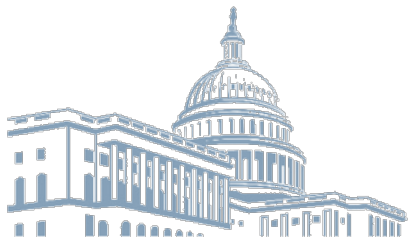


Please Note...

This webinar and the engagement tools will be recorded.

An archive will be available on the [event website](#).



FEDERAL CYBERSECURITY WORKFORCE WEBINAR

Welcome and Overview

Antonio “T” Scurlock
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

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Q&A

UNCLASSIFIED

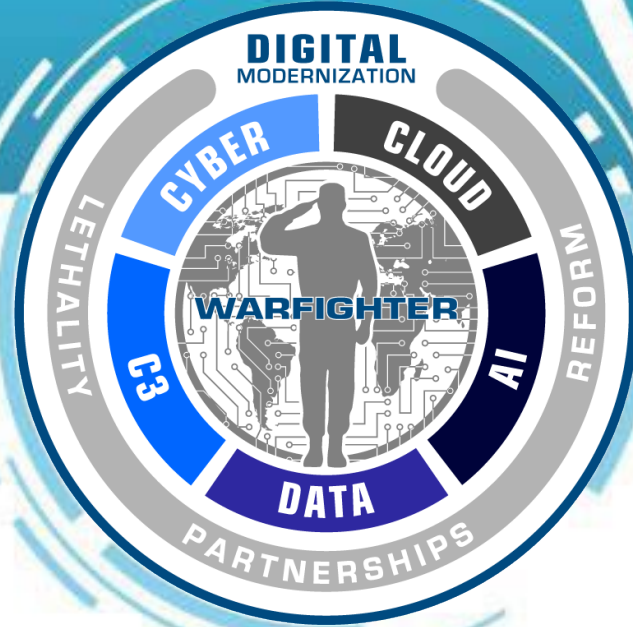


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For Open Publication

Jul 13, 2022

Department of Defense
OFFICE OF PREPUBLICATION AND SECURITY REVIEW

SLIDES ONLY
NO SCRIPT PROVIDED



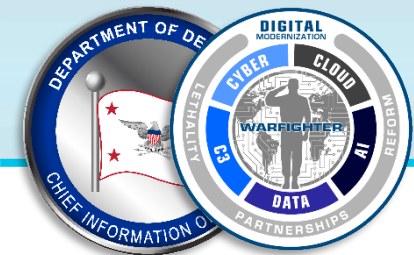
DoD Cyber Workforce Rotation and Exchange Programs

July 26, 2022

DoD CIO Cyber Workforce Management Directorate

Speakers: Ms. Chimia Carr-Nelson and Ms. Ayanna Baker

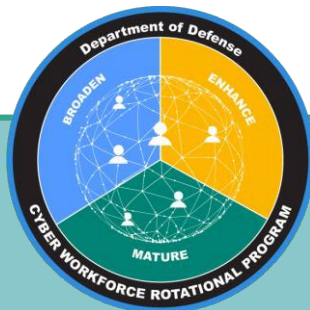
UNCLASSIFIED



DoD Cyber Workforce Exchange Programs

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

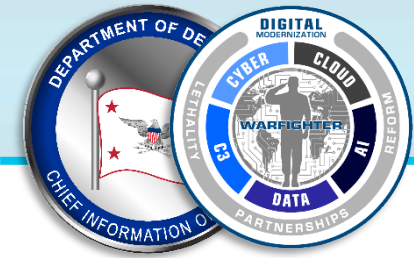
The CWRP pilot is a customized, cyber-focused rotational program, available to civilian employees (GG-11 to GG-15) aligned to a DoD Cyber Workforce Framework (DCWF) work roles within Cyber Excepted Service (CES) DoD Components.



