Addressing the Cybersecurity Talent Gap at Scale: Introducing Learning and Employment Records

October 21, 2020
Today’s Panelists

- Rodney Petersen - Moderator
  Director of the National Initiative for Cybersecurity Education (NICE)

- Darin Hobbs
  University Registrar & Director of Academic Records and Credentials

- Rick Torres
  President and CEO

- Alex Kaplan
  Global Leader
  Blockchain & AI Industry Credentials

- Frank C. Cicio
  CEO and Founder
Skills mismatch-related inefficiencies and related costs
The world of edu-workforce transitions at 30,000 feet

Churn / long training cycles

Transfer and articulation incomparability:
- Longer path to completion: loans, costs
- Skills-based transfers not well defined
CEO led American Workforce Policy Advisory Board Members

Industry LER Pilot Leaders

Education

- Walmart
- IBM
- Salesforce
- Workday

Industry

- WGU - Western Governors University
- SHRM - National Association of Manufacturers
- VISA
- SIEMENS
- Apple
- Lockheed Martin
- NABTU

Federal & State Agencies

- Department of Commerce
- US Chamber of Commerce
- City of Charlotte
- NASWA

Other

- BOYS & GIRLS CLUB
- Milken Institute
Learning and Employment Record Pilots

The CyberPilot and related eco-System
The pilot shows a day in the life of a student, transitioning from school to career, using their verified academic and experiential credentials.
Myhub\textsuperscript{SM} Universal Wallet

The new Myhub\textsuperscript{SM} Universal Wallet being developed as part of the LER project will be ready for fall 2020.

- A single point of integration for all credentials (academic and co-curricular (CLR) and non-academic) whether they exist on the chain or not.

- **Learner** will leverage real-time market-based skills profiles to determine where they are and the path to obtain the necessary skills.

- **Institutions** (fee) will be able to assess and advise individuals, groups, classes based on skill gaps.

- **Enterprise** (fee) will be able to do skill-based recruiting.
Why Cybersecurity for the Pilot: well suited for a national use case

• **Proof of concept validation** through NYC based Cybersecurity Workforce Alliance
  – Business: ROI gains via skill-based hiring
  – Learner social trajectory gains
  – Academic: Adjusted curriculum to skills-based outcomes
  – “Virtual Apprenticeships” of “Applied Learning”

• **NICE Framework perfectly suited** for skill-based course mapping understood by business and academics

• **Need**: Clear nationwide shortage of talent

• **Highly scalable eco-system**
The pilot leverages the NICE Framework for its skills-based achievements and capabilities that guide the learner to the right learning experiences and help employers find the right candidate.

The career path

Employers search for job candidates
The cyber pilot successfully demonstrated a replicable model for a national LER infrastructure

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<thead>
<tr>
<th>Cyberskills pilot goals and objectives</th>
<th>Outcomes</th>
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<tr>
<td>We show a learner’s path from high school to a cybersecurity career using validated skills-based credentials</td>
<td>✔️</td>
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<td>Using an industry aligned career pathway, learners determine what skills they have and need, and where to get those needed skills</td>
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<td>Learners own their credentials and decide whom they share them with, assuring data privacy is respected</td>
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<tr>
<td>Employers search for and select qualified candidates using their trusted and validated credentials</td>
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<tr>
<td>Interoperability with other credential and career pathway systems is demonstrated</td>
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How do I get involved?
Resources

https://tech.ed.gov/blockchain/


https://www.studentclearinghouse.org/

https://www.nist.gov/nice

https://www.openskillsnetwork.org/
Thank You for Joining Us!

**Upcoming Webinar:*** Competencies - The Next Frontier for Closing the Cybersecurity Skills Gap

**When:** December 16, 2020 at 2pm EST

**Register:** [https://nist-nice.adobeconnect.com/webinardec2020/event/registration.html](https://nist-nice.adobeconnect.com/webinardec2020/event/registration.html)

[nist.gov/nice/webinars](https://nist.gov/nice/webinars)