design the opportunities that will attract, develop and ultimately retain them.
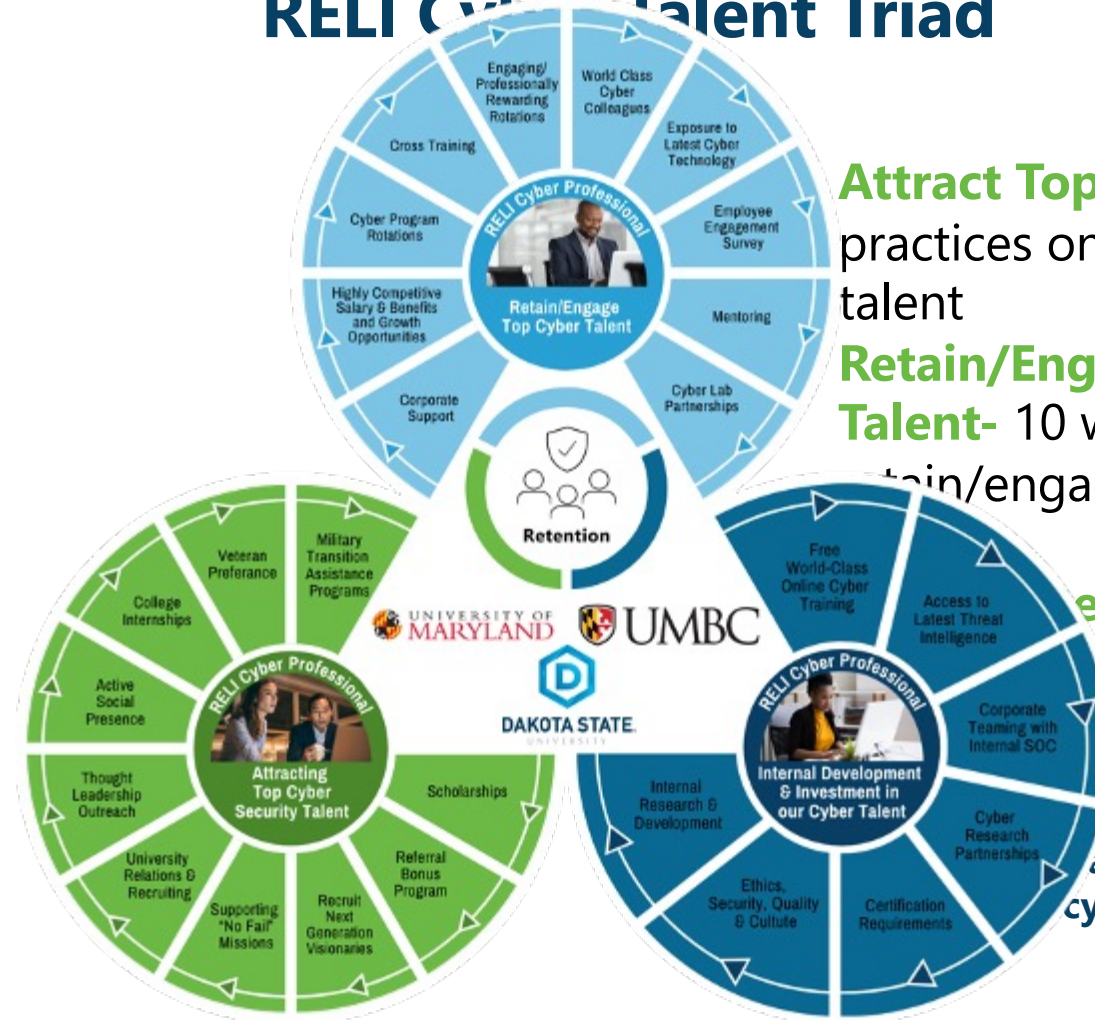
02 Communication
Ensure all cyber professionals know the opportunities that are available to them. Reach out to them early and often. Be proactive.

03 Relationships
From mentoring to just listening, know your people and your cyber "community" to ensure your strategies are constantly evolving as the community needs evolve.

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RELI Cyber Talent Triad

Attract Top Talent- 10 practices on how to attract talent

Retain/Engage Top Talent- 10 ways to retain/engage to keep our

evelopment- 7 elop our talent

7 ways to focus your attract, retain and cyber professionals

Attract Top Cyber Talent

College Internships · Veteran Preference · Active Social Presence · Military Transition Assistance Programs · Thought Leadership Outreach · Scholarships · University Relations & Recruiting · Supporting "No Fail" Missions · Recruit Next Generation Visionaries · Referral Bonus Program

RELI Cyber Professional
Attracting Top Cyber Security Talent

- The Mission
- Align recruiting practices with evolving cyber work expectations
- Go where available talent is
- Social Media is critical
- Engage Academia
- Offer Work-Life Balance
- Cyber professionals desire opportunities
- Enroll your cyber professionals

RELI has hired over 250 Co-Ops/Interns so far (58 cyber)

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Develop/Invest in Top Cyber Talent