DoD Cyber and Information Technology Exchange Program (CITEP)

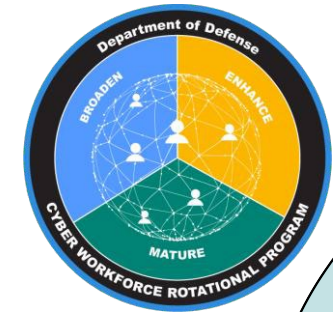
The CITEP provides for the temporary detail of GS-11 and above (or equivalent) DoD and private sector employees in the IT and cyber fields to participate in an exchange between the two sectors.

CWRP Pilot and CITEP Comparison



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:

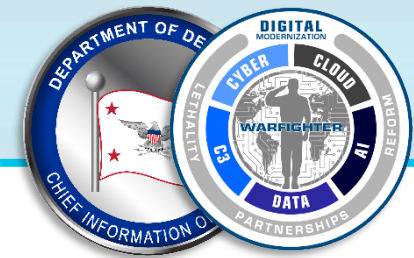
- Home organizations are responsible for payment of employee's TDY expenses.
- Host organizations may pay for any **business training and travel expenses.**

Exchange Type:

- Exchanges between DoD Components and private sector organizations.

Eligibility:

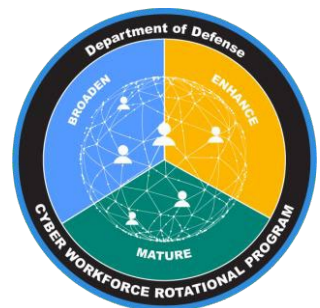
- **GS-11 and above (or equivalent).**
- Work in the **cyberspace operations or IT field.**
- Considered an **exceptional employee.**
- Expected to assume **increased responsibilities** in the future.



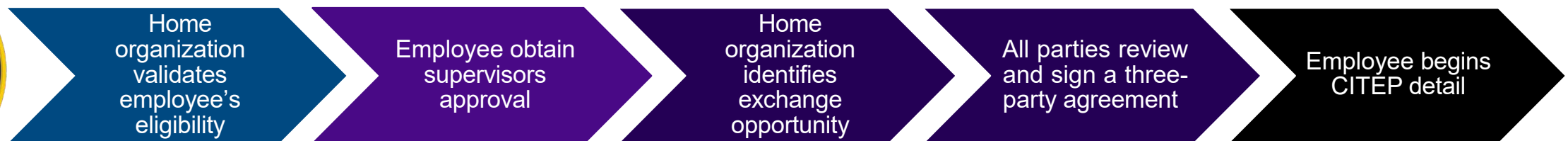
Program Participation

The process to participate in the CWRP Pilot and the CITEP is straightforward

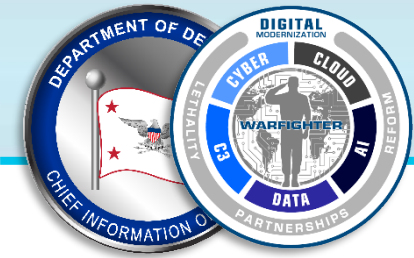
To find more information about both exchange programs and how to participate, navigate to <https://www.dodemergingtech.com/dod-programs/>. For questions or additional information, please contact the CITEP program office at osd.mc-alex.dod-cio.mbx.askcitep@mail.mil or the CWRP program office at osd.mc-alex.dod-cio.mbx.cyber-exception-service@mail.mil.



- **Participating DoD Components:** U.S. Fleet Cyber Command, U.S. Marine Corps Forces Cyberspace Command, Sixteenth Air Force (Air Forces Cyber), DoD Chief Information Officer, Defense Information Systems Agency, Joint Staff, & Principal Cyber Advisor.



