

Hire a Veteran

A Panel Discussion on Expanding the Cybersecurity Workforce through Veteran Employment

Heather Ricciuto – Academic Outreach Leader, IBM Security

Martin Laird – Senior Program Manager, IBM Corporate Citizenship

Don Fried – Director of Operations, CASY

Chris Griefenberger – Managing Consultant, IBM Global Business Services



State of the Skills Gap: The security skills gap is well known and well documented

*“In fact, Frost & Sullivan projections show that the gap between available qualified professionals and unfilled positions will widen to **1.8 million by 2022.**” (Frost & Sullivan)*

*“...there are more than **1 million unfilled security jobs** worldwide.” (Cisco)*

*“Eighty-two percent of respondents report a shortage of cybersecurity skills. More than three out of four (76%) respondents believe their **government is not investing enough in cybersecurity talent.**” (CSIS, Intel Security)*

*“...enterprises are having a difficult time hiring skilled people as it takes 53% of organizations between 3 and 6 months to fill a position and **10% cannot fill them at all...**” (ISACA, RSA Conference)*



The difficulties don't end at raw numbers

← *Everyone is challenged* →

Industry	Professionals	Academic institutions	Students
<ul style="list-style-type: none">• Need security candidates with hands-on skills and product experience• Overall shortage of qualified candidates	<ul style="list-style-type: none">• Cybersecurity professionals are under constant pressure – they don't have the time to train new staff• Need for continuous training and professional development to keep up with the threat landscape	<ul style="list-style-type: none">• There are shortage of qualified teachers and professors and competition with industry salaries• Struggling to keep pace with shifts in industry and technology	<ul style="list-style-type: none">• Trouble defining a career path since there are myriad options• Many cybersecurity jobs require significant education and experience – students don't know where to get started

Cross-profession challenges

- Underrepresentation of women and wage gaps in the field
 - Competition between public and private sectors





It's not where you start, it's how you finish

IBM Institute for Business Value

How a new collar approach can help address the cybersecurity skills gap

Navigating the Course: A new collar approach

New Collar is about skills, not degrees. If you have the right skills, there's a career for you at today's IBM.

