

## **AFCEA Cyber Education, Research and Training Symposium (CERTS)**

### **Workshop # 3: Indicators of Effective Workforce Development Initiatives**

*Overview: This fast-paced and highly interactive workshop will offer symposium attendees an opportunity to participate in relevant discussions examining key indicators that allow an organization to measure the effectiveness or the impact of its cyber workforce development initiatives<sup>1</sup>. The workshop will include breakouts into three subgroups focused on identifying key indicators<sup>2</sup> along with the tactics used to gather data that supports those indicators for the DoD/USG, Industry, and Academia. The output from the subgroups will be combined and shared with the plenary.*

Workshop Chair: CAPT Glenn Hernandez, USCG (Ret), Senior Consultant, OpEdge Solutions

Workshop Deputy Chair: Bill Newhouse, Deputy Director of the National Initiative for Cybersecurity Education (NICE) and Security Engineer, National Cybersecurity Center of Excellence, NIST

#### **Co-Chair #1: DoD/USG Session Lead:**

Bobbie H. Sanders (Invited), Chief Cyber Workforce Management Division, Defense Information Systems Agency

Topic: How do we know if DoD/USG initiatives are effective in expanding the National Cyber Talent Base?

#### **Co-Chair #2: Industry Session Lead:**

Brian Green (Confirmed), Senior Vice President, North America, Client Enterprise Solutions, Learning Tree International

Topic: How do we know if Industry initiatives are effective in expanding the National Cyber Talent Base?

#### **Co-Chair #3: Academia Session Lead:**

Steven LaFountain (Confirmed), Dean, College of Cyber and Distinguished Academic Chair for Information Assurance and Cyber; National Security Agency

Topic: How do we know if NSA/DHS & Academic initiatives are effective in expanding the National Cyber Talent Base?

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<sup>1</sup> Workforce Development Initiatives focus on recruiting, developing, and maintaining a pipeline of cyber workforce talent. Areas for consideration include, but are not limited to the following: apprenticeships, identification of cyber workforce needs, expansion of the cyber workforce, recruitment, hiring, retention, retraining, reskilling, and practices to improve the performance and capabilities of existing staff as well as student pipeline areas such as K-12 career ideation, K-12 cybersecurity education standards/curriculum guidance/curriculum/lessons, finding ways to include cybersecurity in STEM initiatives, Career Technical Education, and 2 year school growth in cybersecurity focus.

<sup>2</sup> Key Indicators are metrics or measures that show progress and impact.