- **Participating DoD Components:** U.S. Army, U.S. Navy, U.S. Air Force, U.S. Space Force, DoD Chief Information Officer, Defense Innovation Unit, & Defense Information Systems Agency.
- **Participating Private Sector Organizations:** Amazon, Amazon Web Services, C3.AI, Cisco, Fire Eye (Mandiant), Google, M&T Bank, Microsoft, Salesforce, & VMWare

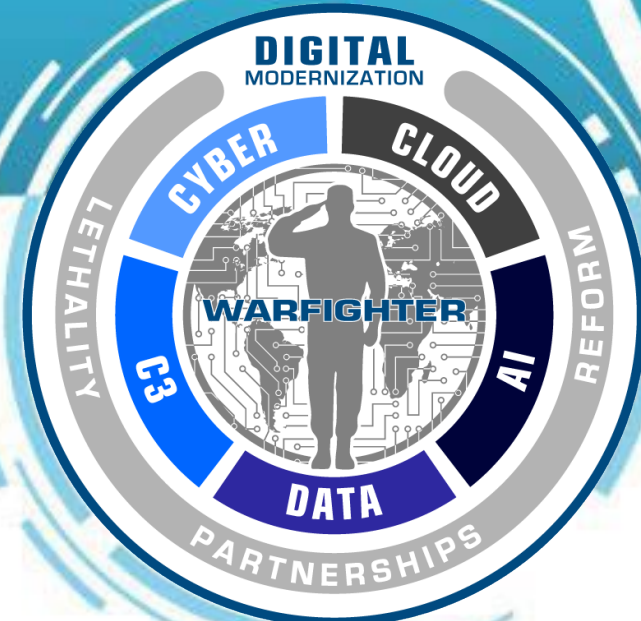


Challenges and Solutions

Exploring the challenges and solutions of developing and implementing exchange programs

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.

Challenges	Solutions
Aligning Cyber Skills to the Mission	<ul style="list-style-type: none"> Aligning each rotation opportunity to a DCWF work role.
Obtaining Supervisor and Senior Leadership Support	<ul style="list-style-type: none"> Building a strong business case for the need for exchange developmental program and scheduling time with supervisors and senior leadership to express this need.
Program Engagement	<ul style="list-style-type: none"> Creating a multifaceted and targeted outreach approach to socialize the program to leadership, supervisors, hiring managers, and employees.
Measuring Program Effectiveness	<ul style="list-style-type: none"> Leveraging a central system for tracking and reporting program participation to assess the return on investment of the program.
Streamlining Program Management	<ul style="list-style-type: none"> Developing an online application process to automate the program's process and procedures.
Program Funding	<ul style="list-style-type: none"> Limiting the amount of associated costs to participate in the program.
Security Clearances	<ul style="list-style-type: none"> Conducting targeted outreach to private sector organizations with cleared personnel (e.g., defense contractors).



DoD Cyber Workforce Rotation and Exchange Programs

FEDERAL CYBERSECURITY WORKFORCE WEBINAR

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Q&A

FEDERAL CYBERSECURITY WORKFORCE WEBINAR

CISA Cyber Innovation Fellows Initiative

Oumou Ly

Senior Advisor, Office of the Executive Assistant Director for Cybersecurity

Cybersecurity and Infrastructure Security Agency

CYBER INNOVATION FELLOWS INITIATIVE



cisa.gov/cyber-fellows

To learn more about the initiative, send an email to Cyber_Innovation_Fellowship@cisa.dhs.gov

FEDERAL CYBERSECURITY WORKFORCE WEBINAR

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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 2022¹

1 Source - Federal Reserve, June, 2022 ([The Fed - Consumer Credit - G.19 \(federalreserve.gov\)](https://www.federalreserve.gov/consumersandconsumercredit/20220601.htm))

2 Source – Government Technology ([600K Unfilled Cyber Jobs Create Big Opportunity for Hackers \(govtech.com\)](https://www.govtech.com/news/cybersecurity/600k-unfilled-cyber-jobs-create-big-opportunity-for-hackers))

