CYBER NEXGEN PROGRAM

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Clarence Williams and Sharon McPherson
Department of Veterans Affairs (VA)

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THE SECURITY RISKS THAT WE HAVE TODAY CAN BECOME CYBER THREATS AND ATTACKS TOMORROW.

100 percent increase in ‘significant’ nation state incidents between 2017-2020.

The Federal Government must improve its efforts to identify, deter, protect against, detect, and respond to these actions and actors.
WHAT WE KNOW – THE CURRENT LANDSCAPE

ENTRY LEVEL CYBER TALENT GAP

• Limited talent with necessary skills and experience
• Gross disparity in pay with the private sector
• Minimal targeted recruitment

AGING FEDERAL CYBER WORKFORCE

• Only 5% of the workforce is under 30
• 48 = Average age of workforce
• More than half of cyber new hires are at a GS 11-13 as compared to a quarter of the overall workforce

INSUFFICIENT ROLE-BASED SKILLS DEVELOPMENT

• Lack of standardized, targeted training for cyber work roles
• Minimal tools available to track development
• Insufficient career path guidance
CYBER NEXGEN PROGRAM MODEL

Planning for the Cyber NexGen Workforce -> Attracting, Recruiting, and Selecting Program Participants -> Cyber NexGen Development Cycle (Skills Maturity Assessments, Program Orientation, Formal Training Courses, On-the-Job Training, Mentoring) -> Evaluating the Program -> Creating the Next Generation of Cyber Talent

CYBER NEXGEN PARTICIPANTS

Students and recent graduates of cyber-focused:
• Technical high schools
• Two-year degree programs
• Technical cyber certificate programs
CYBER NEXGEN DEVELOPMENT CYCLE: PROGRAM ORIENTATION

- Skills Maturity Assessments
- Program Orientation
- Formal Training Courses
- Mentoring
- On-the-Job Training

Introduce the Program
Learn about the Role
Acquire Resources, Tools, and Access
CYBER NEXGEN DEVELOPMENT CYCLE: MENTORING

- Skills Maturity Assessments
- Program Orientation
- Formal Training Courses
- On-the-Job Training
- Mentoring

Senior Mentor
Experienced Mentor
Cohort Mentoring
CYBER NEXGEN DEVELOPMENT CYCLE: ON-THE-JOB TRAINING

- Skills Maturity Assessments
- Program Orientation
- Formal Training Courses
- Mentoring
- On-the-Job Training

Job Shadowing
Hands-on Learning
Skill Execution
CYBER NEXGEN DEVELOPMENT CYCLE: FORMAL TRAINING

- Skills Maturity Assessments
- Program Orientation
- Formal Training Courses
- On-the-Job Training
- Mentoring

- Instructor Led Trainings
- Online Live Trainings
- Online Self-Paced Trainings
- Certification Programs
CYBER NEXGEN DEVELOPMENT CYCLE: SKILLS MATURITY ASSESSMENTS

- Skills Maturity Assessments
- Program Orientation
- Formal Training Courses
- Mentoring
- On-the-Job Training

Demonstration of Knowledge
Required Supervision or Oversight
Complexity to Perform Work
DEVELOPMENTAL PROGRAM (EXAMPLE)

Program Stages

Year One:
- Cyber Business Intelligence, 2 weeks
- Cyber Technical Services, 50 weeks
- Skills Maturity Assessment

Year Two:
- Cyber Incidence Response, 52 weeks
- Skills Maturity Assessment

Year Three:
- Cyber Threat Intelligence, 26 weeks
- Skills Maturity Assessment
- Cybersecurity Analytics Services, 26 weeks
- Skills Maturity Assessment

Final Year of Program:
- Develop full capability or proficiency within CDA skills
- Remain in GS 11 role and develop skills to apply for an open GS 12/13 role
- Skills Maturity Assessment

End of Program

Looking Forward:
- Pursues the opportunity to apply for a GS 12/13 role
- Applies experience gained throughout the Program
- Continues development towards senior technical or leadership positions

GS 12/13, Post Program
Optional and based on open or funded billet
QUESTIONS?