Please Note..

This webinar and the engagement tools will be recorded.

An archive will be available on the event website.

NICE
NATIONAL INITIATIVE FOR CYBERSECURITY EDUCATION

NICE Webinar Series

NATIONAL INITIATIVE FOR CYBERSECURITY EDUCATION

Using Registered Apprenticeships to Source Mid-Career Roles in Cybersecurity

November 14, 2022

U.S. Department of Commerce Workforce Development

- https://www.commerce.gov/issues/workforce-development
- The Department of Commerce's mission is to create the conditions for economic growth and opportunity for all communities. Essential to that mission is the need to build **sustainable, employer-driven career pathways** to meet employers' need for talent and **to connect Americans to quality jobs**.

U.S. Department of Commerce Workforce Development

Highly effective workforce investments include programs that are:

- **Employer led**
- Focus on **diversity, equity, and inclusion**
- Include **earn and learn models** like **Registered Apprenticeships**

NICE Strategic Plan

Goal #1: Promote the Discovery of Cybersecurity Careers and Multiple Pathways

Goal #3: Modernize the Talent Management Process to Address Cybersecurity Skills Gaps

120-Day Cybersecurity Apprenticeship Sprint

Registered Apprenticeships to Source Mid-Career Roles in Cybersecurity

APPRENTi™

Paving the path for talent in tech.

Andrea Anderson, Sr. Director Program Development and Education

11/14/2022

Apprenti: National Industry Intermediary and Registered Apprenticeship Sponsor

- National Industry Intermediary Contract with USDOL to promote, launch, and expand Registered Apprenticeship Programs (RAPs)
- Providing extensive technical assistance and resources to support the building of high quality, sustainable RAPs
- Apprenti also sponsors a national multi-employer registered apprenticeship program
- Two ways for an employer to get started

5 Components of Registered Apprenticeship

Jobs
Registered Apprenticeship starts with an open job in your business.

Paid training
Apprentices work, train and get a paycheck during on-the-job training.

Related Technical instruction (RTI)
Apprentices complete a minimum of 144 hours of related instruction (RI) each year to gain theoretical and technical knowledge.

Wages
Employer sets incremental wage increases for apprentices as knowledge and skills grow.

Credentials
When training is complete, apprentices receive an industry issued, nationally recognized credential.

Discover Why Apprenticeship is Worth the Investment

- Attract better applicants
- Instill your company's values
- More loyal employees
- Gain a more knowledgeable workforce
- Benefit from skilled workers
- Replenish your skilled workforce
- Increase productivity
- Become more competitive
- Earn a return on your investment

Apprenticeship ROI Calculator

-- Oregon Apprenticeship, Bureau of Labor & Industries

Myths

- Apprenticeship is only for entry level employees
- Internship is the same as apprenticeship
- Apprenticeship will serve all my tech talent needs
- What others come to mind….

Questions?

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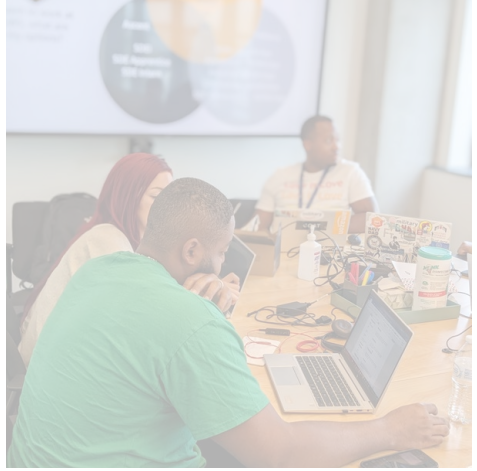

