CYBERSECURITY WORKFORCE DEVELOPMENT

Cybersecurity is critical to our national security. As organizations take steps to protect their information and networks, they have to have the right people, with the right skills, in the right place, to address these issues. The Department of Homeland Security (DHS) is committed to strengthening the cybersecurity workforce. DHS aims to provide tools to help ensure we have skilled cybersecurity workers today and help shape future cybersecurity leaders of tomorrow.

TOOLS TO BUILD AND DEVELOP YOUR CYBERSECURITY WORKFORCE

DHS offers information, tools, and templates to help organizations plan, recruit, retain, and develop top talent. For example:

- The **National Cybersecurity Workforce Framework** provides employers with a national standard to develop their cybersecurity workforce
- The **Cybersecurity Workforce Development Toolkit** provides organizations with the information, tools and templates to plan, build, and advance their cybersecurity workforce
- The **DHS CMSI PushButtonPD™** is a tool managers can use to quickly draft Federal employee position descriptions
- The **Cyber Workforce Planning Capability Maturity Model** enables organizations to evaluate their cybersecurity workforce planning readiness

- The **Cybersecurity Workforce Planning Diagnostic** helps organizations make decisions about resource allocation and human capital investment based on their willingness to take on risk
- The **National Initiative for Cybersecurity Careers and Studies (NICCS) Training Catalog** provides access to more than 2,000 cyber training courses

SELF-EVALUATION CHECKLIST

As you begin to look at your cyber workforce, ask yourself these questions:

- ☐ Is my organization ready to conduct workforce planning?
- ☐ How many employees do I have doing cyber work? What are their skill sets?
- ☐ How many additional employees do I need?
- ☐ How will risk impact my workforce needs?
- ☐ Have I spoken with managers (e.g. HR and program/functional managers) about building cybersecurity teams?
- ☐ Do I know how to recruit top talent?
- ☐ Have I engaged my cyber staff and discussed professional development opportunities?
- ☐ Where can I find cybersecurity training?

To help organizations build their cyber teams, DHS offers full-lifecycle cybersecurity workforce development support to qualifying organizations. Contact us at NICCS@hq.dhs.gov.

Get started building your cybersecurity workforce today.
Learn more at www.niccs.us-cert.gov

Developing your cybersecurity workforce is no small task. Take these steps to get started.

STEP 1: PREPARE

→ Establish a vision for your cybersecurity workforce

→ Use the *Cybersecurity Workforce Planning Capability Maturity Model (CMM)* to assess your organization's workforce planning readiness
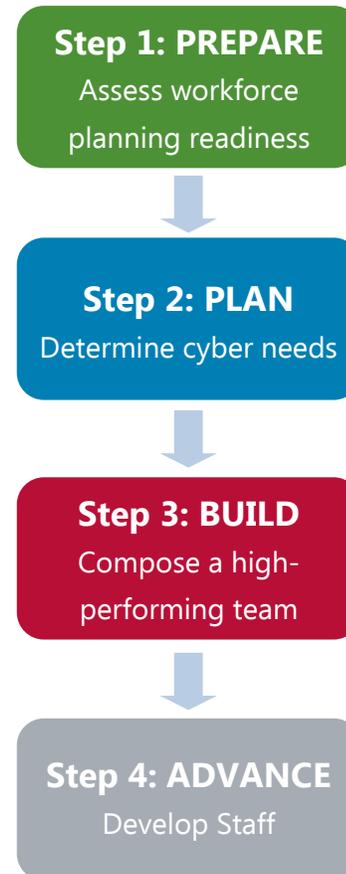
STEP 2: PLAN

→ Understand your cybersecurity risk exposure and tolerance using the *Cybersecurity Workforce Planning Diagnostic*

→ Inventory your cybersecurity workforce

→ Determine and address gaps

STEP 3: BUILD

→ Align positions to the *Workforce Framework*

→ Learn non-technical traits of cybersecurity professionals

→ Use the *recruitment checklist* to hire top talent

STEP 4: ADVANCE

→ Take steps to retain staff at every level

→ Develop career paths to help your staff navigate their careers

→ Discover continuous development opportunities

Step 1: PREPARE
Assess workforce planning readiness

Step 2: PLAN
Determine cyber needs

Step 3: BUILD
Compose a high-performing team

Step 4: ADVANCE
Develop Staff

ABOUT DHS CYBERSECURITY

DHS is responsible for safeguarding our Nation's critical infrastructure from physical and cyber threats that can affect national security, public safety, and economic prosperity. DHS actively engages the public and private sectors as well as international partners to prepare for, prevent, and respond to catastrophic incidents that could degrade or overwhelm these strategic assets. For more information, please visit: www.dhs.gov/cyber.

Download the Cybersecurity Workforce Development Toolkit
https://niccs.us-cert.gov/home/cybersecurity-workforce-development-toolkit