

Cyber Workforce Planning

To defend against increasingly complex cyber threats, your organization needs a cyber workforce strategy that will enable you to recruit, select, train, and develop highly-qualified cybersecurity professionals.

For over 30 years, The Center for Organizational Excellence, Inc. (COE) has helped clients improve workforce capabilities so that they can achieve goals and objectives that align with their strategic priorities. Our highly competent staff have the experience and expertise to help our clients assess their workforces' existing cyber capabilities, identify skills and competency gaps, and forecast future cybersecurity needs in order to build the cyber workforce they need in the future.

Cyber Workforce is a Key Component of CSIP

Recruiting and retaining cybersecurity talent is a key objective of the President's Cybersecurity Strategy and Implementation Plan (CSIP). Through CSIP, the federal government is putting forth significant resources to ensure that agencies are able to address their critical cybersecurity challenges. However, tackling these challenges is not an easy task. There are significant challenges that, if not properly addressed, could impede progress of the most well-intentioned cyber strategies. In addition to a nationwide shortage of cybersecurity talent, Agencies must deal with a cumbersome federal hiring process hampered by outdated classification standards across cybersecurity occupations and HR systems that don't accurately capture precise cyber related data for positions or personnel. Couple these challenges with an overall lack of diversity within the current cyber workforce, and a need for greater mobility for public and private sector employees to move to cybersecurity positions throughout the federal government and the enormity of this task becomes clear.

How COE Can Help

COE has the knowledge and proficiency to help your organization develop and execute an actionable cyber workforce plan that will assist you address your current cyber workforce gaps while driving toward the cyber workforce you need in the future. COE's hands-on experience supporting federal clients in addressing their cybersecurity talent needs means that we already understand many of your most pressing cyber workforce challenges. We can leverage those lessons learned to help you address them accordingly. We employ expert facilitation paired with industry best practices to help your organization develop and implement strategies to recruit, select, train, develop and retain highly-qualified, highly-skilled cybersecurity talent.



COE can help you implement a proven, multi-phase process for assessing, analyzing, predicting, and closing cyber workforce gaps. COE's approach includes the following phases:

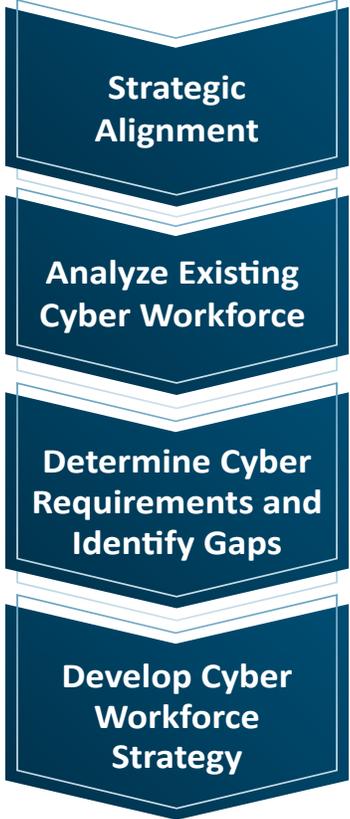
Strategic Alignment: Cyber workforce planning begins with engaging your agencies' leadership and stakeholders to identify your organization's overarching strategic priorities; define the role of your workforce related to those priorities; and develop and align a cyber workforce plan. Aligning the cyber workforce plan with enterprise strategic priorities ensures the plan is relevant and tied to the organization's mission.

Analyze Existing Cyber Workforce: We conduct an in-depth analysis of your cyber workforce utilizing numerous data elements such as the size of the workforce, skills and competencies, job types, geographic locations, experience, and educational background.

Determine Cybersecurity Requirements and Identify Gaps: In this stage, we determine the mix of cyber skills and capabilities that are needed to respond to increasingly sophisticated cybersecurity threats today and in the future. We assess your current workforce against your projected future requirements to identify workforce gaps.

Determine Cyber Workforce Strategy: We work with you to develop a comprehensive cyber workforce strategy for recruiting, selecting, training, developing and retaining a robust pool of highly qualified cybersecurity professionals. This includes strategies for expanding your talent pipeline, closing your skills gaps, mitigating hiring delays, improving how positions are classified and categorized, and enhancing training, education, and career development programs.

How It Works



About Us

For over 30 years, The Center for Organizational Excellence, Inc. (COE) has been a trusted partner in helping federal agencies measurably improve efficiency and effectiveness. We work collaboratively to gain a deep understanding of each organization's mission and values so that a solution to one problem does not create even more challenges downstream. We help align strategy, processes, and people to perform at their best. Our approach is always holistic, never shortsighted or piecemeal; our process is designed to illuminate and amplify organizational resources, not consume or squander them. We are committed to measuring—and optimizing—the efficacy of our strategies and tools, all of which are time-tested to deliver results that matter. Visit us at www.center4oe.com for more information.

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