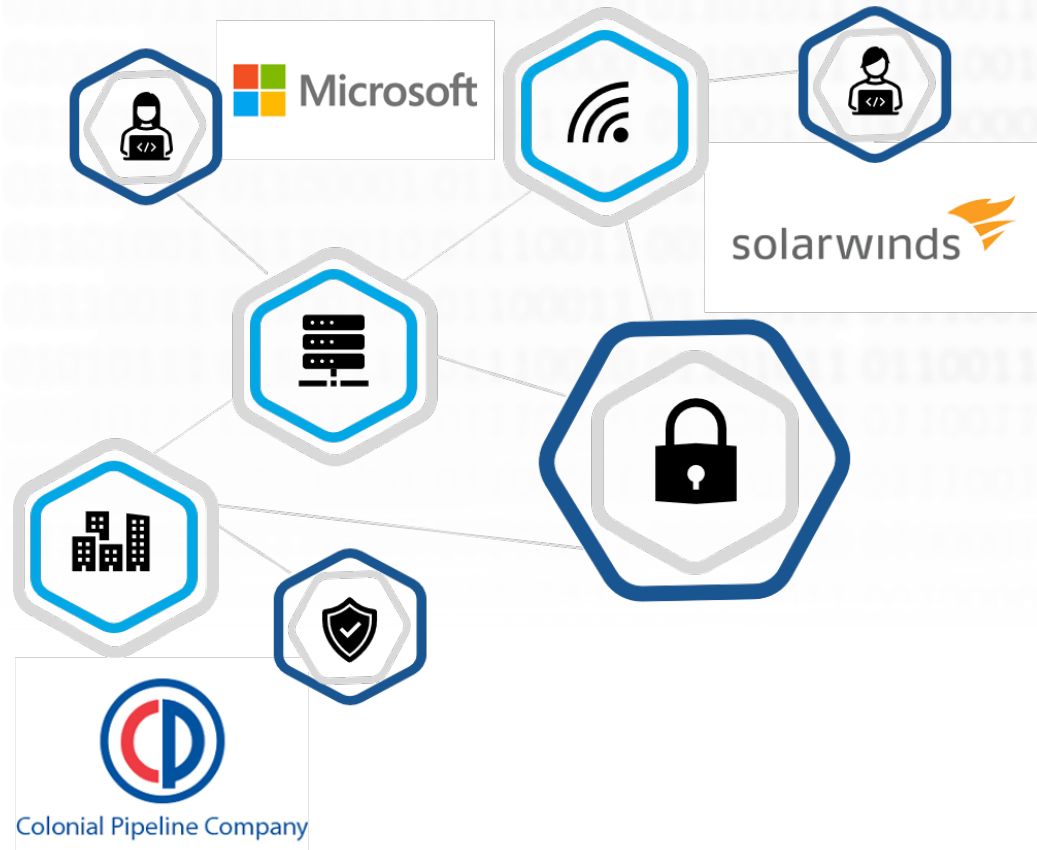# CYBER NEXGEN PROGRAM

For official use only

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Department of Veterans Affairs (VA)

September 2022

THE SECURITY RISKS THAT WE HAVE TODAY CAN BECOME CYBER THREATS AND ATTACKS TOMORROW.

100 percent increase in 'significant' nation state incidents between 2017-2020.

The Federal Government must improve its efforts to identify, deter, protect against, detect, and respond to these actions and actors.

WHAT WE KNOW – THE CURRENT LANDSCAPE

ENTRY LEVEL CYBER TALENT GAP

- Limited talent with necessary skills and experience
- Gross disparity in pay with the private sector
- Minimal targeted recruitment

AGING FEDERAL CYBER WORKFORCE

- Only **5%** of the workforce is **under 30**
- **48** = Average age of workforce
- **More than half** of cyber new hires are at a **GS 11-13** as compared to a quarter of the overall workforce

