



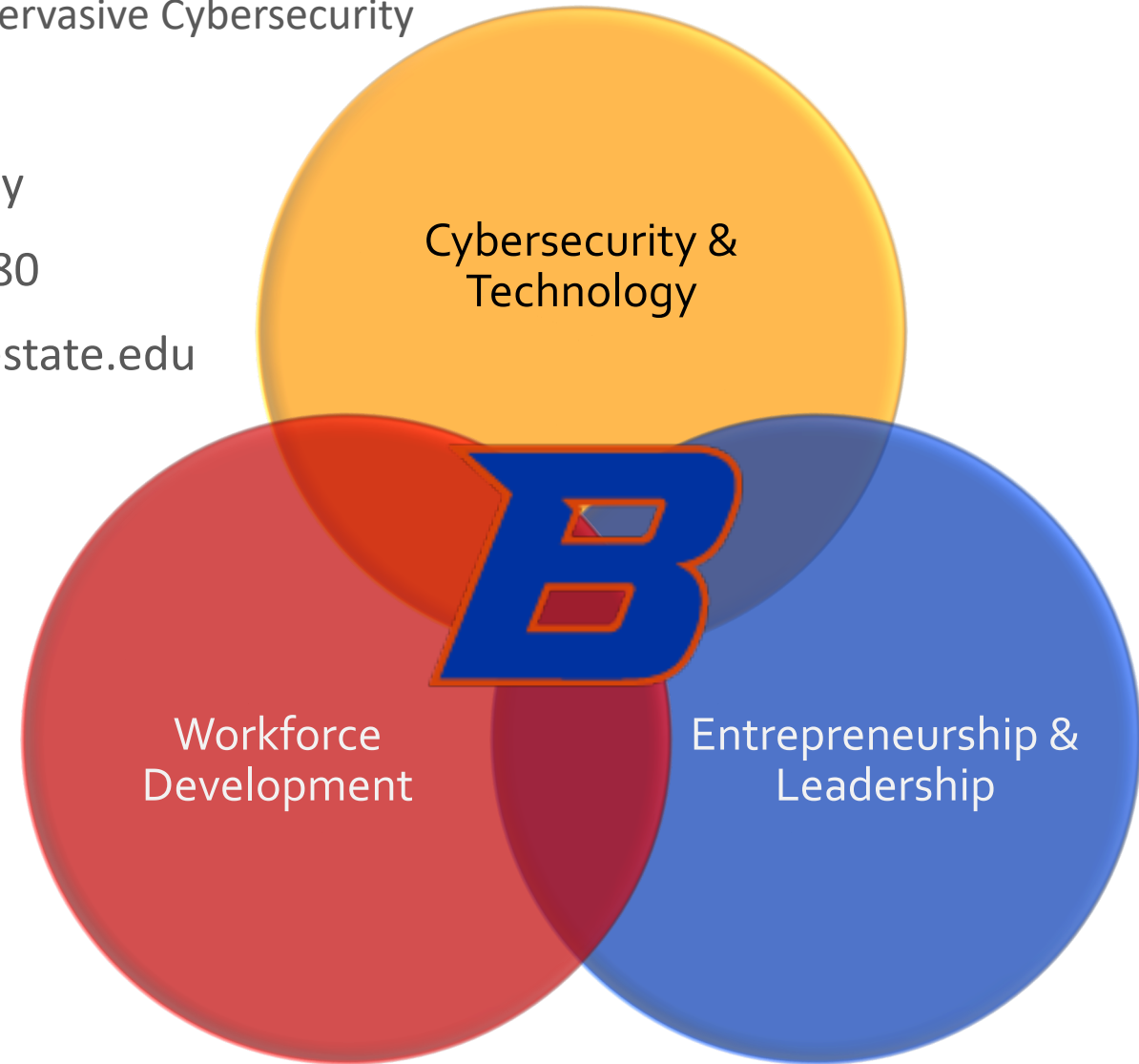
Ready for Work

Incorporating Experiential Learning into Degree Pathways

Introduction – Who am I?