3 Source - IBM ([Cost of a Data Breach Report 2021 | IBM](https://www.ibm.com/blogs/ibm-security/2021/08/cost-of-a-data-breach-report-2021/))

4 Source - Cybercrime Magazine ([Cybercrime To Cost The World \\$10.5 Trillion Annually By 2025 \(cybersecurityventures.com\)](https://www.cybersecurityventures.com/cybercrime-to-cost-the-world-10-5-trillion-annually-by-2025/))

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

600,000²

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

4.24 million³

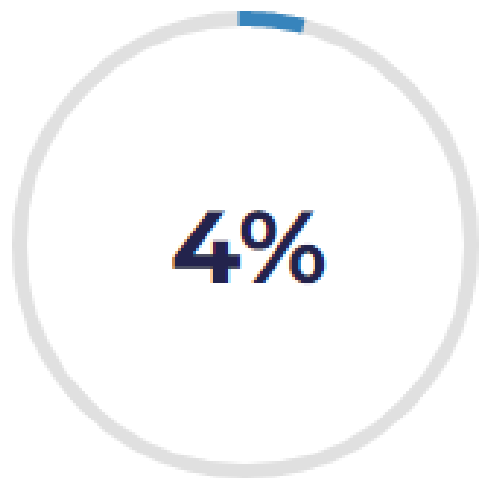
The annual cost of cybercrimes is expected to rise to

\$10.5 trillion by 2025⁴

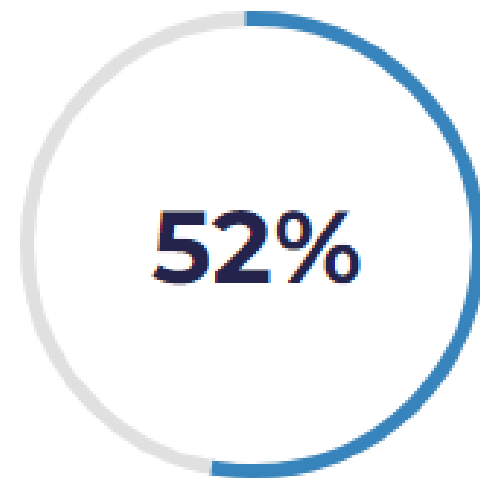
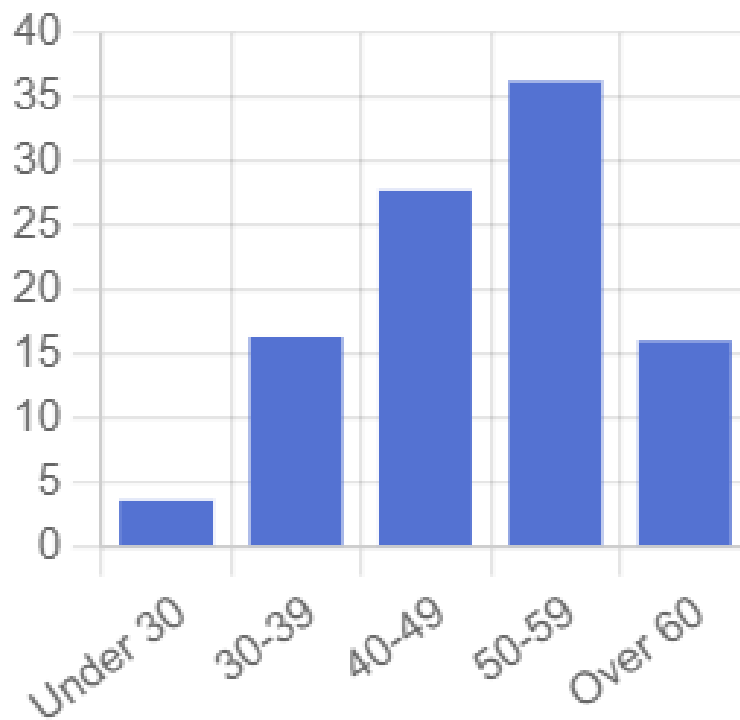


