Securing Student Futures: Working with Career Services as a Critical Partner in Cybersecurity Education

Caroline Jennings, Career Services

2025 CAE Community Symposium

SANS.edu: Key Differences

Enrollment & Curriculum Structure

Asynchronous enrollment & On-Demand primary modality = Flexibility for working students

Stackable certifications with most courses = Job readiness before degree completion

Faculty are all full time working cyber professionals = real-time curriculum responsiveness to industry

Academic & Career Connections

Experiential Learning embedded in curriculum via labs, CTFs, internal or external internship

Curriculum reviews incorporate working industry leader feedback

Program Success KPIs are directly tied to student career outcomes, ROI, and workforce contribution

Career Services Structure & KPIs

Career Services Team

- Intrusive, intentional outreach by midpoint of undergraduate programs.
- Target a maximum of 180 job seeker caseload per Career Specialist

KPI #1 Knowledge Rate for Graduates	KPI #2 % Alumni not employed >180 days post-graduation	KPI #3 % New Employments During Program	KPI #4 # Days to Employment
What percentage of students do we know their career status/outcome at graduation? (Target for NACE reporting is 65%)	What percentage of *job seeking* students are not employed in cybersecurity more than 6 months after graduation?	What percentage of job seeking students earn new roles in cyber prior to completion of their program?	Average number of days after graduation a student finds a job in cyber. Including in-program placements as 0 days:
99.47%	**3.7%**	**70.37%**	**10.4** Excluding in-program placements: **68.4**

2025 CAE Community Symposium

NACE Reporting & First Destination Survey

- What is NACE?

- Am I a NACE school? ([Check here](#))

- What is the First Destination Survey, and why does it matter to me? ([See Dashboard here](#))

NACE First Destination Survey

- How are our graduates faring?

- What roles are they getting?

- What's our response & knowledge rates? How can we help know more about our student outcomes?

- Review [NACE FDS Dashboard](#) to benchmark against other institutions with your CIP Code(s), peer or competitors, etc.

Key Conversations with your Career Services Office

FIRST DESTINATIONS DASHBOARD

SANS TECHNOLOGY INSTITUTE

Class of 2023

Mean Starting Salary	Total Graduates	Knowledge Rate	Career Outcomes Rate
$69,955	2,142	59.7%	86.0%

DEGREE LEVEL

- BACHELORS
- MASTERS

DISCIPLINE

- Business
- Communications
- Communications Technology
- Computer & Information Science
- Construction
- Education
- Engineering

MAJOR

- 11.02 Computer Programming
- 11.03 Data Processing
- 11.04 Information Science/Studies
- 11.05 Computer Systems Analysis
- 11.07 Computer Science
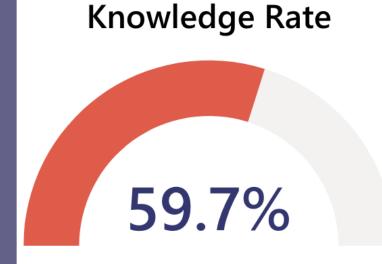- 11.08 Computer Software & Media App
- 11.09 Computer Systems Networking &
- 11.10 Computer/Information Technolog

CAREER OUTCOMES

Employed Overall	76.3%
Standard Employment Full-time	71.9%
Seeking Employment	13.5%
Continuing Education	8.5%
Temp/Contract Employee	1.8%
Military	0.8%
Entrepreneur	0.5%
Seeking Contunuing Education	0.3%
Post-Grad Fellowship/Internship	0.3%
Freelance	0.1%
Service	0.1%

