A New Day for the Civil Service

Cybersecurity Workforce Initiatives

Maureen B. Higgins

Assistant Director

Agency Support and Technical Assistance

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OPM – Cybersecurity Workforce Initiatives

- Goal -- Implement necessary strategies to ensure federal agencies can attract, recruit and retain skilled employees to accomplish cybersecurity missions

- What skills do we need today and in the future?

- How can we help agencies meet their future workforce needs?

OPM Actions

- Lead Track 3 under IPC Workgroup, Cybersecurity Workforce Structure
  - Competency modeling
    - Collect data from agencies on their cybersecurity jobs, recruitment efforts and challenges – Due Jan 15
    - Develop skill and competency models
    - Use subject matter experts and survey to validate
  - Assess changes that may be needed for classification, staffing and other HR policies

- Work with agencies to support current requirements:
  - Schedule A hiring authority granted to several agencies
  - Use of hiring flexibilities to meet recruitment needs

How You Can Help

- Subject matter expert review of competencies (May 2010)

- Workforce survey (June-July 2010)

- Let OPM know about recruitment and retention challenges and successes