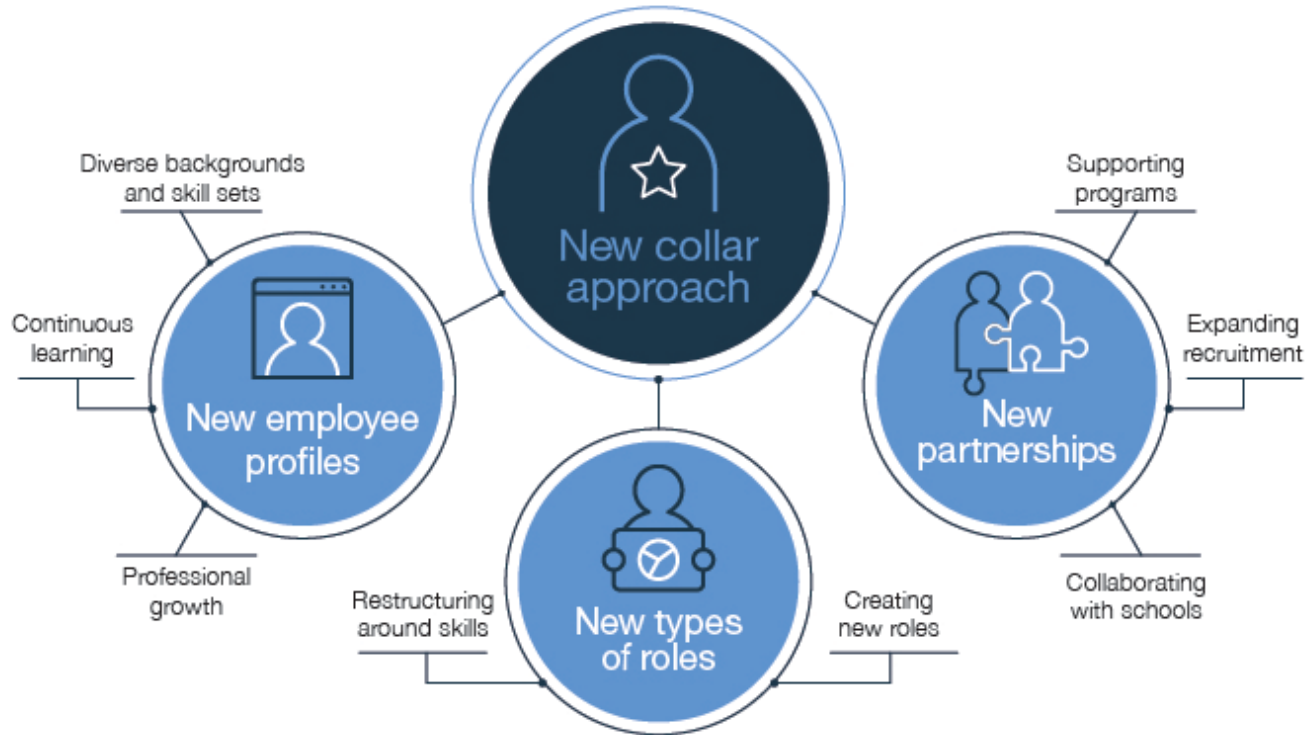


“There's more than one way to get a job in IT. With our emphasis on new collar, it's about having the skills and practical experience, and not just about having a diploma. Already, 10-15 percent of IBM's US hires do not have a traditional 4-year degree, and even more of our US job openings don't necessarily require one.”

