



CYBER EDUCATION, RESEARCH AND TRAINING SYMPOSIUM
JANUARY 14–16, 2020
AUGUSTA MARRIOTT AT THE CONVENTION CENTER
AUGUSTA, GEORGIA

CERTS Workshops

Workshop 1: “Attract and Recruit”

Workshop 2: “Train and Educate”

Workshop 3: “Retain”

Workshop #3

“Retain the Cyber Workforce”

Chair:

Capt Glenn Hernandez USCG (Ret), Consultant

Co-Chairs:

**(1) Col Janel M. Nelson, USAF, Individual Mobilization
Advisor (IMA) to J6 Director, USSOCOM**

**(2) Diane Hornberger, Deputy Dean, College of Cyber,
National Cryptologic School**

January 16, 2020

Workshop 3 – “Best Practices”

- (1) Career and Talent Management – Flexibility and Choice
- (2) Promotions, Rewards, Certifications, Recognition, Awards, Education
- (3) Cyber and Skill-based Assessments, Identify Who to Keep
- (4) Location (Community Orientation)

Workshop 3 – “Major Problem Areas”

- (1) Mission (Articulation and Performing vs. Learning), Reliance on Subject Matter Experts
- (2) Not Leveraging Existing Retention Authorities and Recommendations
- (3) Apprenticeships, Internships, and Co-ops
- (4) Security Clearances (Lapsing Previously Cleared Personnel)