Percent of Employees by Age Group

(fedscope.opm.gov)



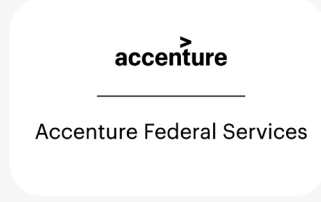
IT workforce under 30



IT workforce over 50



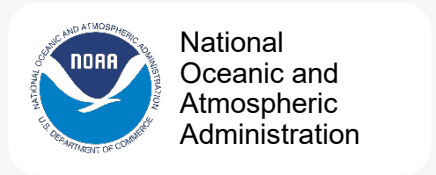
CORPORATE PARTNERS



OPERATING PARTNER



PARTICIPATING FEDERAL AGENCIES



TECHNICAL PARTNER



High Level Program Overview

How it Works

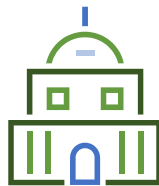
- The Cybersecurity Talent Initiative is structured around a two-year period of service at a participating federal agency, followed by the opportunity for full-time employment with a participating company
- Candidates must still interview for private sector role following government service

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

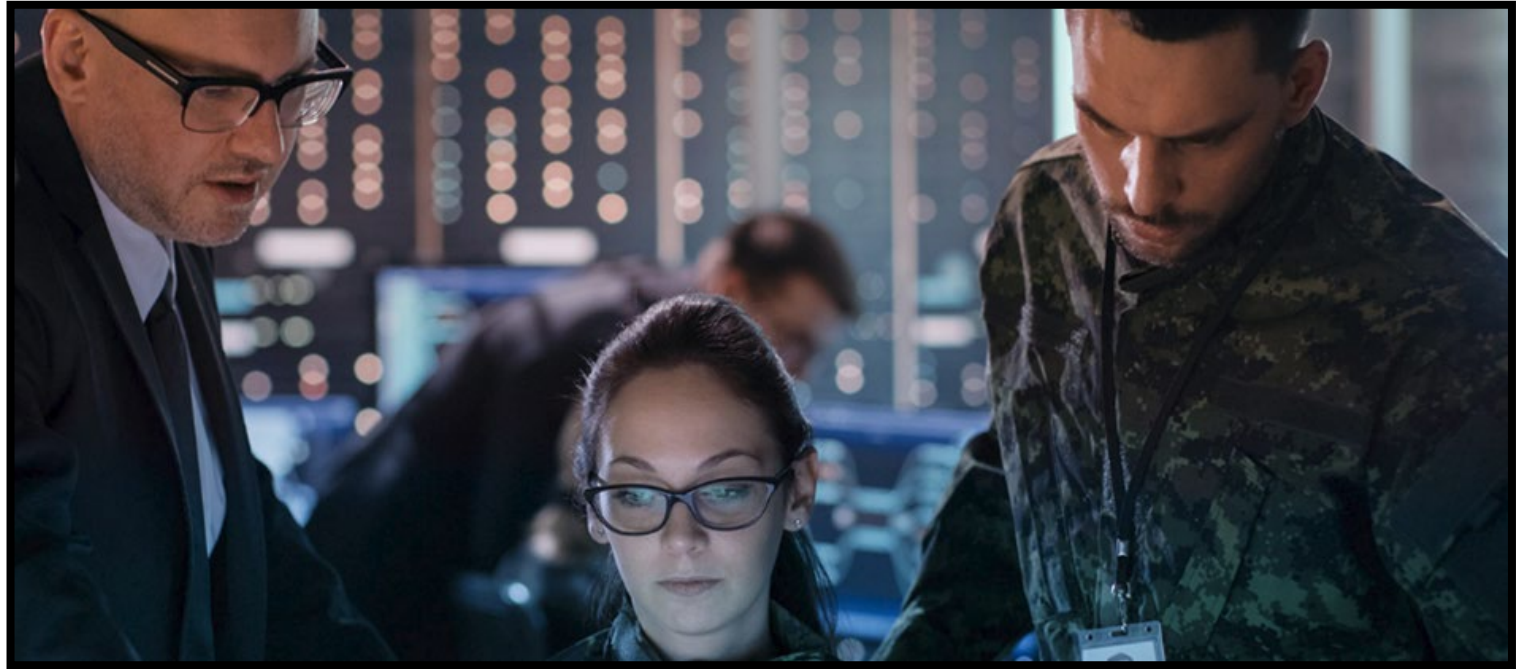


Opportunity to receive student loan debt assistance from corporate sponsor



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.

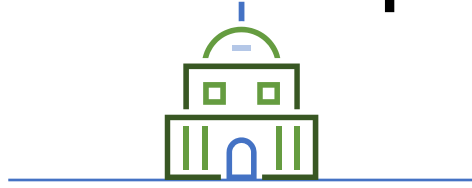


Cybersecurity in the Private Sector

- **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

(43% undergraduate, 57% graduate)

26%

female

(compared to 19%)

22%

black or African American

(compared to 15.2%)

97

different universities

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

(43% undergraduate, 57% graduate)

33%

female

(compared to 19%)

48%

black or African American

(compared to 14%)

30

different universities

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

