Building a Cyber Security Talent Pipeline

Federal Information System Security Educators Association

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The Partnership for Public Service is a nonprofit, nonpartisan organization that works to revitalize our federal government by inspiring a new generation to serve and by transforming the way government works.
Call to Serve Network

✦ *Call to Serve* is a joint effort of the Partnership and the Office of Personnel Management that is committed to reestablishing links between college campuses and federal agencies, and educating students about federal employment opportunities.

✦ 740+ colleges and universities, and 76 federal agencies
WHEN I GROW UP, I'M GOING INTO PUBLIC SERVICE

WOW! WHAT A COINCIDENCE!

I WANT TO WORK AT McDONALD'S, TOO
Barriers to Federal Service

- Lack of knowledge and understanding
- Broken hiring process
- Inadequate student pathways
Barriers to Federal Service: Lack of Knowledge

- 42% interested in government
- 13% knowledgeable about opportunities and how to find/apply
- Don’t equate government service with public service
- “Influencers” also lack knowledge
Barriers to Federal Service

Students with “mission-critical” backgrounds do not think of the federal government as a potential employer.
Barriers to Federal Service

- Liberal Arts 34%
- Natural Sciences 16%
- IT 13%
- Business 10%
- Engineering 9%
Barriers to Federal Service: Hiring Process

- “Foreign” to job seekers
- Takes too long
- Is not transparent

Hopefully, hiring reform is addressing this set of issues. How involved are you?
Don’t Do This...
Build Strategic Talent Pipelines

★ Develop strategic, long-term relationships with campuses
  • Involve key academic departments, relevant student organizations and other groups in your efforts
  • Target campuses – don’t go simply because you’re invited
  • Maintain contact even when you’re not actively recruiting!
Build Strategic Talent Pipelines

★ Bring young cyber security specialists to campus

★ Work with faculty to identify skillsets/coursework necessary for your agency
  • Example at FERC: electrical engineering + cyber security = power engineering

★ Use internships at sophomore/junior level and for graduate students
  • Send back to campus as Student Ambassadors
Understand the Campus Landscape

★ School Infrastructures

- Centralized vs. decentralized career services offices
- Employer relations teams
- Academic advisors and faculty members
- Departmental structures
Develop the Right Contacts

★ Your target group should be key influencers with *knowledge about* and *interest in* federal jobs

- Faculty grant recipients
- Former and current federal employees
- Government Affairs offices
- Community/Public Service offices
- Former and current federal interns
Capitalize on Your Visit

★ Plan additional activities and events
  • *On-Campus*: Networking nights, internship panels, résumé reviews and/or practice interviews
  • *Online*: Videoconferencing events, webinars, live chats and other social media

★ Follow-up with interested students

★ Connect with faculty members

★ Leave your materials on campus
  • Strategically place handouts in Career Services or relevant academic departments to keep your brand top of mind for target student groups
Sample Schedule: EPA at Cornell University

★ Morning
  • Breakfast with Career Services
  • Student Roundtable Discussion
  • Classroom Visit

★ Midday
  • Lunch-and-Learn (RSVP only)
  • Classroom Visit

★ Evening
  • General Information Session
  • Federal Mixer or Networking Night

**TIP:** Survey participants and/or collect their contact information during your activities.
Making the Difference

- Hot Jobs/ Cool Internships
- Student Programs
- 17 interest-specific career guides
- Agency profiles
- KSA writing and federal resumes
- Security clearance
- Student loan repayment

www.makingthedifference.org
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