2025 CAE Community Symposium
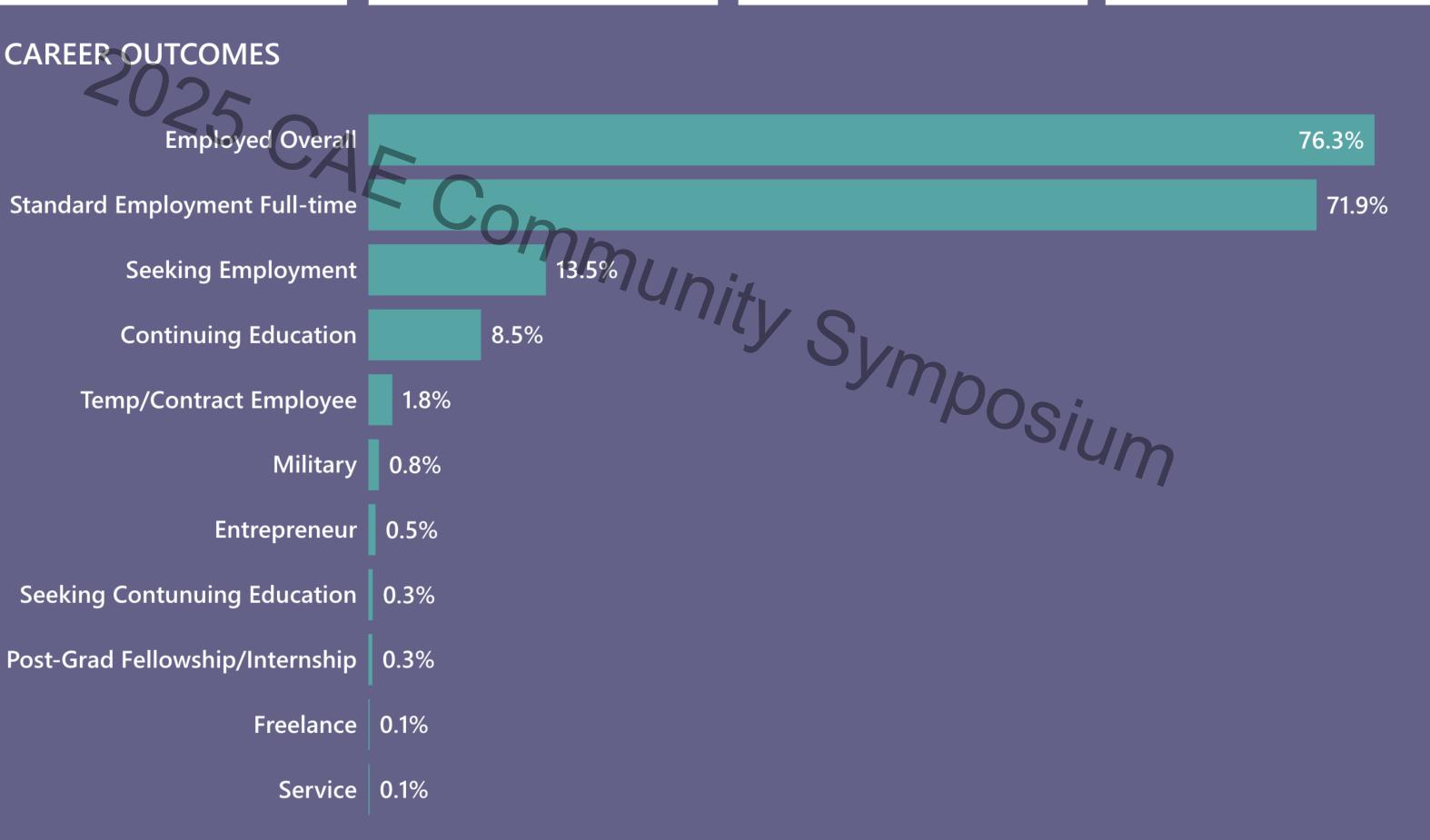
Skills Debrief

- What skills should your Career Services be looking for students to have on their resumes?

- What does a cyber resume look like (mutual benefit)?

- Has Career Services ever seen an NCL Scouting report?

- Does Career Services have employer contacts that hire cyber talent? What feedback do they have/can they solicit about student preparedness?