- DEI
- Offer Robust Career Pathways
- Continuous Learning and Professional Development
- Career Pathways and Advancement Opportunities
- Internal Research and Development
- Labs/Cyber Ranges (Hands-on)

RELI offers over 3,000 Free Cybersecurity Courses

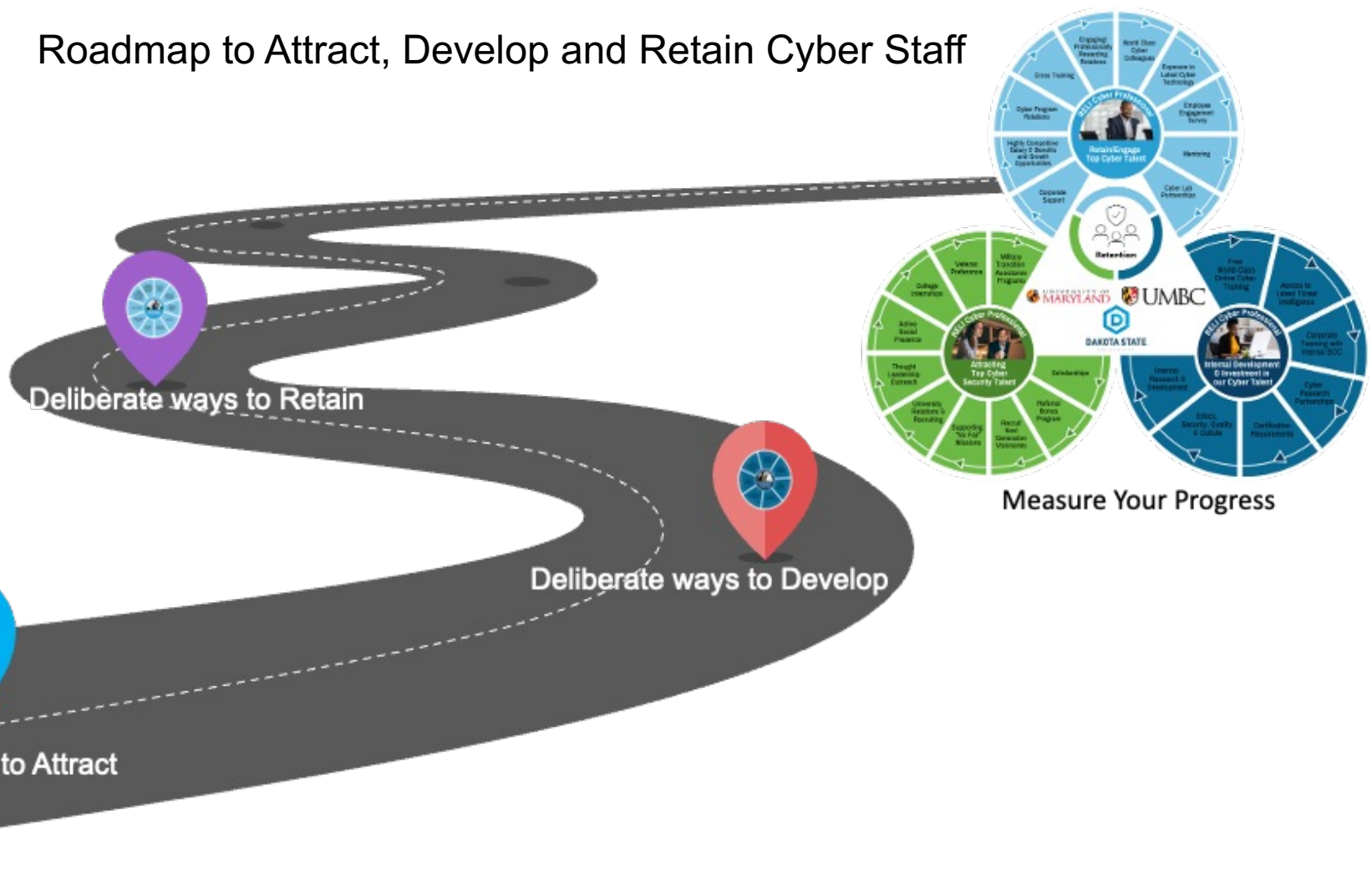RELI Group

Retain/Engage Top Cyber Talent

Strategies for Consideration

- Partner Network
- Positive Culture
- Relevant Training
- Top Cyber Talent
- Cutting Edge Research
- Competitive Salary
- Employee Engagement Survey
- Growth Opportunities
- Engage your senior cyber leaders for mentoring
- Entrance/Exit Interviews
- Measure Retention Rates

RELI's Cyber Professionals have Opportunities to be involved in the latest technology.

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Roadmap to Attract, Develop and Retain Cyber Staff

Deliberate ways to Retain

Deliberate ways to Develop

Deliberate ways to Attract

Measure Your Progress

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Summary

Filling the hundreds of thousands of cyber job vacancies across our nation is a national security imperative.

– President Biden (July 31, 2023)

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Questions

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