



PARTNERSHIP FOR PUBLIC SERVICE

Building a Cyber Security Talent Pipeline

Federal Information System
Security Educators Association

March 16, 2011

The Partnership for Public Service

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



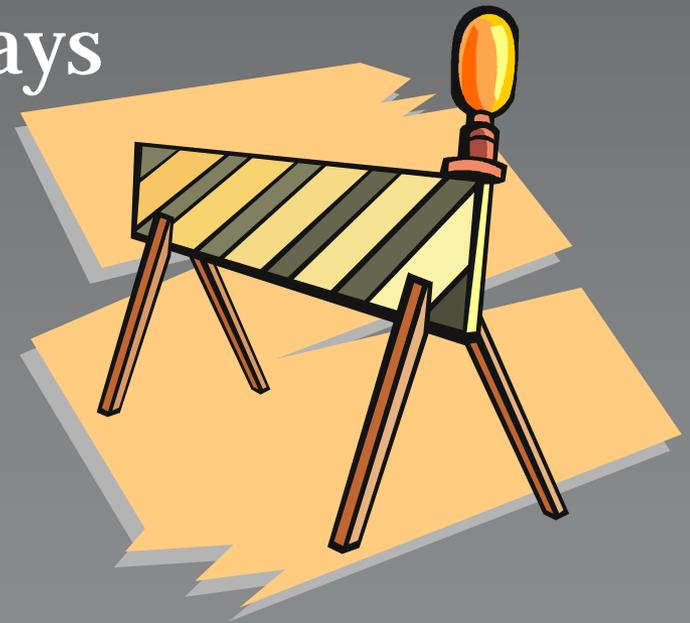
- ★ *Call to Serve* is a joint effort of the Partnership and the Office of Personnel Management that is committed to **reestablishing links between college campuses and federal agencies, and educating students about federal employment opportunities.**
- ★ 740+ colleges and universities, and 76 federal agencies





Barriers to Federal Service

- ★ Lack of knowledge and understanding
- ★ Broken hiring process
- ★ Inadequate student pathways



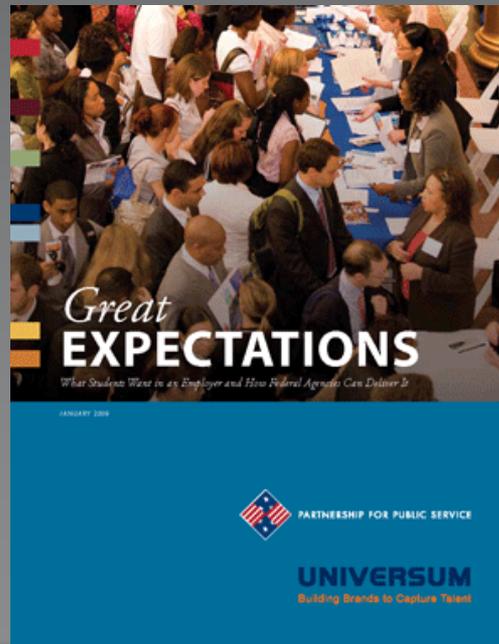
Barriers to Federal Service: Lack of Knowledge

- ★ 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.



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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...



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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



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Making the Difference

It's not just making a living, it's
making the difference.

Home What Kinds of Federal Jobs are There? Why Choose a Federal Career? How to Find & Apply for Federal Jobs How to Find & Apply for Federal Internships



Erin Reed
Attitude Determination and
Control Officer, NASA

Hot Jobs

Policy Analyst

Office of Management & Budget, Executive Office of the President

[Download PDF](#)

Electronics Technician

Department of Commerce, National Oceanic and Atmospheric Administration

[Download PDF](#)

[See all Hot Jobs »](#)

Cool Internships

Student Intern

Department of Homeland Security, Immigration and Customs Enforcement

Deadline: Open until filled (apply soon!)

[Download PDF](#)

Human Resources Intern

The Congressional Budget Office

Deadline: Open until filled (apply soon!)

[Download PDF](#)

[Search the Internship Directory »](#)

NEWS

Public Service Scholarship Proposal Unveiled

The Partnership for Public Service has unveiled plans for *Roosevelt Scholars*, a national scholarship program with a unique payback — graduate school tuition assistance in exchange for a commitment to serve our country in the federal government. [Sign up now to receive updates!](#)

More than 20,000 Receive Recruitment, Retention Bonuses

Federal Times

The government spent more than \$140

FEATURED RESOURCES

NEW! Internship Directory

The Partnership is pleased to announce the launch of our online internship directory. This searchable directory provides information on many fellowships and internships available during the school year as well as summer programs.

[Search the Directory](#)

Where the Jobs Are

A new report — *Where the Jobs Are: Mission Critical Opportunities for America*, released by the Partnership for Public Service, outlines government-wide projected hiring needs through 2009 and is based on a survey of 34 federal agencies representing nearly 99 percent of the federal workforce. The survey finds nearly 193,000 mission critical jobs need to be filled in the next two years!

[Download PDF](#)

Foreign Language Programs in the Federal Government

The Partnership, in collaboration with the federal agency members of our Foreign Language Initiative Working Group, has produced a directory of existing foreign language programs of the federal government. This directory includes scholarships for language training and study abroad, many of the specific job titles for which language skills are required, and the official terms for language incentive

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





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Tim McManus

VP, Education and Outreach

202-775-2759

tmcmanus@ourpublicservice.org

www.ourpublicservice.org