Key Conversations with your Career Services Office

Tools your institution (probably) already has:

- [Jobscan](#) (or [Vmock](#)) – ATS Compatibility checks, resume catering to job postings

- [Big Interview](#) - practice interviewing skills, potential to integrate into experiential reflections and involve alumni or external mentors.

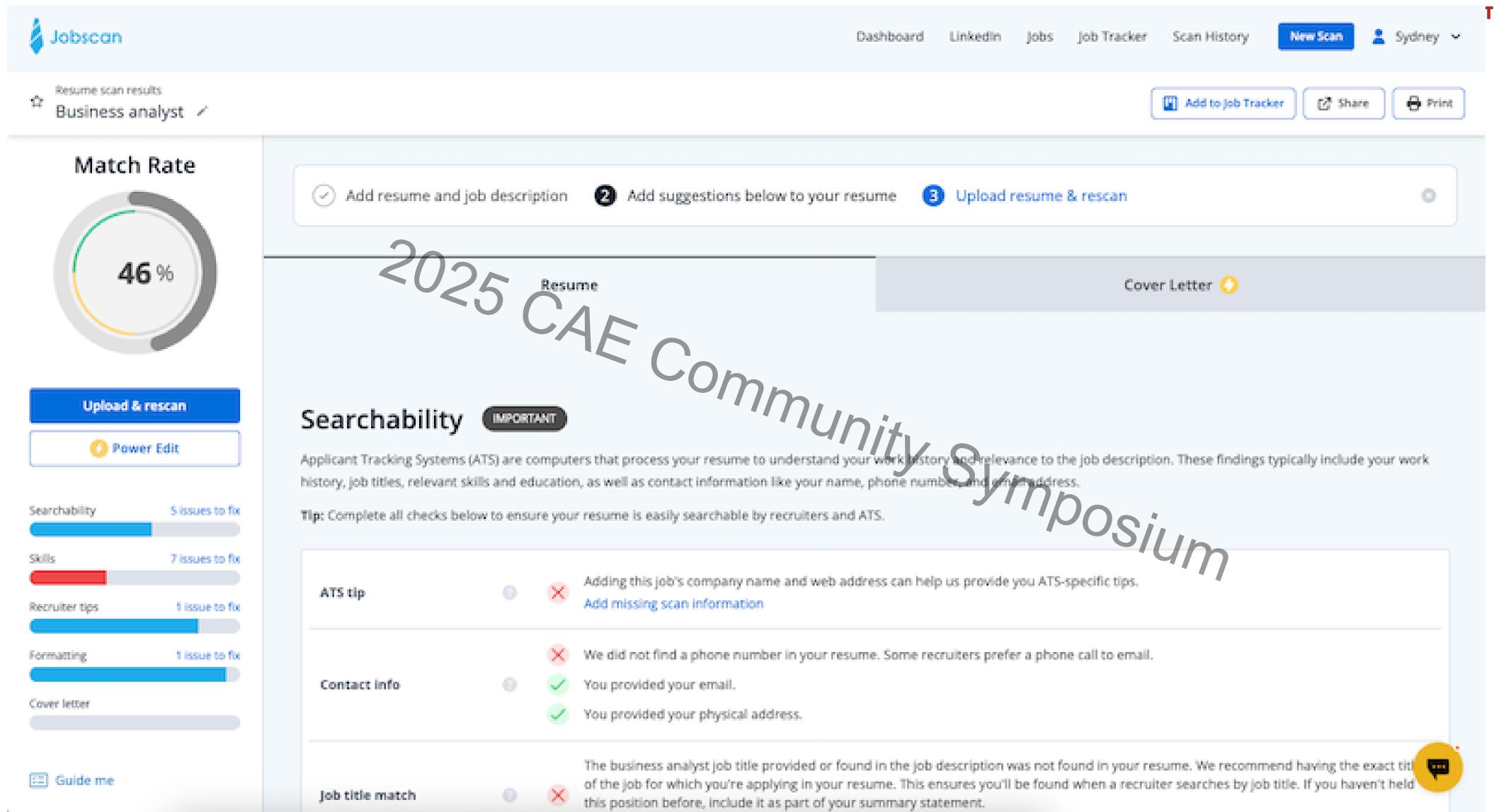## Key Conversations with your Career Services Office

