



Workforce Development Program

Why Workforce?

The cybersecurity workforce, by all accounts, is lagging, and the prospects for the foreseeable future are bleak. Some estimates indicate a worldwide shortage of cybersecurity professionals approaching 1,000,000 individuals by 2020.

Why EnergySec?

Deep industry experience which provides decades of collective security experience in security roles within the energy sector.

Independent, Non profit. Our purpose has always been to serve industry. Our workforce program is designed to further our mission of assisting industry to secure its critical systems.

National breadth. As a national organization, we can execute a nationwide workforce development program to benefit the entire industry.

Cybersecurity is our mission. Our workforce program is central to our one mission: security.

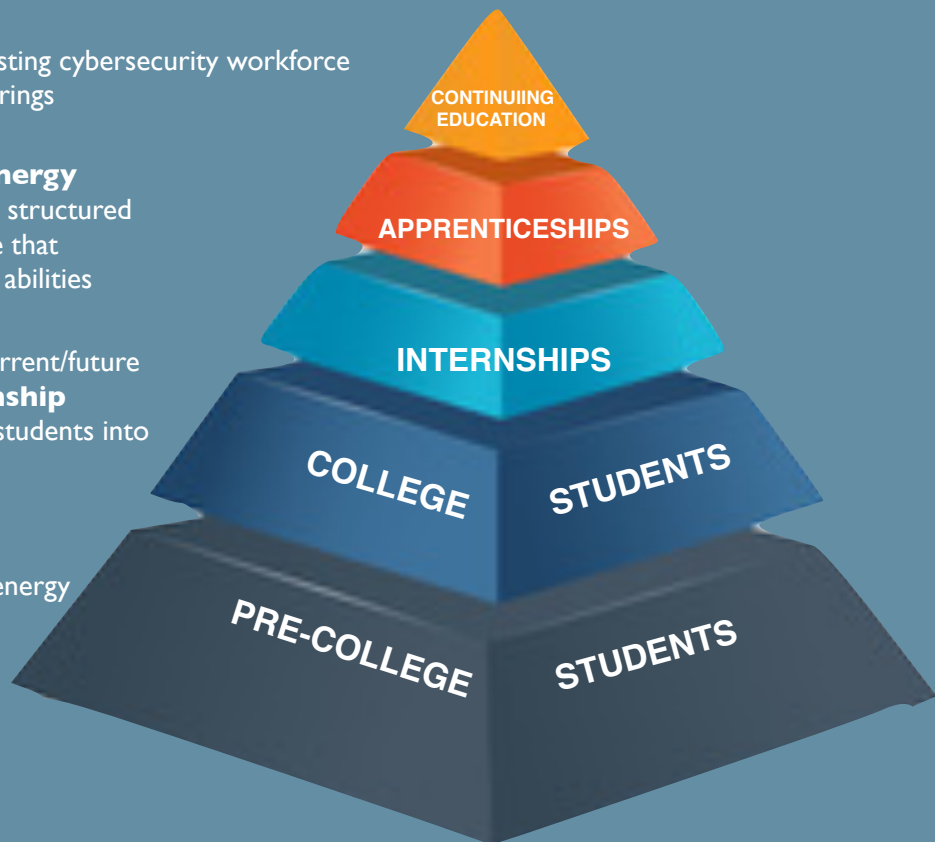
We've already started. We have an established foundation of relationships with government agencies, academic programs, and utilities. We've begun executing our plan, and are seeking to scale our efforts industry wide.

Goal 4: Increase the skill level of the existing cybersecurity workforce through targeted professional development offerings

Goal 3: Support the integration of new energy sector cybersecurity professionals via a structured training program and managed work experience that develops industry-specific knowledge, skills, and abilities

Goal 2: Develop strong candidates for current/future cybersecurity needs through a formal internship program that identifies, prepares, and places students into meaningful, short-term assignments in industry

Goal 1: Ensure a robust pipeline of cybersecurity professionals available to energy sector organizations now and into the future.



Benefit Tiers

EnergySec Members receive a variety of outputs from the program and access to general purpose aspects of the program.

Program Supporters receive additional program material, access to certain educational products, and a higher level of staff access and engagement.

Program Partners receive full access to all program materials and activities, the highest level of support and engagement from

Program Activity or Output	EnergySec Members	Program Supporter	Program Partner
Outreach materials for distribution by high school counselors and teachers	✓	✓	✓
Brokered speaking opportunities at local high schools	✓	✓	✓
Quarterly workforce newsletter	✓	✓	✓
Participation with National Initiative for Cybersecurity Education (NICE) on behalf of members	✓	✓	✓
Student Resumes for internships and employment opportunities	✓	✓	✓
Online self-study pre-internship courses	✓	✓	✓
Connection to Mentorship program	✓	✓	✓
Internship Case Studies for use in organization's program development	✓	✓	✓
Guidance for formal engagement with academic institutions	✗	✓	✓
Internship work models for use in organization's internship program	✗	✓	✓
Active recruitment of summer interns in organization's region	✗	✓	✓
Online instructor-led internship prep courses that are industry specific	✗	✓	✓
Cybersecurity Internship Manual - a "how-to" for an organization	✗	✓	✓
Apprenticeship Program Manual	✗	✓	✓
# of Complimentary seats at EnergySec's Security Education Week	✗	1	2
Access to EnergySec staff for questions and information requests	✗	✓	✓
Logo placement on the program website and print materials	✗	✓	✓
Partnerships with state and local workforce boards	✗	✗	✓
1 representative on the program oversight board	✗	✗	✓
Focused outreach to colleges and universities in the organization's service territory	✗	✗	✓
2 concurrent participants in the apprenticeship program	✗	✗	✓
Regular interaction with EnergySec staff to integrate program elements into the organization's workforce planning	✗	✗	✓
Unlimited, no-cost access to self-study training courses developed by EnergySec to meet KSA objectives identified by planning board	✗	✗	✓
Nominate student(s) for Summit Attendance Scholarship	✗	1	2
Annual report on program activities	✗	✗	✓