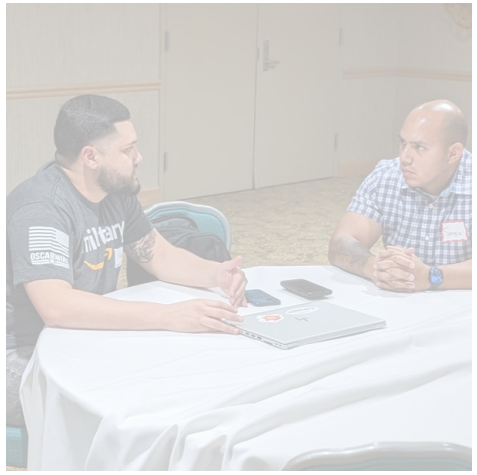

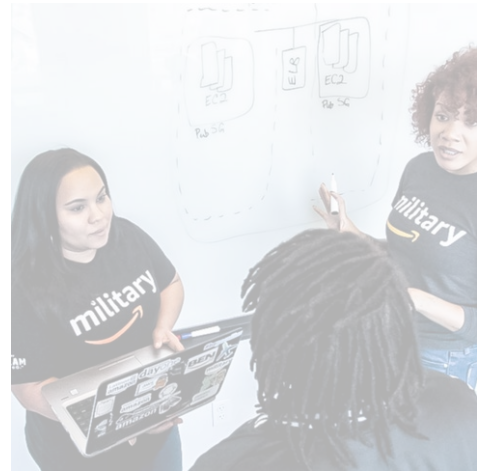

Our Military Commitment

2016

Jeff Bezos pledges to hire 25,000 veterans at the White House

2021

We commit to hiring 100,000 veterans & military spouses by 2024

Program Overview

- Apprentices are L4 blue badge, hourly employees working to bridge their technical skill gap in order to transition to a journeyworker at Amazon.
- Apprentices are provided with Instructor Led Training (ILT), followed by On the Job Training (OJT) in order to meet the Amazon technical bar upon completion of the program.
- Apprenticeship provides an alternate method of training and developing talent pipelines for candidates who might otherwise not be afforded a technical opportunity at Amazon.

https://www.amazon.jobs/en/landing_pages/mil-transition

Apprenticeship Rates

Apprentices Hired Since 2017: 1,509
Apprentices Converted: 665

Apprenticeship Initiatives:
Active Apprenticeships: ASE, SDE, TAM, UXDR, ACC, SA, ADC Analyst, SuppEng,
STOJT Initiative: NDE, Operations Associates, SDE
ATA Apprenticeship
Accelerate
Ascent
Campus

AWS Military Programs

- Apprenticeships
- DoD SkillBridge
- Industry Recruiting
- Student Veterans

What other programs are we managing?

Apprenti

Apprenti

What role does Apprenti have in the Amazon Apprenticeship?

As you know, Amazon partners with Apprenti to deliver apprenticeship in a collaborative model. Apprenti assists Amazon in meeting the Department of Labor Standards as well as providing grant support and risk mitigation, amongst other support. They are an equal partner and are interested in your success and will track your hours and conversion trajectory.

APPRENTi

The path, the plan, your career in tech.