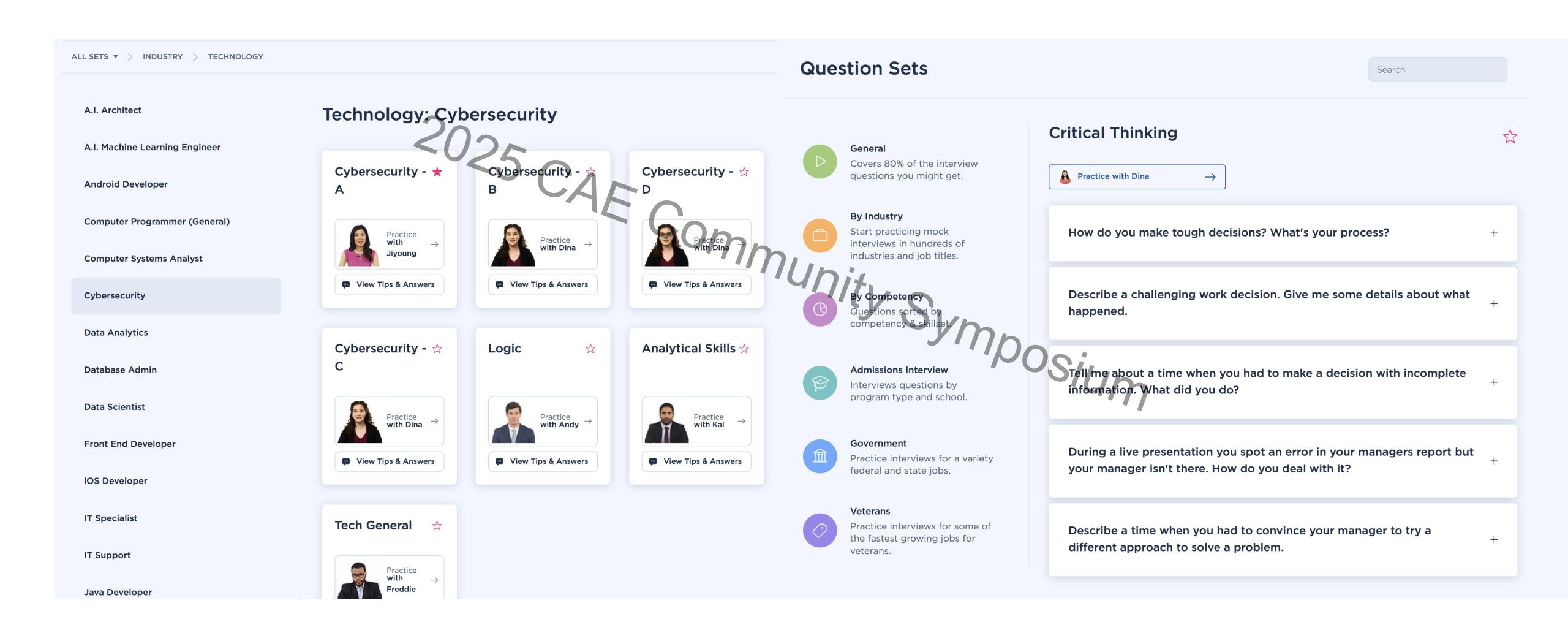## Tools your institution (probably) already has:

- [Jobscan](#) (or [Vmock](#)) – ATS Compatibility checks, resume catering to job postings

- [Big Interview](#) - practice interviewing skills, potential to integrate into experiential reflections and involve alumni or external mentors.

