THE CYBERSECURITY AND INFRASTRUCTURE SECURITY AGENCY (CISA) IS HELPING VETERANS JOIN OUR NATION'S CYBERSECURITY WORKFORCE.

ABOUT THIS MANUAL

To help your veteran members build a career path in cybersecurity, CISA offers a variety of free resources including on-demand training, scholarships, and a course catalog tool. These resources are included in this easy-to-use manual to help arm organizations like yours to help Veterans join the cybersecurity workforce of tomorrow.

Our nation faces a rising number of cyberspace-based attacks and threats. From 2018 to 2022, the United States has encountered more than 3.26 million complaints of cyber-incident, resulting in over $27.6 billion in victim losses[1]. The impact of cyber incidents is not limited to victimized companies; individuals, employees, and customers can experience distressing aftermaths such as identity theft and personal data loss.

The demand for cybersecurity professionals is growing. The current cybersecurity workforce shortage is estimated to be about 4 million cybersecurity workers worldwide[2], making cybersecurity one of the most highly sought-after careers.

Cybersecurity professionals are necessary to protect government and private industry networks. Veterans can help fill the growing openings in this field by learning new cybersecurity skills or brushing up on existing skills. Resonating with their past military experiences, Veterans may understand the crucial need to thwart cyber adversaries, make quick decisions in dynamic situations, and help defend our country. Veterans' adaptability may also make them ideal candidates for the cybersecurity field.

We need YOUR help spreading the word about these resources and the growing career opportunity—please join us in this effort to help your veteran members learn more about exciting, emerging, and growing career opportunities in cybersecurity!

EDUCATION AND TRAINING RESOURCES

CISA offers tools and resources to help Veterans explore a cybersecurity career at their own pace. Veterans can forge a path tailored to meet their specific professional goals based on their individual interests and skillsets.

Understanding Cybersecurity Work Roles

The Workforce Framework for Cybersecurity (NICE Framework)

The Workforce Framework for Cybersecurity (NICE Framework) provides a blueprint to categorize, organize, and describe cybersecurity work into Work Role Categories, Work Roles, Tasks, Knowledge, and Skill (TKS) statements, and Competency Areas. The NICE Framework provides a common language to speak about cybersecurity roles and jobs. Within the NICE Framework, there are seven categories, each comprising of various work roles. Each work role includes the TKSs required to perform the role. Veterans can explore the NICE Framework to learn more about TKSs needed to succeed in cybersecurity work roles.

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[1] https://www.ic3.gov/

[2] https://www.isc2.org/research

Finding Training Opportunities

National Initiative for Cybersecurity Careers and Studies (NICCS) Education & Training Catalog

The NICCS Education & Training Catalog is an open source tool to help aspiring and current cybersecurity professionals locate nearby and virtual cybersecurity-related courses. All 13,000+ courses align with the NICE Framework and users can easily filter them to find modules that are appropriate to their interest and level of professional development. Veterans can visit the Course Catalog to find their next cybersecurity-related course quickly.

Federal Virtual Training Environment (FedVTE)

Veterans can also gain access to the Federal Virtual Training Environment (FedVTE), a free, online cybersecurity training center that provides 24/7 on-demand access to a plethora of courses. Tailored to varying proficiency levels from beginner and intermediate to advanced, Veterans can explore and take courses at their own pace that aligns to their skill level.

All modules align with the NICE Framework, allowing Veterans to build the necessary knowledge and skills to enter the cybersecurity workforce confidently.

Veterans can access Cybersecurity Training and Education for Veterans: A user guide for those who formerly served in the U.S. Armed Forces to learn more about how to transition to a career in cybersecurity.

Continuing Education Opportunities

Veterans may use their Post-9/11 GI Bill benefits to pursue a cybersecurity degree. CISA offers academic resources that make the continuing education process easy.

Cyber Degree Programs

The National Centers of Academic Excellence (NCAE-C) program, jointly supported by CISA and the National Security Agency (NSA), recognizes institutions and their outstanding cybersecurity-related degree programs with NCAE-C designations. Over 400+ colleges and universities are recognized as NCAEs for their close alignment to knowledge units mapped to cybersecurity skills vital to securing our nation's information systems. By attending an NCAE-C institution, students have the opportunity to learn by doing and contribute to the protection of our nation.

