



CWCT: Cybersecurity Workforce Certification Training



A Final Stop of the CWCT Journey: Training Participant Job Placement with Certifications

Stephen Reiter and Mengjun Xie

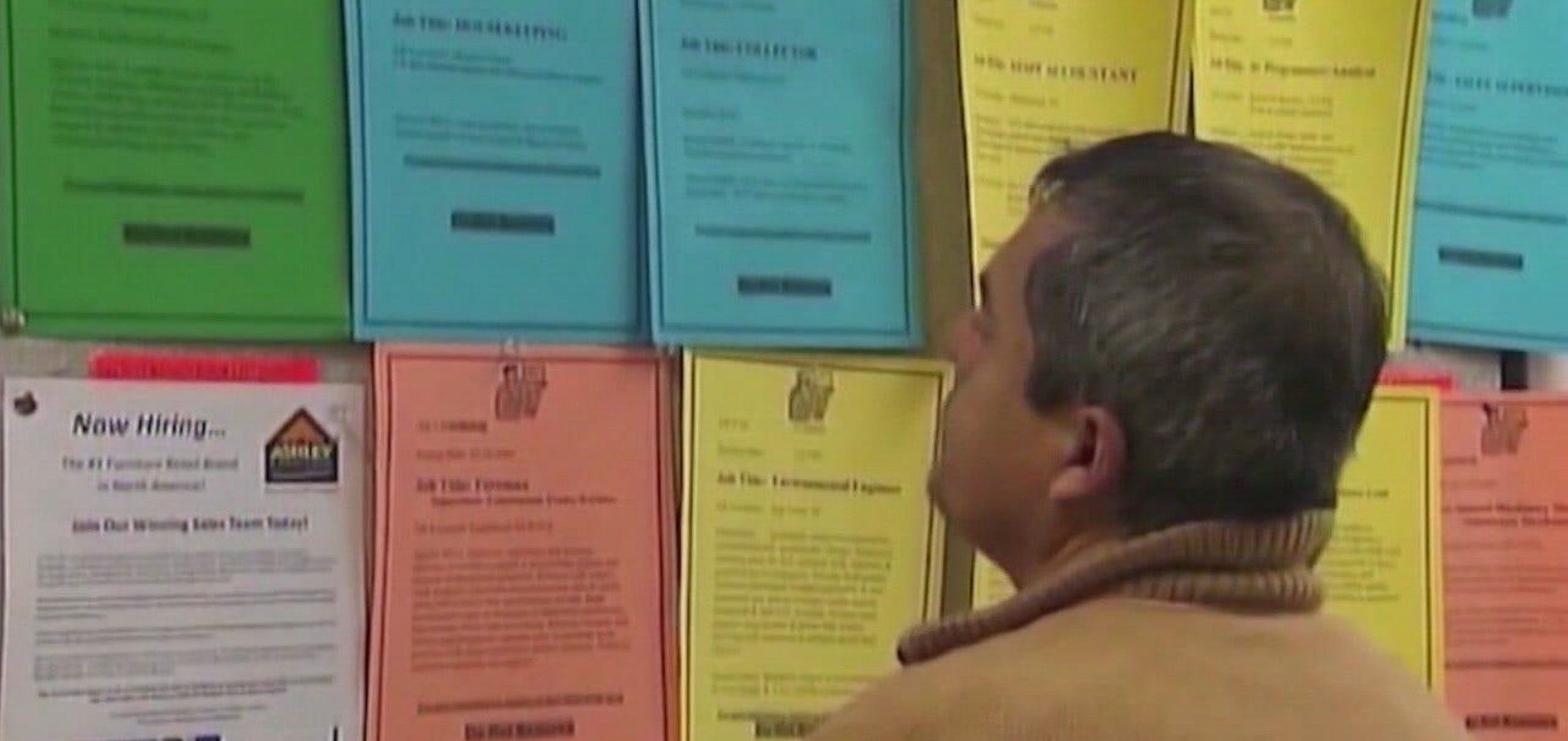
The University of Tennessee at Chattanooga

www.cwct.us



PURDUE UNIVERSITY NORTHWEST







Mission of CWCT



- ❖ **Our Mission:** Pilot and establish a cybersecurity workforce development program, focus on the virtual live training for *veterans*, *first responders*, and other adult learners who are seeking job transitioning and upskilling.
- ❖ CWCT is a **collaborative effort** from the very beginning.
 - Led by four higher education institutions
 - Partnering with industry employers, various organizations, governments, and certification vendors
 - Seeking to expand and partner with more institutions as well



Our Program



- ❖ Sessions of 10-week college level courses are offered online with virtual live lectures and hands-on labs, free of charge.
 - 8 weeks learning with 6 instructional hours per week
 - 2 weeks for certification preparation and examination

- ❖ Three tracks meeting high demands from the market
 - Cybersecurity Artificial Intelligence
 - Cybersecurity Digital Forensics
 - Cybersecurity System Administration
 - 6 courses in total per track with 3 foundation courses across tracks



Current Progress



- ❖ CWCT has attracted a great deal of interests across the country
 - Total applications: **5,418** (from 50 states, 5 territories, and overseas)
 - Total unique admissions: **854**
 - Original goal (over two years): 850 participants
 - Highlights:
 - **648 (76%) priority group** (i.e., transitioning military, law enforcement, other first responders)
 - **74% underrepresented groups**
 - **29.3% women**
- ❖ CWCT has delivered 4 regular and 1 pilot training sessions
 - 11 completed the entire program (6 courses) by March 2022



Job Placement – Team



- ❖ Job placement is one of CWCT's core objectives

- ❖ CWCT has a designated team leading business relationship development
 - Every member institution has a designated person working on employer relationship development
 - The team works in a close and complementary manner
 - CRM software is employed to facilitate development and management
 - Partnership development with employers and staffing companies
 - E.g., FedEx, Accenture, Booz-Allen-Hamilton, TVA, Deloitte, Bank of America, etc.



Job Placement – Preparing Students



- ❖ Proactively helping students prepare for job seeking
 - Career development workshops
 - 2 completed, 150-170 attendants, recorded for future viewing
- ❖ Actively disseminating job opportunities to students
 - A dedicated LinkedIn page for job information dissemination
 - E.g., CAE virtual job fair
- ❖ Successfully organizing and engaging job-related events
 - Fireside chats
 - 2nd is upcoming. ~80 attended the 1st one.
 - Virtual job fairs
 - 2 completed. 17 employers in the 1st and 21 employers in the 2nd. Most in 2nd are new.
 - TV and Radio shows



What's Next?



- ❖ Establish a broad range of partnerships
 - Employers, governments, industry organizations, and workforce associations and intermediaries
- ❖ Establish CWCT as a workforce intermediary
 - Engage with employers, workforce associations, governments, and others
 - Engage with training participants
 - Identify needs, bridge the needs with talents, establishment placement mechanisms
- ❖ Develop multiple forms of placement mechanisms
 - Internship
 - Apprenticeship
 - Job placement
- ❖ Continue to work with NCAE-C community to promote cybersecurity workforce development



Acknowledgment



- ❖ The CWCT project is supported by NCAE-C grant# H98230-20-1-0351, managed by National Security Agency.
- ❖ Contact Information
 - Website: <http://cwct.us>
 - Email: cyberworkforce@pnw.edu

Thank you!