



# WORKFORCE DEVELOPMENT

The current and projected shortage of appropriately skilled cybersecurity professionals is a critical issue across all industries, but particularly in critical infrastructure. EnergySec is working hard to address this issue through a broad spectrum of programs targeting levels from high school through early career professionals.

**Do you want cyber-ready individuals **lining up** to fill your workforce needs?**

**Does it take you six months or more to fill open cybersecurity positions?**

According to a recent survey conducted by ISACA and the RSA Conference, 27% of respondents report needing six months or more to fill open cybersecurity positions.

**Does your staff struggle to handle anything beyond a simple security incident?**

The same survey indicates that 6 in 10 security professionals do not believe their staff can handle anything beyond a simple security incident.

**Are fewer than half your job candidates considered “qualified to hire”?**

Fifty-nine percent of employers surveyed said fewer than half of the job candidates were considered “qualified to hire.”

A common theme within the electric industry is that very few cybersecurity professionals understand the operational technology used in our sector. So, what can be done?

## OUTREACH

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EnergySec is reaching out to colleges, universities, and students across the country to grow the pipeline of candidates for current and future cybersecurity positions. We are also working at the high school level to grow interest in cybersecurity careers, particularly in critical infrastructure industries.

## INTERNSHIPS

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Our internship program recruits, prepares, and places interns in cybersecurity roles at utilities. Students recruited through our partnerships with colleges and universities are provided online educational courses and mentoring to prepare them for. Utilities offering or seeking to offer internships can contact us for further details.

## APPRENTICESHIPS

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We are building an apprenticeship program that combines real world work experience, mentoring, and ongoing online and instructor-led training tailored to the needs of industry. This program will allow new industry professionals to achieve a measurable level of competence leading to a recognized industry credential.

## INDUSTRY PARTNERSHIPS

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Through our workforce advisory group and other programs, we are working with industry to tackle the workforce issue.

**For more information about our workforce initiatives, visit our website at:**

[www.energysec.org/workforcedevelopment](http://www.energysec.org/workforcedevelopment)

**Or contact us at [workforcedev@energysec.org](mailto:workforcedev@energysec.org), or (503) 905-2920 (option 1)**