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Institute for Pervasive Cybersecurity

Competency
Development

Research &
Partnership

Workforce
Development

Support &
Advisory Services



If you dare...

<https://www.boisestate.edu/cybersecurity>

February, 2023

Idaho

TOTAL CYBERSECURITY JOB OPENINGS ⓘ

5,248

TOTAL EMPLOYED CYBERSECURITY
WORKFORCE ⓘ

4,516

National level

TOTAL CYBERSECURITY JOB OPENINGS ⓘ

714,548

TOTAL EMPLOYED CYBERSECURITY
WORKFORCE ⓘ

1,091,575

Idaho

TOTAL CYBERSECURITY JOB OPENINGS ⓘ

7,026

TOTAL EMPLOYED CYBERSECURITY
WORKFORCE ⓘ

4,919

National level

TOTAL CYBERSECURITY JOB OPENINGS ⓘ

755,743

TOTAL EMPLOYED CYBERSECURITY
WORKFORCE ⓘ

1,112,410

Our Problem

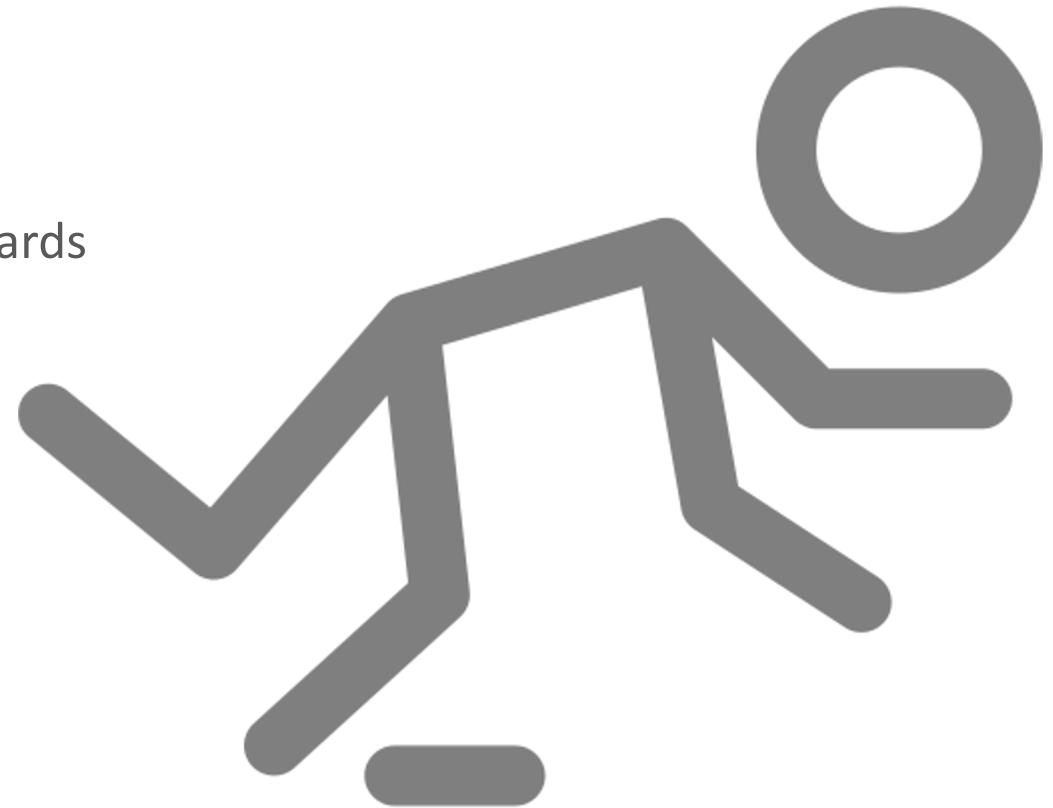
Over 3-4 Months:
6% Increase (National)
39% Increase (Idaho)

Ready for Work: First Premise

- Academia Can Produce a more effective “Ready for Work” ENTRY LEVEL Workforce

- This is just a step towards a better workforce...

- Right now though...
We are stumbling...