[ABOUT](#) [AGENCIES](#) [COHORTS](#) [CORPORATE PARTNERS](#) [FAQS](#) [MEDIA HIGHLIGHTS](#)

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 \$75,000 in student loan assistance.

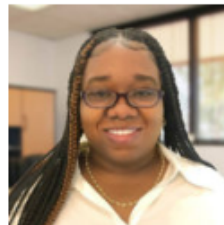
Applications will open in 2022

[Request Info](#)

[Explore More Fellowships Internships](#)

[Program Eligibility](#)

COHORT 2 COHORT 1

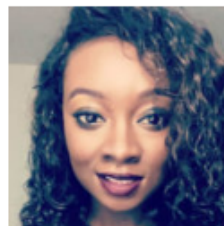


Adju Lake

Graduating Academic Institution: University at Albany

Placement: Army Cyber Command

Degree: Cybersecurity

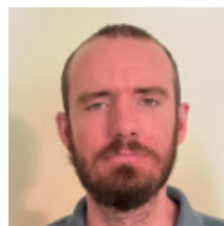


Akosua Nsowah

Graduating Academic Institution: George Washington University

Placement: State Department

Degree: Cybersecurity

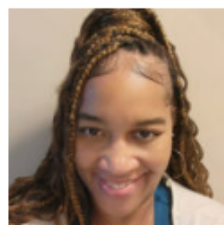


Benjamin Quinn

Graduating Academic Institution: Florida Atlantic University

Placement: United States Secret Service

Degree: Computer Engineering

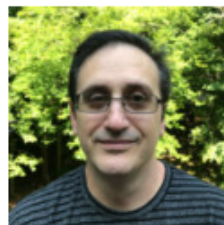


Cherrylita Turner

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




ourpublicservice.org

 partnershipforpublicservice

 publicservice

 rpublicservice

 Partnership for Public Service

 partnership



**PARTNERSHIP
FOR PUBLIC SERVICE**

FEDERAL CYBERSECURITY WORKFORCE WEBINAR

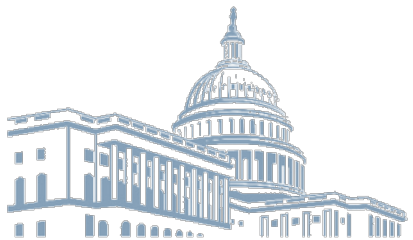
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Q&A

2022 Fall Federal Cybersecurity Workforce Webinar

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