Scholarships: A Path to Employment

The CyberCorps®: Scholarship for Service (SFS) program, co-sponsored by CISA and the National Science Foundation (NSF), offers cybersecurity scholarships to outstanding undergraduate, graduate, and doctoral students. Currently, students can receive $27,000 to $37,000 to cover the typical costs to attend a participating institution.

The SFS program gives students exclusive access to hiring fairs for internships and apprenticeships as well as permanent hire opportunities. CISA co-sponsors an annual virtual SFS Job Fair (early winter) and an in-person SFS Job Fair in the Washington, D.C. area (January). Scholarship recipients must serve in the government in a cybersecurity-related position for a period equivalent to the length of the scholarship.

Navigating a Career Path in Cybersecurity

Launching a new cybersecurity career is exciting, but the prospect can be overwhelming at times. CISA has developed resources and tools to help Veterans navigate their journey into the profession with ease.

Veterans User Guide

The [Cybersecurity Training and Education for Veterans: A User Guide for Those Who Served in the U.S. Armed Forces](#) introduces Veterans to cybersecurity training and education resources that help build the skills necessary to transition into a cybersecurity career.

Veterans can refer to the Guide to:

- Better understand the cybersecurity field
- Explore available cybersecurity training and education opportunities
- Plan their transition into the cybersecurity workforce

The Cyber Career Pathways Tool

The NICCS website hosts a variety of interactive cybersecurity career and workforce development tools to help professionals start or advance their career in cyber.

The [Cyber Career Pathways Tool](#) helps users identify, build, and navigate a potential cyber career pathway by increasing your understanding of the tasks, knowledge, and skills needed to begin, transition, or advance their cyber career. Plan out potential career paths and gain a better understanding of the TKSs needed to be successful in the cybersecurity workforce. Get started and explore the Cyber Career Pathways Tool now!

Interactive Cybersecurity Career Map

With hundreds of thousands of open cybersecurity positions across the U.S. alone, now is the time to get started and apply to be part of the cybersecurity workforce. The [Interactive Cybersecurity Career Map](#) on NICCS displays thousands of open federal cybersecurity positions across the country and around the world. Filter by location, salary range, job title, and in-person/telework options to find a cybersecurity career that fits your criteria.

GET THE WORD OUT

How To Get Involved

Use your voice and network to share the information above along with the Guide. Take action today by helping Veterans become the cybersecurity workforce for tomorrow!

CISA offers ready-to-use messaging for your veteran members. Refer to the Appendix for sample language and templates. Copy and paste the sample message into an email and share it with your network.

Ways to Distribute the Information

- Email the Guide to all Veteran members
- Post the Guide to your organization's website for easy access
- Spread the word using your communication channels
  - Post on Twitter, Facebook, and other social media sites
  - Post a blog
  - Display the informational poster
  - Add this information to your newsletter
  - Share this information at a training-related event

Share Your Feedback!

We want you to hear from you! Please email us at NICCS@hq.dhs.gov to share:
- What parts of the Manual and Guide are helpful
- Any additional information that you would like for us to include
- Efforts on how you are helping Veterans explore and join the cybersecurity workforce

Partner With Us
- Email us at NICCS@hq.dhs.gov to find out about other opportunities
- Share upcoming speaking opportunities at your events
- Regularly communicate with us on how to spread the word

Thank You

On behalf of CISA, we would like to thank you for your help in reaching out to our nation's Veterans. We are excited to offer these resources to those who have served and are interested in launching a cybersecurity career.

APPENDIX

Feel free to use any of the sample language below for your organization's communication channels—webpages, social media accounts, and newsletters.

Sample Email/Article Messaging

Start your post-military career with hundreds of thousands of available jobs in information assurance/cybersecurity nationwide. Veterans are well-positioned to transition into this growing and critical field of cybersecurity. There is **FREE** training available for Veterans like yourself. Explore hundreds of no-cost, mobile-friendly, online training through the Federal Virtual Training Environment (FedVTE). Sign up to take your first class and launch your rewarding career today.

