Please Note...

This webinar and the engagement tools will be recorded.

An archive will be available on the event website.
Welcome and Overview

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Deputy Chief Learning Officer
Cybersecurity and Infrastructure Security Agency
UPDATE ON CYBERSECURITY INITIATIVES

OPM 2020 GUIDANCE MEMO
2022 CYBERSECURITY ROTATIONAL PROGRAM

July 26, 2022
OPM Memorandum
Guidance for Federal Cybersecurity Rotational Assignments

• Issued November 18, 2020
• Provided information on utilizing rotational assignments internally and among agencies
• Included general guidance for agencies, host agency supervisors and employees
• Described the benefits of using this existing flexibility
• Included a Memorandum of Understanding (MOU) template agencies could use
Federal Rotational Cyber Workforce Program
Act of 2021

• Public Law 117-149 signed on June 21, 2022

• Establishes rotational program for up to one year for those performing IT, cyber or cyber-related work

  Agencies will decide which positions are eligible

• OPM will issue a Program Operation Plan with policies, processes, and procedures to implement the Act by March 2023

• OPM, in coordination with DHS and CHCO/CIO Councils, will then develop a list of available rotational positions

• Employees will return to their original positions upon completion
FEDERAL CYBERSECURITY WORKFORCE WEBINAR Q&A
DoD Cyber Workforce Rotation and Exchange Programs

July 26, 2022
DoD CIO Cyber Workforce Management Directorate
Speakers: Ms. Chimia Carr-Nelson and Ms. Ayanna Baker
The DoD is invested in the recruitment, development, and retention of cybersecurity talent within the Department. The exchange of DoD personnel, whether internal or external, provides an avenue for not only attracting top talent, but also retaining and upskilling our current cyber talent. The DoD offers two cyber focused exchange programs: the Cyber Workforce Rotational Program (CWRP) pilot and the DoD Cyber and Information Technology Exchange Program (CITEP).

Cyber Workforce Rotational Program (CWRP) Pilot

The CWRP pilot is a customized, cyber-focused rotational program, available to civilian employees (GG-11 to GG-15) aligned to a DoD Cyber Workforce Framework (DCWF) work roles within Cyber Excepted Service (CES) DoD Components.

DoD Cyber and Information Technology Exchange Program (CITEP)

The CITEP provides for the temporary detail of GS-11 and above (or equivalent) DoD and private sector employees in the IT and cyber fields to participate in an exchange between the two sectors.
The key difference between the exchange programs is the exchange type

While similar programs, the key difference between the CWRP pilot and the CITEP programs is the type of exchange employees are involved in. The CWRP pilot offers exchanges between DoD CES Components while the CITEP offers exchanges between DoD and private sector organizations.

Exchange Type:
- Rotations between DoD CES Components

Eligibility:
- GG-11 to GG-15.
- Position aligns to DCWF work role.
- Maintain fully successful or better rating on their performance record.
- Obtain supervisor approval.
- At least 1 year of service in their current position.

Duration:
- 3 Months to 1 year, with the option to extend in 3-month increments to 1 additional year.

Funding:
- Home organizations are responsible for payment of employee's TDY expenses.
- Host organizations may pay for any business training and travel expenses.

Exchange Type:
- Exchanges between DoD Components and private sector organizations.

Eligibility:
- GS-11 and above (or equivalent).
- Work in the cyberspace operations or IT field.
- Considered an exceptional employee.
- Expected to assume increased responsibilities in the future.
The process to participate in the CWRP Pilot and the CITEP is straightforward

To find more information about both exchange programs and how to participate, navigate to https://www.dodemergingtech.com/dod-programs/. For questions or additional information, please contact the CITEP program office at osd.mc-alex.dod-cio.mbx.askcitep@mail.mil or the CWRP program office at osd.mc-alex.dod-cio.mbx.cyber-exceptional-service@mail.mil.


- **Participating Private Sector Organizations:** Amazon, Amazon Web Services, C3.AI, Cisco, Fire Eye (Mandiant), Google, M&T Bank, Microsoft, Salesforce, & VMWare
The DoD CIO Cyber Workforce Management Directorate continuously strives to improve its developmental programs to ensure employees and organizations are maximizing the benefits of the program to increase program efficiency and productivity.

