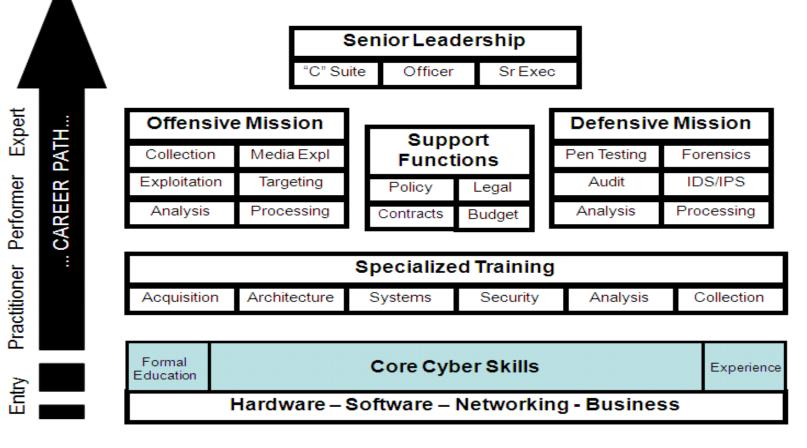# The Federal Cyber Workforce: What Skills Matter

Karen S. Evans
March 24, 2010
FISSEA Conference

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Federal Cyber Education & Career Path
Intelligence – Military – Law Enforcement – Homeland – Diplomatic - Economic

Senior Leadership

"C" Suite	Officer	Sr Exec

Offensive Mission

Collection	Media Expl
Exploitation	Targeting
Analysis	Processing

Support Functions

Policy	Legal
Contracts	Budget

Defensive Mission

Pen Testing	Forensics
Audit	IDS/IPS
Analysis	Processing

Specialized Training

Acquisition	Architecture	Systems	Security	Analysis	Collection

Formal Education	**Core Cyber Skills**	Experience

Hardware – Software – Networking - Business

Career path axis (bottom to top): Entry, Practitioner, Performer, Expert
...CAREER PATH...

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CSIS Commission Workforce Committee

Proposed Recommendations:

- Develop Taxonomy of cyber roles and skills
  - Classifying, recruiting and training;
  - Providing specific target for education and training; and
  - Driving curriculum development.
- Tie computer related funding to academic institutions to curricula reform to address core skill sets
- Establish career development paths

Proposed Recommendations (Cont'd)

- Establish an independent national board of information security examiners
  - Intrusion detection and forensics
  - Software development
  - Network operations
- Use the acquisition process to require those providing product and services meet the same certifying and licensing requirements

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