Ready for Work: Second Premise

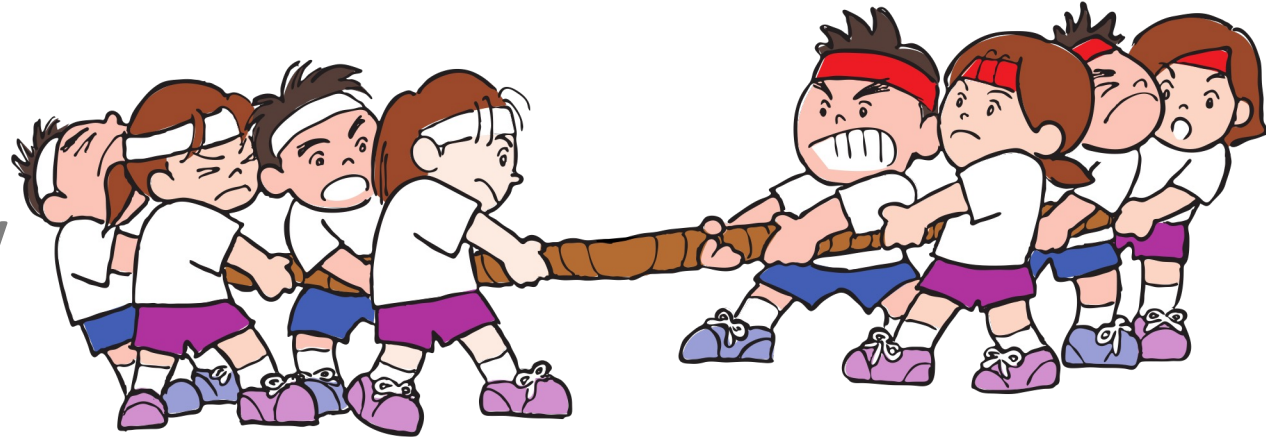
“If we don't take care of the folks that are below the security poverty line, you can do all that you want to protect yourself if you're above the security poverty line, but you'll still be exposed”

- Jeetu Patel, Cisco EVP for security and collaboration



State of Workforce Development

Industry



Academia

- According to the 2018 (ISC)2 Cybersecurity Workforce Study, 49% of hiring managers believe relevant cybersecurity work experience is one of the top qualifications they look for amongst potential candidates.
- Relevant experience demonstrates a candidate's interest in the field, and the likelihood they have the skills to do the job.
- Internships
- Advanced degree programs
- Boot camps
- Cybersecurity certificates
- Networking and mentorship programs

- Our Early-Career Professionals...

State of Workforce Development



State of Workforce Development

- Producing a “Ready to Work” Workforce = Reduced / Eliminate Activation gap
- Other Professions do this – Can we replicate?



Shifting Competency Development Left

- Remember my 2nd Premise?
- Interconnected Systems
 - “Weakest Link”
- Still need core services
- Below the
“Cyber Poverty Line”