<table>
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<tr>
<th>Challenges</th>
<th>Solutions</th>
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<tr>
<td>Aligning Cyber Skills to the Mission</td>
<td>• Aligning each rotation opportunity to a DCWF work role.</td>
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<td>Obtaining Supervisor and Senior Leadership Support</td>
<td>• Building a strong business case for the need for exchange developmental program and scheduling time with supervisors and senior leadership to express this need.</td>
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<tr>
<td>Program Engagement</td>
<td>• Creating a multifaceted and targeted outreach approach to socialize the program to leadership, supervisors, hiring managers, and employees.</td>
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<td>Measuring Program Effectiveness</td>
<td>• Leveraging a central system for tracking and reporting program participation to assess the return on investment of the program.</td>
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<td>Streamlining Program Management</td>
<td>• Developing an online application process to automate the program’s process and procedures.</td>
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<td>Program Funding</td>
<td>• Limiting the amount of associated costs to participate in the program.</td>
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<tr>
<td>Security Clearances</td>
<td>• Conducting targeted outreach to private sector organizations with cleared personnel (e.g., defense contractors).</td>
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DoD Cyber Workforce Rotation and Exchange Programs
CISA Cyber Innovation Fellows Initiative

Oumou Ly
Senior Advisor, Office of the Executive Assistant Director for Cybersecurity
Cybersecurity and Infrastructure Security Agency
To learn more about the initiative, send an email to Cyber_Innovation_Fellowship@cisa.dhs.gov
FEDERAL CYBERSECURITY WORKFORCE WEBINAR

Q&A
FEDERAL CYBERSECURITY WORKFORCE WEBINAR

Cybersecurity Talent Initiative

Georgia Haddad
Manager
Federal Workforce Programs
Partnership for Public Service
Cybersecurity Talent Initiative

A public-private coalition connecting the best and brightest new technologists with high impact, high visibility opportunities to protect the nation and digital economy.
The recent SolarWinds and Colonial Pipeline hacks, which led to significant data breaches and societal disruptions, have illustrated the cyber vulnerabilities of global organizations and the US federal government. Although a substantial and shortage of skilled cybersecurity professionals remains, the federal government and private sector can work together to fill their open positions and attract the next generation of motivated, mission-driven cybersecurity leaders.

Program Objectives:

• Address the immediate cybersecurity talent deficiency faced by the U.S.

• Provide a cross-sector opportunity for entry-level talent to build the next generation of cybersecurity leaders

• Support efforts to address a related major public policy issue – rising student loan debt reached $1.75 trillion in 2022

In 2022, the number of unfilled cybersecurity jobs in the United States reached 600,000

Data breach costs reached an all-time high in 2021, surpassing 4.24 million

The annual cost of cybercrimes is expected to rise to $10.5 trillion by 2025

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1 Source - Federal Reserve, June, 2022 (The Fed - Consumer Credit - G.19 [federalreserve.gov])
2 Source – Government Technology (600K Unfilled Cyber Jobs Create Big Opportunity for Hackers [govtech.com])
3 Source - IBM (Cost of a Data Breach Report 2021 | IBM)
4 Source - Cybercrime Magazine (Cybercrime To Cost The World $10.5 Trillion Annually By 2025 [cybersecurityventures.com])
Percent of Employees by Age Group

(https://fedscope.opm.gov)

IT workforce under 30: 4%
IT workforce over 50: 52%
High Level Program Overview

How it Works

- The Cybersecurity Talent Initiative is structured around a two-year period of service at a participating federal agency, followed by the opportunity for full-time employment with a participating company.
- Candidates must still interview for private sector role following government service.

Partnership for Public Service’s Role

- The Partnership manages the CTI program and serves as a liaison between program participants and agency and private sector partners.
- The Partnership provides opportunities for mentorship as well as the leadership development sessions that program participants will attend throughout their first two years in the program.

- Pursue cybersecurity-related undergraduate or advanced degree
- Two-year full-time cybersecurity role at a federal agency
- Opportunity to transition to a cybersecurity position with participating corporate sponsors
- Opportunity to receive student loan debt assistance from corporate sponsor
Cybersecurity in the Federal Government

• **Make a difference.** Play a vital role in the safety and well-being of every American.

• **Unique and challenging work.** Tackle critical cybersecurity issues that impact the lives of millions of people.

