

# Please Note..

**This webinar and the engagement tools will be recorded.**

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

# NICE Webinar Series

NATIONAL INITIATIVE FOR CYBERSECURITY EDUCATION



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:** Committed 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 staffed 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

# Q & A



Heather Monthie, PhD, CISSP  
STEM Workforce Development Consultant  
Stemia Solutions, LLC

[www.HeatherMonthie.com](http://www.HeatherMonthie.com)



## Overcoming the Entry-Level Job in Cybersecurity Conundrum

---

Strategies to Develop Better Entry-Level Cybersecurity  
Job Postings



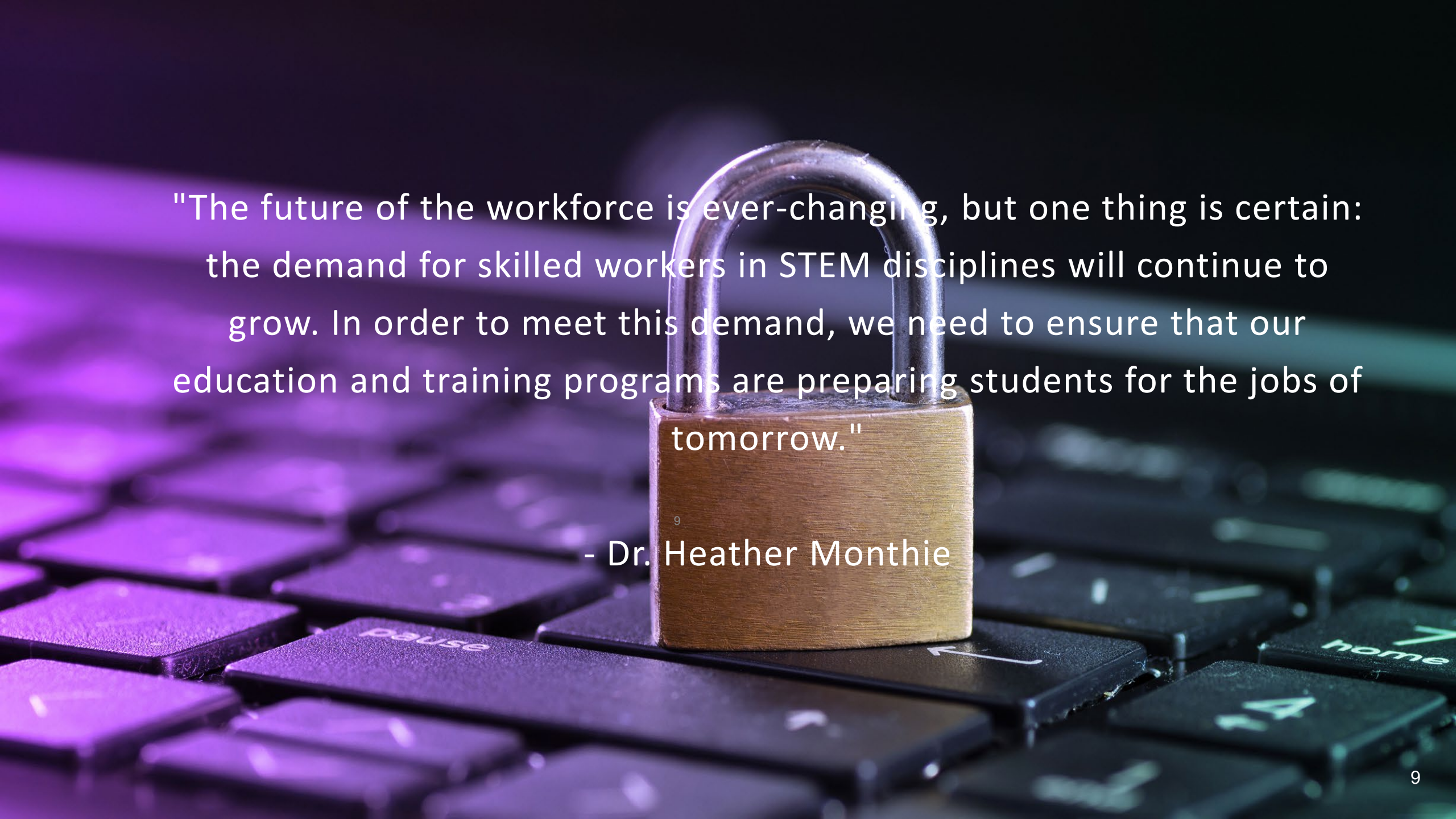


Heather  
Monthie, PhD, CISSP

---

## STEM Education & Workforce Development

- 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

A brass padlock is centered on a computer keyboard. The keyboard keys are dark and have some white text, including "pause", "home", and "4". The background is a soft, out-of-focus purple and blue light. The text is overlaid on the image in a white, sans-serif font.

