

NICE Community Coordinating Council Promote Career Discovery Working Group

1. Project Team Name

Galvanizing Employers to Promote Work-Based Learning Experiences

2. Project Team Purpose

The Galvanizing Employers to Promote Work-Based Learning Experiences will investigate the requirements and preferences of employers regarding individuals pursuing cybersecurity work-based learning experiences. The team will also examine potential barriers that limit employers' ability to offer such opportunities and provide recommendations to help them effectively address and overcome these challenges.

This project aligns with the NICE Strategic Plan's Implementation Plan Goal 1 to Promote the Discovery of Cybersecurity Careers and Multiple Pathways. The project team will focus on the NICE *Implementation Plan Goal 1, Objective 1.5. Galvanize employers to promote discovery and exploration of cybersecurity career opportunities and work-based learning experiences*

3. Project Team Objectives

The objectives of this project group are to examine the requirements and preferences of cybersecurity employers when considering candidates for work-based learning opportunities, and to uncover the common barriers that hinder employers from providing such experiences. The group will also explore actionable strategies to help employers overcome these challenges and expand access to meaningful learning opportunities.

4. Project Team Deliverables

- a. Invite cybersecurity employer speakers to share insight on the value of work-based experiences, preferences when considering candidates for work-based learning opportunities, common barriers that hinder employers from providing such experiences, and recommendations for incentives to offer more hands-on experience.
- b. Environmental scan of successful cybersecurity work-based learning opportunities.
- c. Conduct a survey, webinar, or workshop with cybersecurity employer stakeholders to gather insights on the following key questions:
 - *"What are employers' requirements and preferences for individuals seeking cybersecurity work-based learning experiences?"*
 - *"What common barriers prevent employers from offering these opportunities?"*
 - *"What actionable strategies or incentives could help employers overcome these challenges and expand access to meaningful work-based learning?"*
- d. Report summarizing employer requirements, preferences, barriers, and recommendations for strategies and incentives to offer more work-based experience.

5. Roles and Responsibilities

Project co-leads: Davina Pruitt-Mentle, Keith Davis, and Karl Cureton