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)