ENHANCE YOUR CYBER WORKFORCE

One breach of sensitive data can have significant costs for a company. Ensuring systems are securely designed and operated requires a workforce with the right cyber skills. Developing the cyber workforce requires partnerships across the private sector, Federal, state and local governments, non-profits, and academia. The National Cyber Workforce and Education Strategy calls for employers to collaborate in ecosystems to help align the jobs of tomorrow to approaches to equipping every American with the foundational cyber skills needed to fully access the resources in our interconnected society.

The actions below are for employers to consider, and are intended to spark ideas as a starting point for realizing the transformations outlined in the Strategy.

EXPAND SKILLS-BASED APPROACHES

Focus on the skills needed rather than relying solely on college degrees or years of experience as indicators of qualification when developing position descriptions and hiring strategies. Host a planning session with recruitment staff to develop skills-based recruitment and talent development processes. Search online for "optimize tech job postings" to help compose skills-based job postings. Assist small enterprises with developing their own skills-based programs. Learn more about the NICE Framework to equip hiring managers and recruitment professionals with the terminology and understanding of the roles and responsibilities in cyber positions.

> While the Strategy contains lines of effort for all stakeholders, some of the key lines of effort for employers include:
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> 2.1.2   Increase engagement in cyber education ecosystems.
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> 3.2.2   Build and enhance industry partnerships in cyber education and workforce development ecosystems to enhance diversity and improve programs.
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> 3.2.4   Expand the use of skills-based workforce development practices.
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> 3.2.5   Increase on-ramps to cyber careers through work-based learning opportunities.

INCREASE ON-RAMPS THROUGH WORK-BASED LEARNING OPPORTUNITIES

Host an open house for educators from local high schools, community and technical colleges, and universities to improve their understanding of the cyber skills and talent needs in your organization. Ask educators about work-based learning programs that could augment your cyber talent mix and cultivate your current and future workforce. Partner with organizations serving underrepresented and underserved populations to expand and diversify your cyber talent pipeline. Identify and establish more entry-level positions and opportunities that provide career pathways for growth and advancement. Explore investing in apprenticeship, internship, and other work-based learning programs to bring skilled learners to your workforce.

SUPPORT YOUR LOCAL ECOSYSTEM

Expand your cyber talent pipeline by hosting or joining a reception to connect with K-12 and postsecondary institutions, community and faith-based organizations, and government programs. Discover workforce development resources in your local area, and convey your skill needs. Contribute your expertise to the development of cyber content to education systems and institutions, especially on specialized platforms and products. Create a mentorship program that enables employees to help provide cyber education and training in formal and informal learning environments.