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Apprenticeships

https://www.amazon.jobs/en/landing_pages/mil-transition

Aspiring Security Engineer

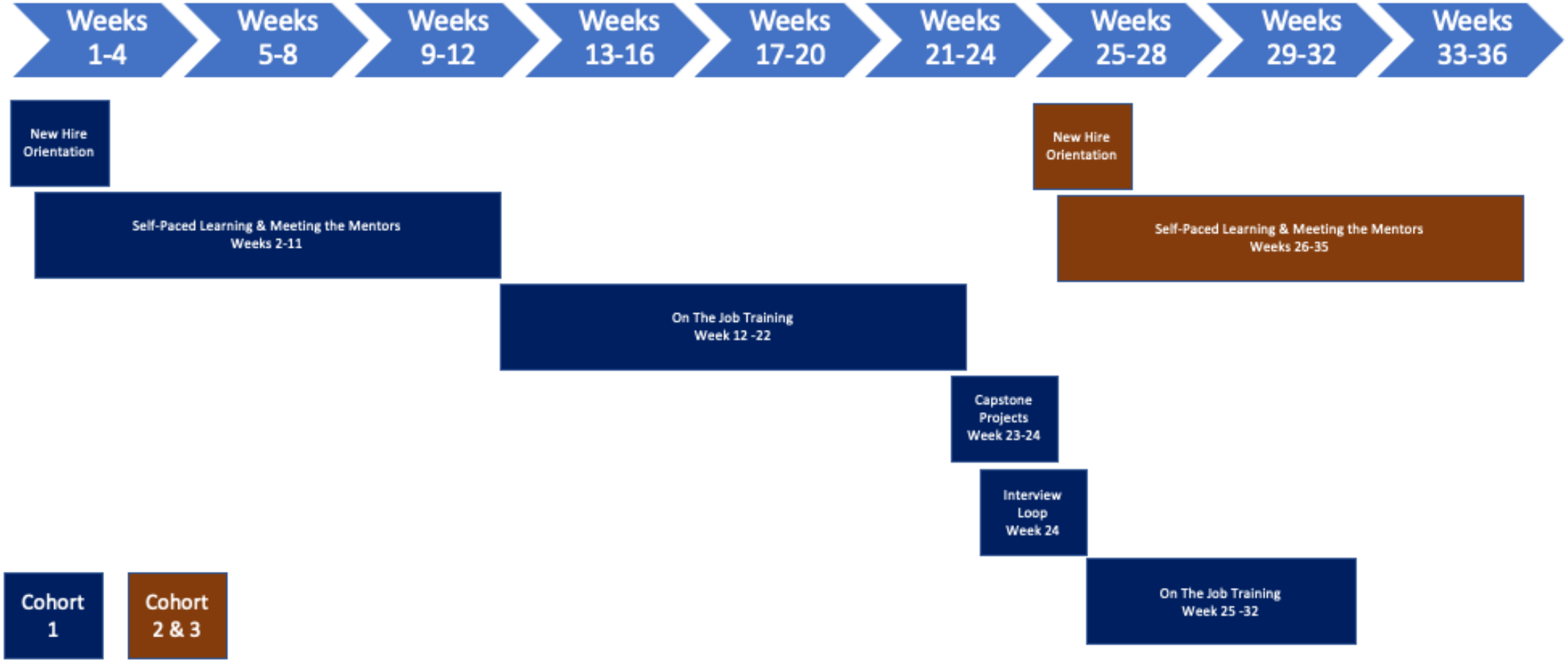
Application Security Review Engineer

- Designed to help fill the talent gap of cloud skilled entry level Security Engineers who meet Amazon's technical bar.
- Leverages asynchronous e-learnings, synchronous e-learnings, assigned mentors, group study, and On the Job Training.
- Application Security Review is our first cybersecurity apprenticeship, but we are considering launching an Incident Response and Vulnerability Management pathway in the future.