INSUFFICIENT ROLE-BASED SKILLS DEVELOPMENT

- Lack of standardized, targeted training for cyber work roles
- Minimal tools available to track development
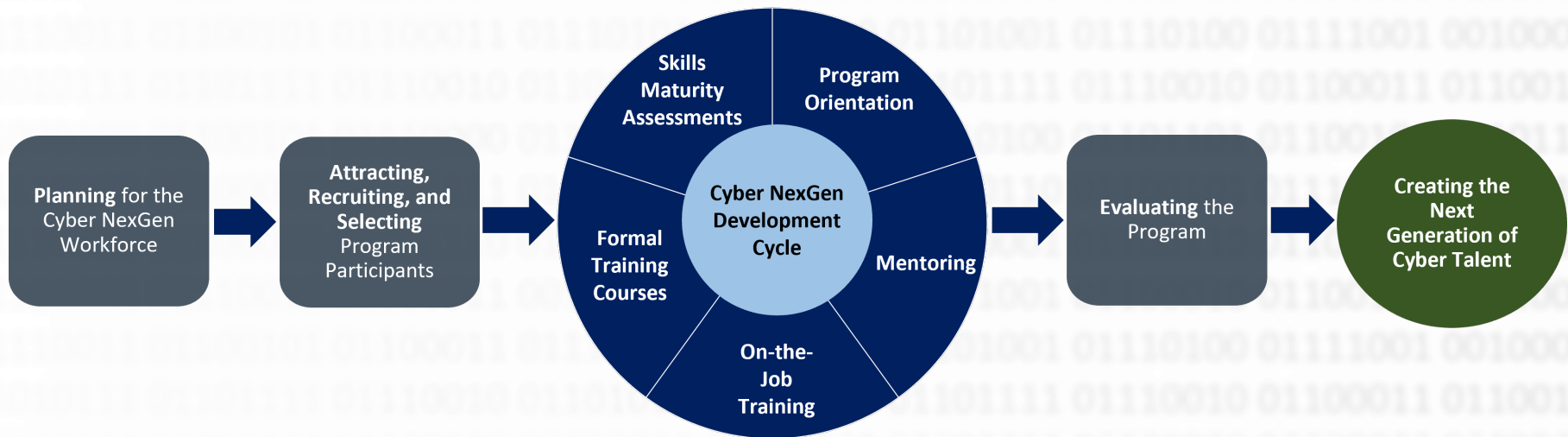- Insufficient career path guidance

CYBER NEXGEN PROGRAM MODEL

Planning for the Cyber NexGen Workforce

→

Attracting, Recruiting, and Selecting Program Participants

→

Cyber NexGen Development Cycle
- Skills Maturity Assessments
- Program Orientation
- Mentoring
- On-the-Job Training
- Formal Training Courses

→

Evaluating the Program

→

Creating the Next Generation of Cyber Talent

CYBER NEXGEN PARTICIPANTS

Students and recent graduates of cyber-focused:
- Technical high schools
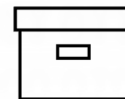- Two-year degree programs
- Technical cyber certificate programs

CYBER NEXGEN DEVELOPMENT CYCLE: *PROGRAM ORIENTATION*

- Introduce the Program
- Learn about the Role
- Acquire Resources, Tools, and Access

CYBER NEXGEN DEVELOPMENT CYCLE: *MENTORING*

CYBER NEXGEN DEVELOPMENT CYCLE: *ON-THE-JOB TRAINING*

Skills Maturity Assessments

Program Orientation

Cyber NexGen Development Cycle

Formal Training Courses

Mentoring

On-the-Job Training

Job Shadowing

Hands-on Learning

Skill Execution

CYBER NEXGEN DEVELOPMENT CYCLE: *FORMAL TRAINING*

- Skills Maturity Assessments
- Program Orientation
- Formal Training Courses
- Cyber NexGen Development Cycle
- Mentoring
- On-the-Job Training

Instructor Led Trainings

Online Live Trainings
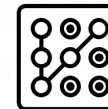
Online Self-Paced Trainings