Key Conversations with your Career Services Office

Question Sets by Industry or Competency

Search

Technology: Cybersecurity

A.I. Architect

A.I. Machine Learning Engineer

Android Developer

Computer Programmer (General)

Computer Systems Analyst

Cybersecurity

Data Analytics

Database Admin

Data Scientist

Front End Developer

iOS Developer

IT Specialist

IT Support

Java Developer

Cybersecurity - A ★

Practice with Jiyoung →

💬 View Tips & Answers

Cybersecurity - B ☆

Practice with Dina →

💬 View Tips & Answers

Cybersecurity - D ☆

Practice with Dina →

💬 View Tips & Answers

Cybersecurity - C ☆

Practice with Dina →

💬 View Tips & Answers

Logic ☆

Practice with Andy →

💬 View Tips & Answers

Analytical Skills ☆

Practice with Kal →

💬 View Tips & Answers

Tech General ☆

Practice with Freddie

Question Sets

▶ **General**
Covers 80% of the interview questions you might get.

💼 **By Industry**
Start practicing mock interviews in hundreds of industries and job titles.

◔ **By Competency**
Questions sorted by competency & skillset.

🎓 **Admissions Interview**
Interviews questions by program type and school.

🏛 **Government**
Practice interviews for a variety federal and state jobs.

🏷 **Veterans**
Practice interviews for some of the fastest growing jobs for veterans.

Critical Thinking ☆

👤 Practice with Dina →

How do you make tough decisions? What's your process? +

Describe a challenging work decision. Give me some details about what happened. +

Tell me about a time when you had to make a decision with incomplete information. What did you do? +

During a live presentation you spot an error in your managers report but your manager isn't there. How do you deal with it? +

Describe a time when you had to convince your manager to try a different approach to solve a problem. +

Can you share an instance where Python either aided you in your career or potentially could in the future?

×

Python is often used in cybersecurity for various tasks, such as automating repetitive tasks, data analysis, penetration testing, and more. Here are some general tips on answering this question:

1. Choose a Relevant Instance: Consider a time when you used Python to solve a problem, complete a project, or streamline a process in your cybersecurity work. This will demonstrate your practical experience with Python in a cybersecurity context.

2. Provide Specific Details: Be sure to explain exactly what you did, including the problem you faced, the steps you took to address it, and the outcome. This will help the interviewer understand your level of expertise with Python.

3. Link to the Role: If possible, relate your example to a responsibility or task that would be part of the role you're interviewing for. This will help the interviewer envision you in the role.

SAMPLE ANSWER:

"Python has been an invaluable tool throughout my cybersecurity career. One specific instance that comes to mind involves a time when we were dealing with a large volume of security logs at my current company. We were struggling to identify patterns and potential threats manually.

Example question with tips for preparing answer and a sample answer

To address this, I wrote a Python script that automated the process of analyzing the logs. The script extracted relevant data, analyzed patterns, and flagged any unusual activity for further investigation. This not only saved us a significant amount of time, but also improved our threat detection capabilities. Our team could now focus on investigating and addressing real threats rather than manually sifting through logs.

As cybersecurity threats become more complex, I see Python playing an even bigger role in the future. For example, in a role like the one I'm interviewing for, I could leverage Python to automate vulnerability scans or create machine learning models to predict potential threats.

In short, my ability to use Python to solve cybersecurity problems will help me contribute significantly to your team's objectives."

Practice

Build your perfect answer to this question to put yourself in the best possible light.