• **Work/life balance.** Maintain flexible work schedules, telework, federal holidays, and generous vacation and sick leave.
Cybersecurity in the Private Sector

• Enhance your technical expertise. Gain new technical skills working on the cutting edge of cybersecurity.

• Challenging work. Work with a team that plays a critical role in tackling global cybersecurity issues.

• Development. Grow professionally and contribute to the company’s mission in a meaningful way.
Benefits of Participating in CTI

Recruiting

• Support in the strategic recruitment from top cybersecurity and cybersecurity-related programs at colleges and universities from across the country

• Save agency costs by receiving a small yet diverse applicant pool of potential candidates that have been recruited by the program and pre-vetted by Subject Matter Experts (SMEs) in the cybersecurity field

• Expose students at the undergraduate and graduate level to the innovative work of the federal government for them to consider a career in public service

• Elevate the cybersecurity work of the agency in order to make this audience aware of the impact they can have across the federal government

• Get access to talent that are attracted to this cross-sector model and the loan assistance benefit of the program
Cohorts 1 & 2: Recruitment Outcomes – Finalists

More diverse than the national average

163 finalists
26% female
22% black or African American
97 different universities

(43% undergraduate, 57% graduate)
(compared to 19%)
(compared to 15.2%)

Applicant pool had a large percentage of representation from online schools that included experienced candidates who were changing careers or going back to continue education in cybersecurity or cybersecurity-related fields.

Cybersecurity Talent Initiative (CTI) data is compared against Data USA’s data from the Computer & Information Systems Security college degree, which tracks statistics from across the US on who graduates with that degree. This is the most closely linked degree to a broader “cybersecurity” degree.
Cohort 3: Recruitment Outcomes – Finalists

More diverse than the national average

55 finalists
33% female
48% black or African American
30 different universities

(43% undergraduate, 57% graduate)
(compared to 19%)
(compared to 14%)

Applicant pool had a large percentage of representation from online schools that included experienced candidates who were changing careers or going back to continue education in cybersecurity or cybersecurity-related fields.

Cybersecurity Talent Initiative (CTI) data is compared against Data USA's data from the Computer & Information Systems Security college degree, which tracks statistics from across the US on who graduates with that degree. This is the most closely linked degree to a broader “cybersecurity” degree.
Cybersecurity Talent Initiative

Today's cybersecurity students are tomorrow's digital leaders.

Join the exclusive ranks of cyber defenders who safeguard our nation's digital infrastructure from global threats. A selective cross-sector opportunity for students in cybersecurity-related fields, the Cybersecurity Talent Initiative jumpstarts careers by providing both public and private sector work experience and offers opportunities for student loan assistance.

The Cybersecurity Talent Initiative is the first-of-its-kind public-private partnership aimed at recruiting and training a world-class cybersecurity workforce. The program is a selective opportunity for students in cybersecurity-related fields to gain vital public and private sector work experience and even receive up to $74,000 in student loan assistance.

Applications will open in 2022

Cohort 2

Adjuw Lake
Graduating Academic Institution: University at Albany
Placement: Army Cyber Command
Degree: Cybersecurity

Cohort 1

Akosua Nsowah
Graduating Academic Institution: George Washington University
Placement: State Department
Degree: Cybersecurity

Benjamin Quinn
Graduating Academic Institution: Florida Atlantic University
Placement: United States Secret Service
Degree: Computer Engineering

Cherrylita Turner
Graduating Academic Institution: George Washington University
Placement: United States Coast Guard
Degree: Cybersecurity Policy and Compliance

Daniel Embry
Graduating Academic Institution: George Washington University
Placement: United States Coast Guard
Degree: Cybersecurity
100% of Cohort 1 CTI Participants at the end of their first 2 years in the program reported that they are:

- Likely to return to government service at some point in their careers!
- Would recommend working in government to a peer with similar credentials!
- A better leader because of their participation in the CTI Program!
To Learn More Visit

The CTI Website

Program Contacts

Please feel free to reach out the CTI team to learn more about the program and get involved:

info@cybertalentinitiative.org
2022 Fall Federal Cybersecurity Workforce Webinar

REGISTER TODAY!

Tuesday, October 25, 2022
Complete Evaluation Form

https://www.surveymonkey.com/r/XWL5RM8