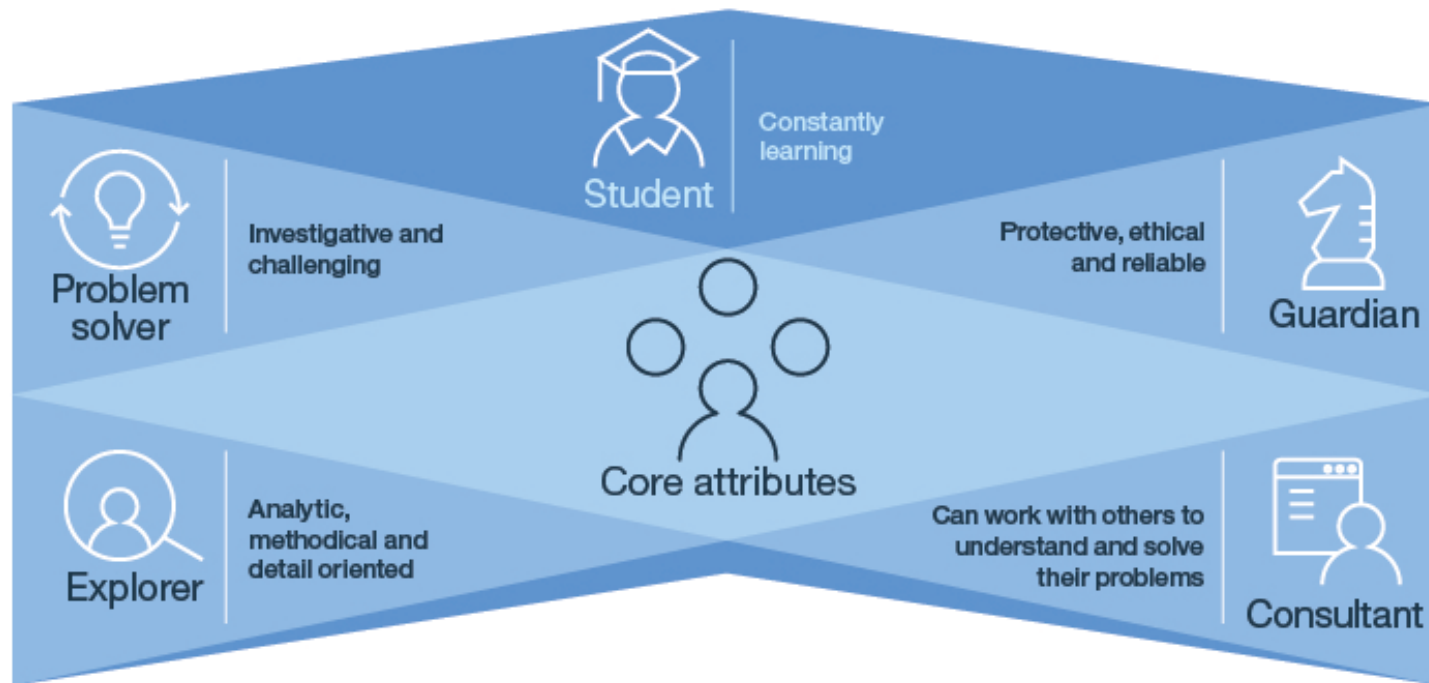
Joanna Daly, Vice President, IBM Talent



Opening the aperture on talent pipelines to take advantage of underutilized sources of talent for new types of work



Skills are at the center of a new collar approach – there are some that are essential for security professionals

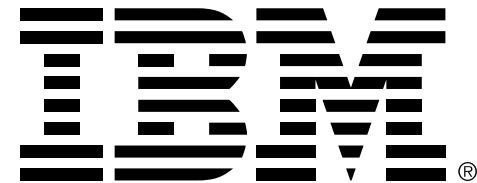


Organizations are trying a number of different creative approaches to address these talent challenges

- Apprenticeship and residency programs
- Internships
- Certification programs
- New education models
- Community colleges, vocational institutions, polytechnic school programs, and career centers
- Early education programs for middle and high schools
- Code schools
- Clubs and competitions
- Veteran hiring
- Actively recruiting underrepresented groups



New Collar Careers For *Veterans*



2018 VETERANS WELL-BEING SURVEY



Edelman



Veterans struggle to find post-military employment, often because of a lack of skills/certifications and industry contacts.

Designed for Success

Bring the Power of IBM Expertise, Tech & Access to Jobs

Serve Under-
employed
Veterans



Enhance
Employability
& Access to
Jobs



Meet Industry
Demands



- ❑ 15 % of Gulf War-era II veterans are unemployed
- ❑ 10% military reduction by 2019
- ❑ Service members with security clearance are highly employable

IBM

Impact Grants

Kenexa



- ❑ 2M+ shortage of cyber job seekers
- ❑ \$200 billion a year lost to fraud in the financial sector
- ❑ 150% increase in terrorism related activities since 2001

Veterans Employment Initiative

IBM is working with veteran service organizations to help military veterans prepare for careers in the expanding field of advanced data analytics.



Partnering for Success

IBM Partner



IBM Human Resources

IBM Lab Services

IBM Veterans Business Resource Group



Grant Partners



Employer Partners



Veterans Getting Free Training For 'New Collar' Jobs

By BOBBIE O'BRIEN - FEB 25, 2017

- Tweet
- Share
- Google+
- Email



you to the power of IBM

Frank Johnson

VETERANS
PIVOT FROM
'WE' TO 'ME'.

Do your best work ever.
This is you to the power of IBM.
ibm.com/jobs/us/veteran_talent



IBM's Veteran Employment Accelerator

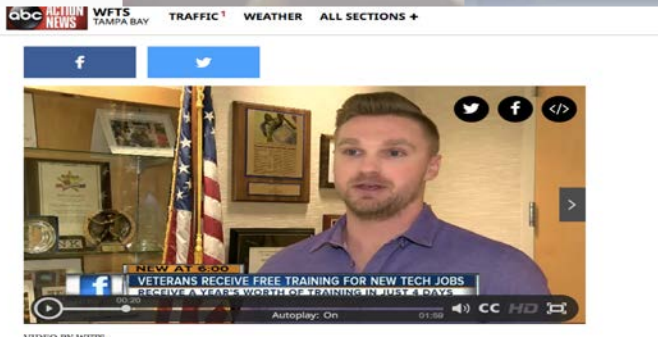
I CAN HELP A VETERAN TRANSITION TO A NEW COLLAR JOB

Frank Johnson knows first-hand that service is a way of life for America's veterans—he served in the U.S. Air Force. At IBM, Frank is able to use his 15 years' experience in the intelligence and defense industries to help guide other veterans beyond the tenure of their uniforms. Frank educates American servicemen and women—before they separate from the military—about IBM Security solutions, showing them the many ways their military experience prepares them for new collar jobs in security analysis.