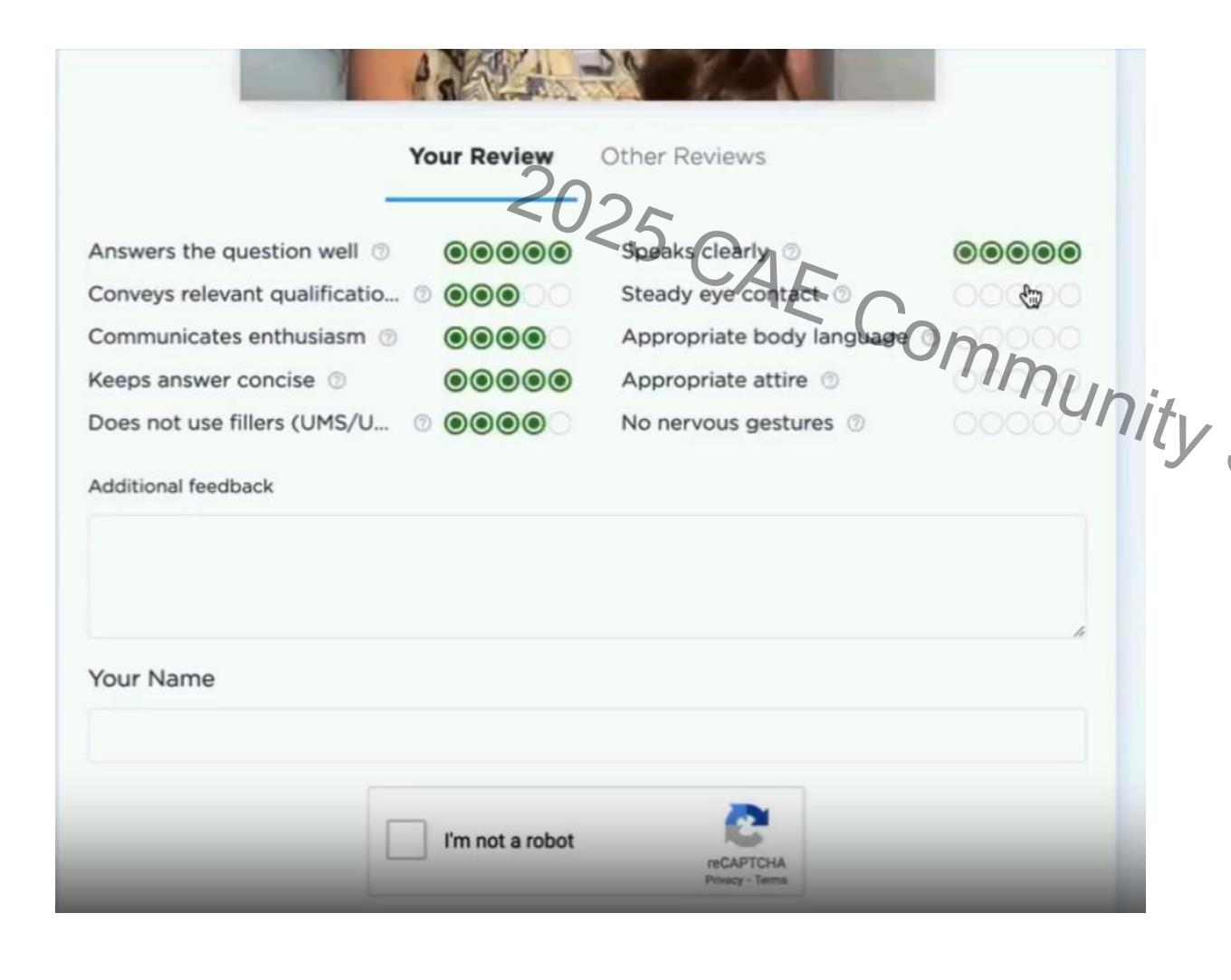💬 Build answer to this question →

Practice your delivery for this question with AI and human feedback.

👤 Practice question with Dina →

Internal & External Review

- Career Services can review answers on an admin dashboard
- Students can send a link or directly invite external parties to review their answers.
  - Mentors, faculty, etc
- Potential applications for alumni or partner mock interviewing
- Could be integrated as course assignments

Questions?

2025 CAE Community Symposium

SANS
TECHNOLOGY
INSTITUTE