Please Note..

This webinar and the engagement tools will be recorded.

An archive will be available on the event website.
Overcoming the Entry-Level Job in Cybersecurity Conundrum
September 21, 2022
Opening Remarks

Business Roundtable’s Perspective On Creating Multiple Pathways Into The Cyber Workforce

Erin White
Senior Director, Corporate Initiatives
Business Roundtable
ACCENTURE - LIVING OUR SECURITY PURPOSE

We have 16,000 security skilled professionals across 67 countries on a mission to “secure the world” and be trusted partners to our over 1500 clients, helping them solve their most complex cyber challenges through innovation, our global experience, and industry expertise.

Our Security Talent ambition is to be the destination of choice for the most diverse Security talent while creating the next generation of global Security Leaders – as managing directors or client CISOs.
~3M CYBER JOBS GLOBALLY REMAIN UNFILLED

THERE IS A SERIOUS SHORTAGE OF DIVERSE SECURITY TALENT IN THE MARKET...

LESS THAN 24% FEMALE
LESS THAN 9% BLACK
LESS THAN 4% HISPANIC

MAKING COMPETITION FIERCE FOR SECURITY SKILLS
ACCELERATING THE ENTRY POINT FOR CYBER TALENT

01  BE OPEN

PROACTIVELY FIND THE BEST TALENT

Everyone starts somewhere… look at the cybersecurity organization today to find the tasks that can be done by more entry level talent & create roles around those activities

Rationalize the recruiting requirements… remove bias and unnecessary business requirements on job postings to encourage more diverse applicants

Be open to adjacent skills … a person who knows Java can become an Identity and Accenture management expert

Look for the right mindsets… Passion, purpose driven, pattern seekers can make excellent cybersecurity professionals

02  UPSKILL

CREATE NEW SECURITY SKILLS

Be willing to upskill talent … Make it a part of the organizations mission to create Security talent through formal and on the job upskilling

• Accenture Apprenticeship Program: 1500 people to date in US alone; 20% of all Accenture new hires in FY22.

• NY CEO Jobs Council: Commited to hire 100k apprentices by 2030; created curriculum for micro-credentialing program.

• European CyberSecurity Academy: ~30 candidates in 4-week programs + use case presentation. Min. 50% gender diverse participants. 100+ upskilled.

• NA Upskilling/Reskilling Program: Min. 50% gender diverse participants. 4-wk upskilling program, then staffer to Security projects.

• Carrots Academy: Upskills Ukrainian women in Poland who have fled their homes.

• CyberHer: Upskilling and certifying ~600 women in our Accenture India center.

03  THRIVE

BUILD THE ENVIRONMENT FOR SUCCESS

Create a culture of learning… develop or leverage a security curriculum that will keep skills fresh and foster continuous learning

• Security Skills Academy: More than 1500 security-specific courses; customized Security curriculums; sponsored Security certifications and more. Accenture invests ~$1B in training each year with over 600,000 times this FY alone

Coaching & development… Set entry level talent up with more senior mentors to guide them in their career and help them grow

Pay it forward… Employees can find it fulfilling to teach others about their passions; extend that to junior talent and local high schools or community colleges to spark the passion in future talent
Overcoming the Entry-Level Job in Cybersecurity Conundrum

Strategies to Develop Better Entry-Level Cybersecurity Job Postings
Heather Monthie, PhD, CISSP

• 20+ years in STEM Education, Specializing in IT, Cybersecurity, and Aviation
• Former University Professor, College Dean & Vice-President
• Author: "Beginner's Guide to Developing a High School Cybersecurity Program"
• NICE Collegiate Co-Chair 2016–2018

STEM Education & Workforce Development
"The future of the workforce is ever-changing, but one thing is certain: the demand for skilled workers in STEM disciplines will continue to grow. In order to meet this demand, we need to ensure that our education and training programs are preparing students for the jobs of tomorrow."

- Dr. Heather Monthie
**PROBLEM:**

Source: CyberSeek.org (September, 2022)
PROBLEM:

Characteristics of Inadequate Job Postings:

- Entry-level job postings require the skills and experience of mid-level candidates.
- Long list of technologies where no one has experience in all of them.
- Requiring a higher number of years of experience in a specific technology than the technology has actually been around.
ONE SOLUTION

Characteristics of Effective Entry-Level Job Descriptions:

• The goal is to identify qualified applicants to interview for the role
• Write job descriptions in a way that candidates can imagine themselves in that role.
• Include statements that meet the needs, desires, and preferences of the candidate
• Keep it simple, silly.
• Be realistic.
• Keep job descriptions dynamic and evolving
Workforce Framework for Cybersecurity (NICE Framework)

The Workforce Framework for Cybersecurity, commonly referred to as the NICE Framework, is a nationally focused resource to help employers develop their cybersecurity workforce. It establishes a common lexicon that describes cybersecurity work and workers regardless of where or for whom the work is performed. The NICE Framework applies across public, private, and academic sectors.

The NICE Framework is comprised of the following components:

- Categories (7) – A high-level grouping of common cybersecurity functions
- Specialty Areas (33) – Distinct areas of cybersecurity work
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Thank You for Joining Us!

Upcoming Webinar:
“Preparing for Careers in Cybersecurity and Privacy with Internships”

When: Wednesday, October 19, 2022 at 2:00PM ET

Register here

nist.gov/nice/webinars