Frank Johnson

Frank is a member of the Veterans Initiative Team, the group that helps service men



VIDEO BY WFTS Group

RTP: http://ibm.biz/vetbrg_rtp



and everybody wanted both the college and the experience.

IBM Institute for Business Value

Dive in – what you should do to get started



1 Re-examine your workforce strategy

2 Improve your engagement and outreach

3 Build a local cybersecurity ecosystem

4 Provide a robust support program for new hires

5 Focus on continuous learning and upskilling



IBM Institute for Business Value

Key skills IBM looks for when hiring from universities

Individual Strengths and Experiences	Basic Knowledge and Skills	Technical Security – General Skills	Policy Assessment & Audit
Works easily in diverse & dynamic teams	Management Consulting	Architecture	Frameworks
Strong communication, presentation, & analytic skills	Systems Integration	Application	ISO 27000
Knowledge and/or experience with Security Standards	Managed Security Services	Network	NIST
Knowledge and/or experience in Cybersecurity	Project Management	Encryption	SANS CSC
Legal training as it relates to “Cyber Law”	IT Security	Operations	Legislative / Regulatory
Blend of Technical and Business Skills	IT System Administration	Vulnerability Management	SOX
Legal knowledge and/or experience with security and privacy legislations and standards	Network Administration	Identity and Access Management	HIPAA/HITECH
Prior internships in the field of security	System Programming or PEN Testing	Penetration Testing / Ethical Hacking	PCI in general and DSS
Strong programming skills a plus	Ethical Hacking	Digital Forensics / eDiscovery	EU Privacy and Data Security
Basic knowledge in using Microsoft Office Products (Word, Excel, PowerPoint)	General Programming skills	Incidence Response	Fraud / Anti-Money Laundering, GLBA, FISMA



Experience – Top security certifications to pursue and professional organizations to consider joining

Top 10 Certifications & the Accrediting Institution	Professional Organizations
CISSP / (ISC) ²	Cloud Security Alliance
ISACA Cert Info Systems Auditor (CISA) / ISACA	EC- Council
ISO 27001 Lead Auditor and Lead Implementer / International Standards Organization (ISO)	Information Systems Security Association (ISSA) International
PCI Security Qualified Security Assessor (QSA) / PCI Security Standards Council	ISACA
ISACA Cert Info Security Manager (CISM) / ISACA	(ISC) ²
ISACA Cert in Risk & Info Systems Control (CRISC) / ISACA	National Initiative for Cybersecurity Careers and Studies (NICCS)
SCADA Security Architect (CSSA) / SCADA	PCI
EC – Council Certified Ethical Hacker (CEH Security) / EC - Council	SANS
Certificate of Cloud Security Knowledge (CCSK) / Cloud Security Alliance (CSA)	
GIAC Security Certifications (various) / SANS	



Mentoring



AdvisorNet

COMPONENTS

Mentoring

- 1,000 Vets paired with IBMers
- 300 IBM volunteers

Impact Grants

- metrics and tracking system
- Mobile app design for AdvisorNet

[Marketplace](#)

Military and Veteran Talent Services

IBM Careers U.S.

[Join our Talent Network](#)

Offering Top Military and Veteran Talent Services

We appreciate your commitment to serving our country and are dedicated to hiring the best military and veteran talent. We see you as essential and invaluable contributors. Be represented in the executive ranks, management, and throughout every business unit or division in IBM.

[Search IBM jobs for Veterans](#)

Frank
Joined IBM 2017



Results

- 35,000 Total Hires (CASYS/KENEXA)
- 1,000 Vets Mentored by IBMers
- 700 Vets Trained & Certified
- 246 Hired into Cyber/Data Careers
- 24 IBM Hires
- 32 Articles of Earned Media