https://www.amazon.jobs/en/landing_pages/mil-transition

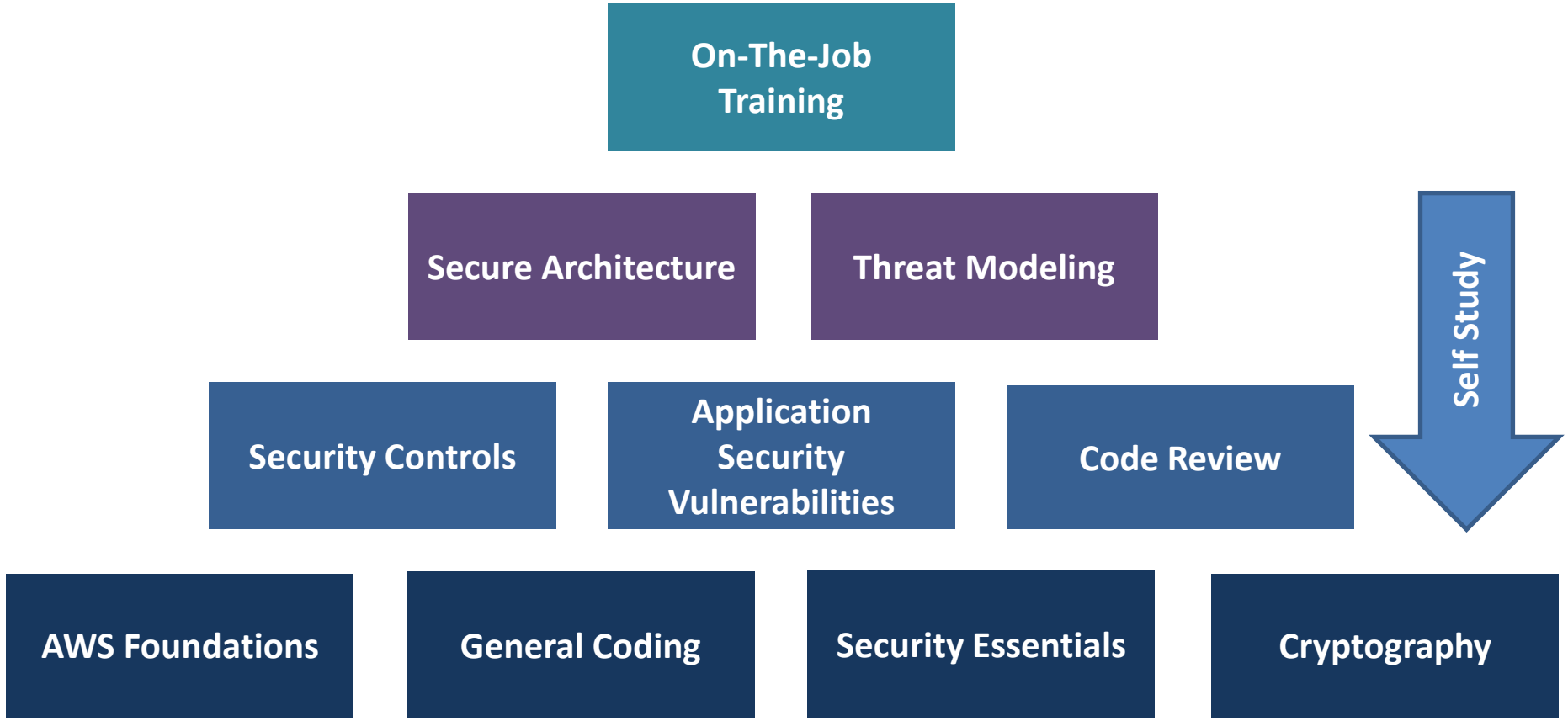
ASE Apprenticeship Program

Application Security Review Engineer



ASE Apprenticeship Program

Application Security Review Engineer



Q & A

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Kristerfer Haire

OAKLAWN

HOT SPRINGS, ARKANSAS

Reasons an employee would want to participate in a Registered Apprenticeship

- Career Advancement
- Financial Gain
- Job Security
- Make a Difference

ACDS

Office of Skills Development

FORGE™

Forge Academy

- Introduction to Ethical Hacking
- Tactics and Methods
- Vulnerability Analysis
- Cyber Threats and Kill Chain Methodology
- Requirements, Planning, and Direction
- Data Collection and Processing
- Data Analysis
- Intelligence Reporting and Dissemination
- Network Attacks and Defense Strategies
- Data Security
- Incident Response and Forensic Investigation
- Risk Anticipation with Risk Management
- Security Operations and Management
- Cyber Threats, IOCs, and Attack Methodology
- Incident Detection with Security Information and Event Management (SIEM)
- Enhanced Incident Detection with Threat Intelligence
- Incident Response

What I gained from my registered apprenticeship

- Promotion
- Pay Increase
- Improved My Employability
- Mentorship

Q & A

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

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Thank You for Joining Us!

Upcoming Webinar:
"Optimizing Your LinkedIn Profile for Your Cybersecurity Career"

When: Thursday, January 26, 2023, at 2:00PM ET

Register Link

nist.gov/nice/webinars

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