Shifting Competency Left First Example

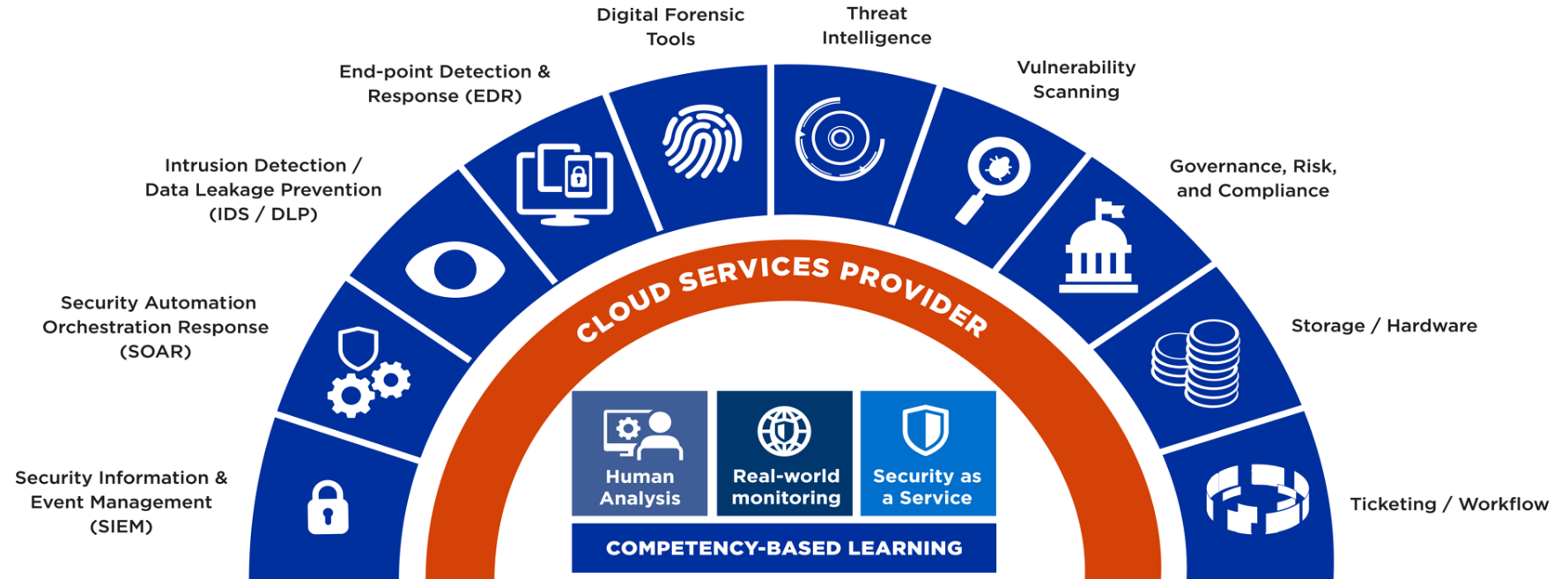
In-Field Risk Assessments

- Funded with Industry Grants
 - 4 students for summer internship + travel + mentor time
- Student gain real-world experience
 - Risk Assessment Training & Awareness
 - CSET Tool from INL
- Rural community impact