"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:

## National level

TOTAL CYBERSECURITY JOB OPENINGS ⓘ

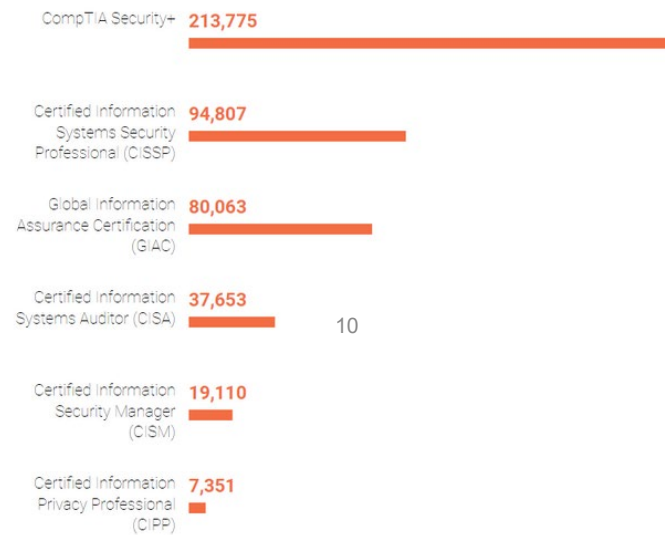
714,548

TOTAL EMPLOYED CYBERSECURITY WORKFORCE ⓘ

1,091,575

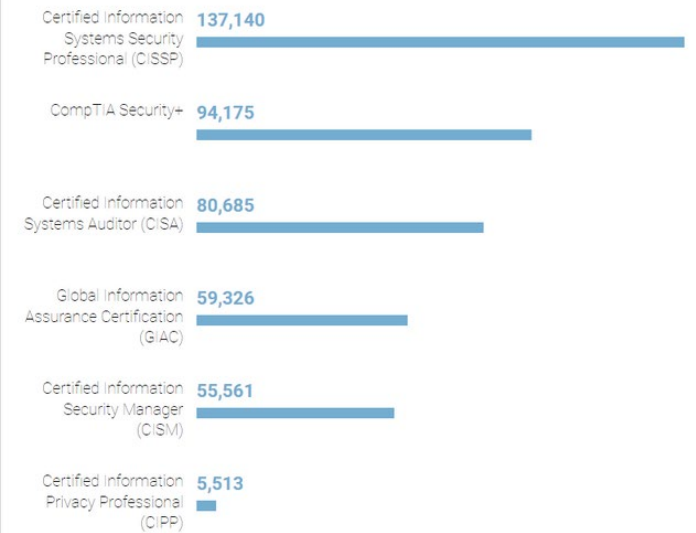
CERTIFICATION HOLDERS / OPENINGS REQUESTING CERTIFICATION ⓘ

Certification holders
  Openings requesting certification



CERTIFICATION HOLDERS / OPENINGS REQUESTING CERTIFICATION ⓘ

Certification holders
  Openings requesting certification



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.

11

## 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

# RESOURCES

O\*Net Online - Information Security Analysts

Cyberseek.org

Workforce Framework For Cybersecurity

NICCS

Sample Job Posting Templates

The screenshot shows the top portion of the NICCS website. At the top, there is a grey bar with the text "Official website of the Cybersecurity and Infrastructure Security Agency" and a link "Here's how you know" with a dropdown arrow. Below this is a dark grey navigation bar with links for "About NICCS", "Become a Training Provider", and "Cybersecurity News & Events", along with a search icon. The main header area is light grey and features the "NICCS™" logo on the left, with the full name "NATIONAL INITIATIVE FOR CYBERSECURITY CAREERS AND STUDIES" underneath. To the right of the logo are three navigation links: "Education & Training", "Workforce Development", and "Cybersecurity & Career Resources".

[Workforce Development](#) > [Workforce Framework for Cybersecurity \(NICE Framework\)](#)

## Workforce Framework for Cybersecurity (NICE Framework)

[Categories/Specialty Areas](#) | [Work Roles](#) | [Tasks](#) | [Skills](#) | [Knowledge](#) | [Abilities](#) | [Keyword Search](#)

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



# Let's Connect



[heather@heathermonthie.com](mailto:heather@heathermonthie.com)



<https://www.linkedin.com/in/heathermonthie/>

[www.HeatherMonthie.com](http://www.HeatherMonthie.com)

# Q & A



<https://www.surveymonkey.com/r/SeptNICEwebinar>



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