Certification Programs

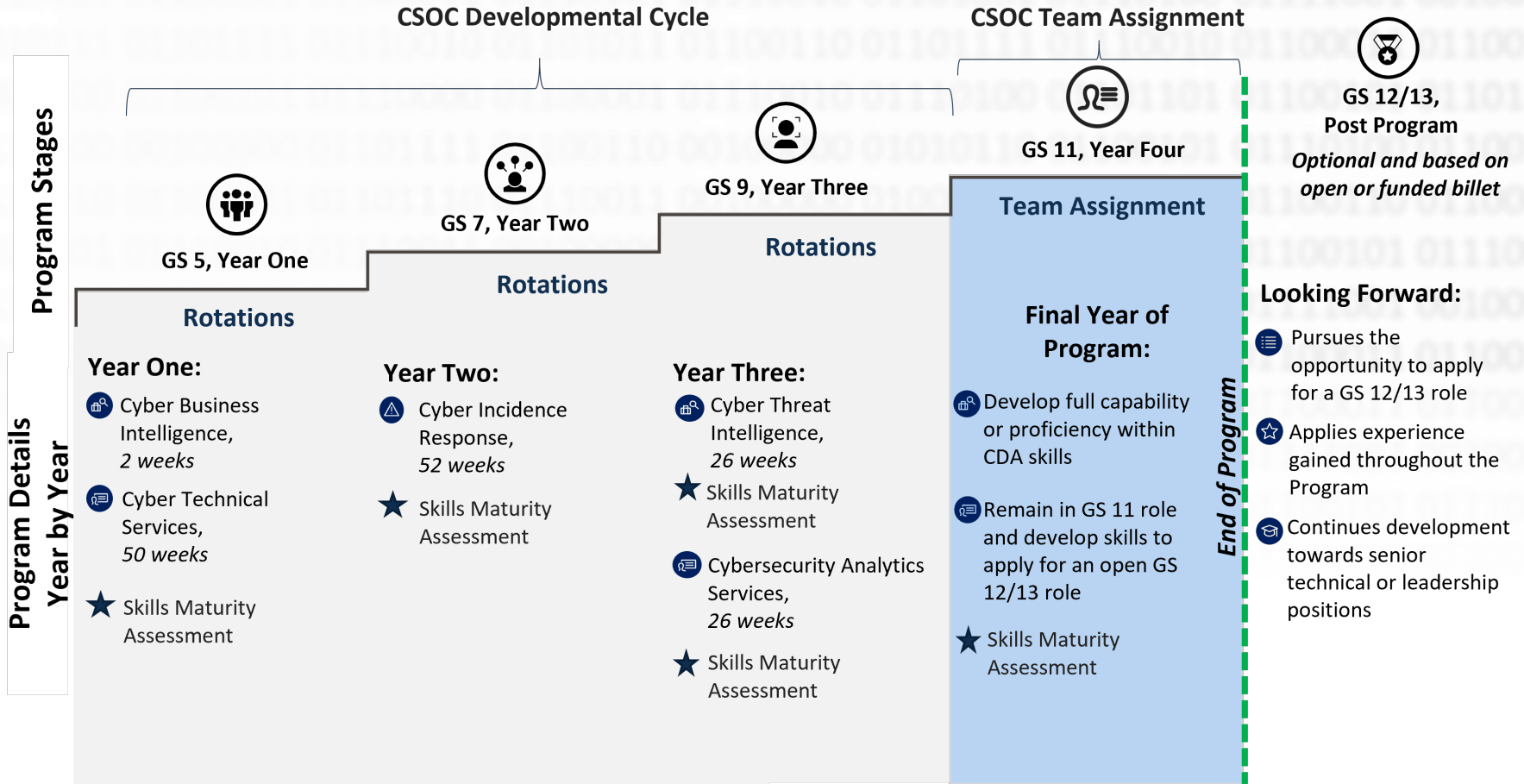# CYBER NEXGEN DEVELOPMENT CYCLE: *SKILLS MATURITY ASSESSMENTS*

DEVELOPMENTAL PROGRAM (EXAMPLE)

CSOC Developmental Cycle

CSOC Team Assignment

Program Stages

GS 5, Year One

Rotations

GS 7, Year Two

Rotations

GS 9, Year Three

Rotations

GS 11, Year Four

Team Assignment

GS 12/13, Post Program

Optional and based on open or funded billet

End of Program

Program Details Year by Year

Year One:
- Cyber Business Intelligence, *2 weeks*
- Cyber Technical Services, *50 weeks*
- Skills Maturity Assessment

Year Two:
- Cyber Incidence Response, *52 weeks*
- Skills Maturity Assessment

Year Three:
- Cyber Threat Intelligence, *26 weeks*
- Skills Maturity Assessment
- Cybersecurity Analytics Services, *26 weeks*
- Skills Maturity Assessment

Final Year of Program:
- Develop full capability or proficiency within CDA skills
- Remain in GS 11 role and develop skills to apply for an open GS 12/13 role
- Skills Maturity Assessment

Looking Forward:
- Pursues the opportunity to apply for a GS 12/13 role
- Applies experience gained throughout the Program
- Continues development towards senior technical or leadership positions

VA CYBER WORKFORCE MANAGEMENT

QUESTIONS?