The Cyberdome

Shifting
Competency
Left
Second
Example

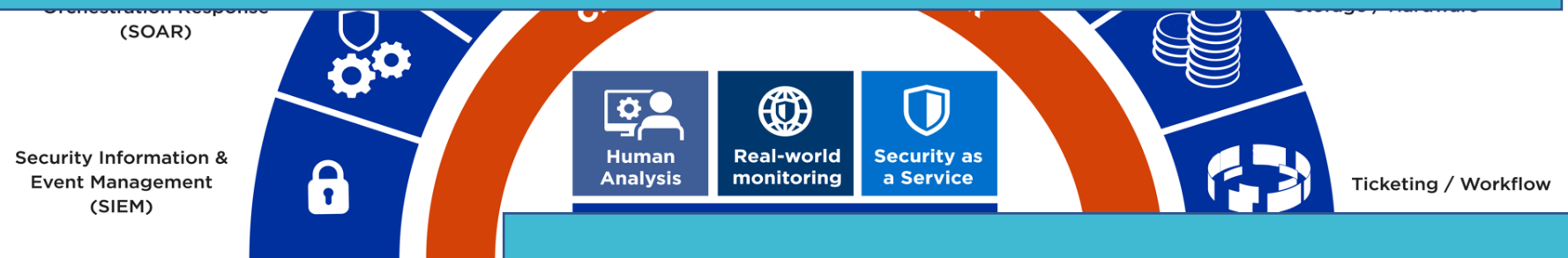


The Cyberdome

Shifting
Competency
Left
Second
Example

Value to Partners

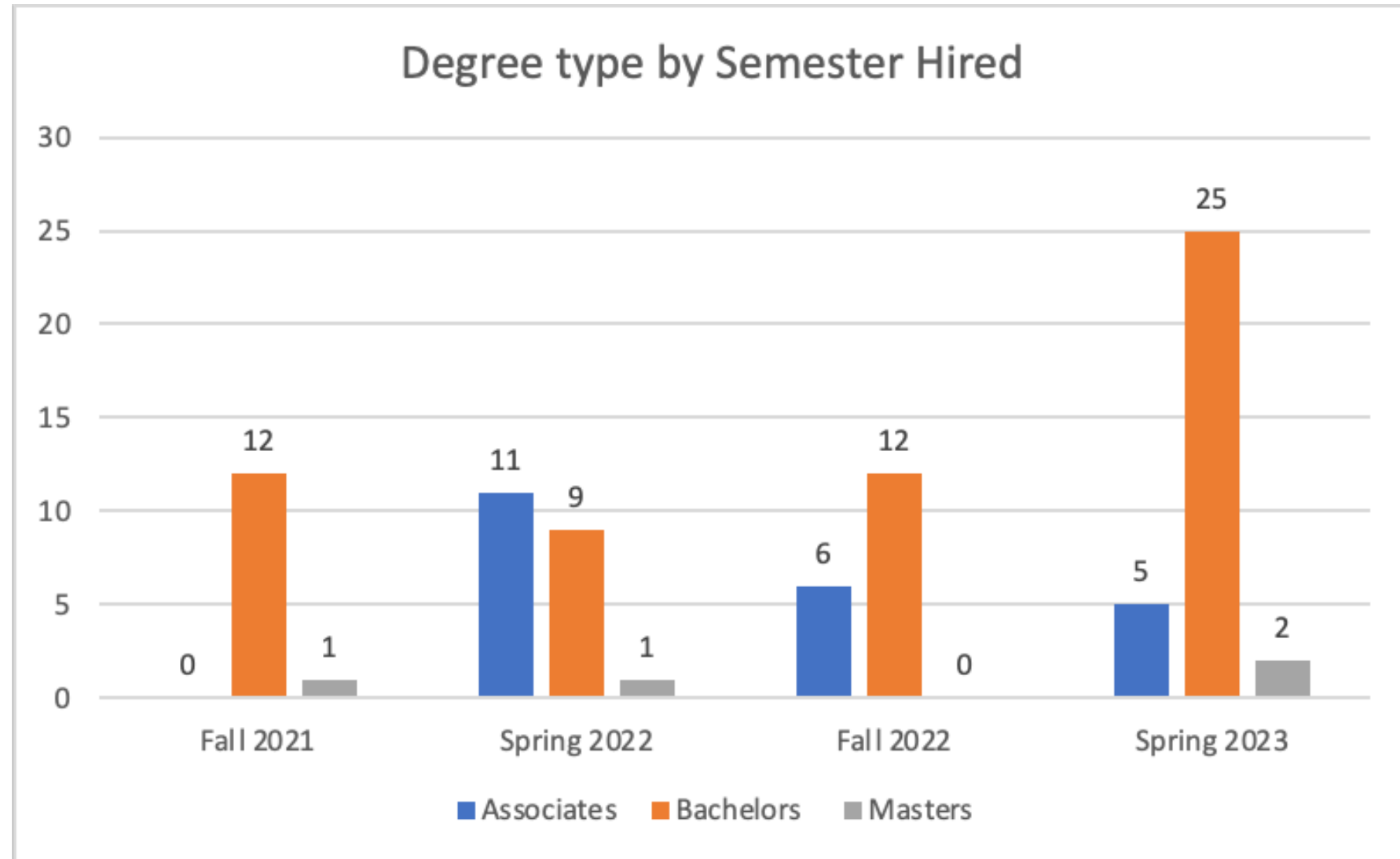
- Critical Security Monitoring, Detection, Response Technologies to Improve Current Security Posture
- Workforce to Monitor, Analyze, Detect & Respond to events
- Cost-effective support
- Workforce Development Support for Local Communities, and the State
- **Economic Development**



- Paid 20-hour shifts over 6-months
- Market specific career services
- Portfolio elements for resume
- Embedded Certs (CompTIA x2)

The Cyberdome

Shifting
Competency
Left
Second
Example





Thank You!

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