What Professionalization Would Mean to the Cybersecurity Workforce

Terri Cinnamon

Department of Veterans Affairs

IT Workforce Development

ITWD
IT WORKFORCE DEVELOPMENT

History

- *Infamous missing laptop*
- *Congressional mandate*
    - *Chief Information Officer*
    - *Centralization of Information Technology functions*
    - *Reporting structure*
    - *Credit monitoring for Veterans*
    - *Mandatory Information Security Training*
    - *Professionalization of the Information Security workforce*

Professionalization of the Workforce

- *VA competency model for ISOs*
  - *Tailored to specific needs*
  - *Baseline learning plan that clearly **identifies** and **tracks** training assigned and completed via the TMS*
  - *On the job (OTJ) activities/tasks*
  - *Career paths for facility, network and regional ISOs*

VA's Competency Model Approach
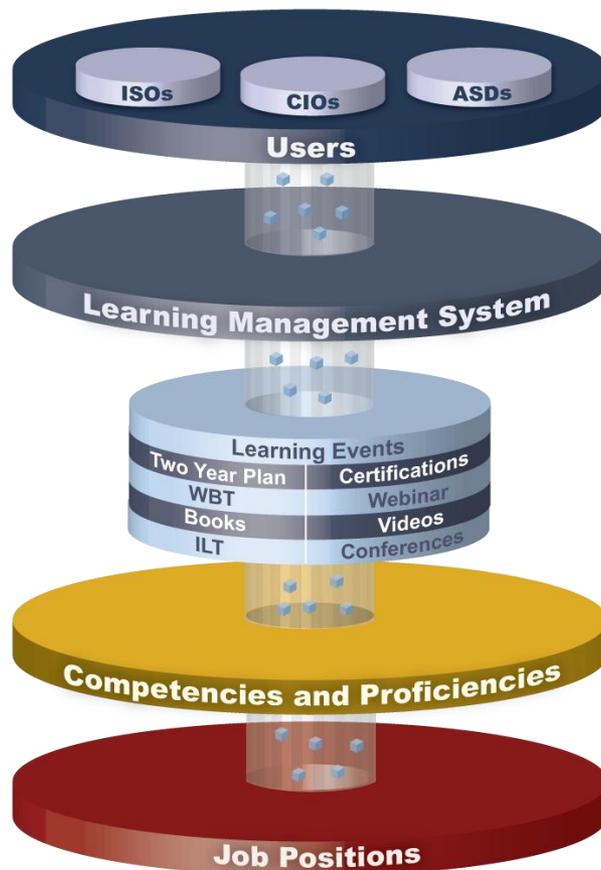
- Documented processes and lessons learned in the *Best Practices Guide to Implementation of the VA Competency Model*

- Validated baseline competency definitions

- Created competency profiles

- Mapped training events to competencies

- Integrated the model into the TMS

- Rolled out the model to ISOs

Up-Skilling the Workforce

- *Training*
  - *Two-year training plan for ISOs*
  - *Internal certification program*
    - *Certified Security Practitioner (CSP)*
  - *External industry standard certifications*
  - *Role-based training for those with significant security responsibilities*
  - *Technical training for Network and Security Operations Center*

Our Goal: Right training at the right time to the right person

Questions