FedVTE is a free online, on-demand cybersecurity training system with courses ranging from beginner to advanced levels. There are also preparatory courses available for some of the most popular certifications in the industry such as Security+ and CISSP. Taking these courses can help prepare you to compete for the top cybersecurity jobs across the country. Do not miss out on this incredible opportunity to sign up today!

To sign up or learn more, please visit: https://niccs.cisa.gov/education-training/federal-virtual-training-environment-fedvte.

Sample Messaging for Blogs and Newsletters

[Insert name of your organization] is excited to bring valuable opportunities and resources from the Cybersecurity and Infrastructure Security Agency (CISA) to help U.S. Veterans transition into their next mission: a rewarding career in cybersecurity. FedVTE is an online, on-demand training platform that provides government employees and Veterans access to courses on cybersecurity and information technology (IT). Through FedVTE,

FedVTE is available to federal, state, local, tribal, and territorial government employees, so Veterans with an email address ending in ".gov" can register and begin taking courses immediately.

To sign up or learn more, please visit: https://niccs.cisa.gov/education-training/federal-virtual-training-environment-fedvte.

Sample Facebook Posts and Tweets

FACEBOOK

Sample A:
Veterans: Access FREE cybersecurity training through CISA!

Prepare for popular certifications or take general training to open the door to a new exciting career. Sign up for your FREE #FedVTE account TODAY by visiting https://niccs.cisa.gov/education-training/cybersecurity-veterans

Sample B:
Veterans: Transition into a well-paid cybersecurity job and continue serving your country in a new way. CISA offers FREE training through #FedVTE. To get started, go to https://niccs.cisa.gov/education-training/cybersecurity-veterans

Sample C:
For any Veteran interested in exploring a career in cybersecurity, CISA is now offering FREE training, including certification prep courses. Visit #FedVTE to sign up today and learn more: https://niccs.cisa.gov/education-training/cybersecurity-veterans

TWITTER

Sample A:
FREE #cybersecurity training for #Veterans from @CISAgov through #FedVTE. Prepare for your next exciting career and get started today https://niccs.cisa.gov/education-training/cybersecurity-veterans

Sample B:
Are you a #Veteran looking for your next mission? Explore #cybersecurity jobs. Get #FREE #cybersecurity training through #FedVTE. Sign up today at https://niccs.cisa.gov/education-training/cybersecurity-veterans

Sample C:
FREE #cybersecurity training for #Veterans through @CISAgov including coveted certification prep courses—check it out at https://niccs.cisa.gov/education-training/cybersecurity-veterans and sign up for your free #FedVTE account TODAY!

Sample D:
#Veterans: Continue serving your country in a new and exciting way in a #cybersecurity job. @CISAgov offers #FREE training through #FedVTE. To get started, visit https://niccs.cisa.gov/education-training/cybersecurity-veterans and sign up today!

Sample Press Release

NO-COST TRAINING FOR VETERANS

(Month, Date, 2023)—The Cybersecurity and Infrastructure Security Agency (CISA) provides Veterans access to mobile-friendly information technology and cybersecurity training courses through the Federal Virtual Training Environment (FedVTE) at https://fedvte.usalearning.gov. From certification preparation courses like CompTIA A+ and Certified Ethical Hacker to general courses such as Coding 101, Cybersecurity Overview for Managers, and Cyber Fundamentals for Law Enforcement Investigations, FedVTE can jump-start active duty members and Veterans on the path to a career in a high-demand, high-paying IT/cybersecurity profession. Start today and register on FedVTE. CISA thanks active duty members and Veterans for their service and will continue to offer new and innovative FedVTE courses as a no-cost benefit.

For questions about FedVTE, email NICCS@hq.dhs.gov. For more information about getting started in cybersecurity or information technology as a Veteran, visit https://niccs.cisa.gov/education-training/federal-virtual-training-environment-fedvte.

[Insert additional training/resources for Veterans from your organization here.]

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