INTRODUCTION

• Cyber Workforce Gap
  – Growing All the Time
  – Broadly Acknowledged
  – New Technology Is Making it Worse
• Not Just an IT Problem Anymore

- 300,000 Open Jobs in 2016
- 1,800,000 Open Jobs in 2022
The Gap We’re Not Addressing

- The Gap Is Growing in Non-Technical Skills
  - You Can’t Train Your Way Out of a Technical Skills Gap
  - Changes in Technology Have Changed the Workforce
  - Changes in the Workforce Mean Changing Skills Needs
- We Need to Rethink Training & Recruiting

There are significant gaps in cybersecurity knowledge & training.

- Lack of non-technical skills in cybersecurity curriculum
- Lack of training in cybersecurity governance structures and frameworks
- No clear link between federal resources and academia
A Focus on Developing Non-Technical Skills...

- Improves Workforce Flexibility
- Lowers the Barrier of Entry for New Workforce
- Improves Ability to Adapt to Emerging Threats
- Helps Companies Think About Future of Operations

A “Liberal Arts” Cyber Education

- Critical Thinking Skills
- Communications
- Behavioral Analysis
- Risk Management
- Sociology
- Economics
- Non-Technical Security Measures
- Compliance
- Legal Frameworks
UpdAtIng TrAinIng

• Rethinking Training and Capabilities Focuses
• Developing New Curricula for All Employees
  – Seeing the Benefits in Government and Private Sector
  – Non-Technical Employees Need to Learn Cyber Skills
  – Technical Employees Need to Learn New Skills
• Promoting Understanding of the ENTIRE Cyber Environment
GETTING IN TOUCH

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Blog Post with Lori Gordon on AI & the Changing Cyber Workforce:

https://www.hwcinc.com/blog/preparing-for-your-new-ai-colleague/