Over 700,000 Cybersecurity Jobs and counting

Last week the Biden Administrations announced a push to fill the over 700,000 unfilled cybersecurity jobs through a "120-Day Cybersecurity Apprentice Sprint" no doubt a nod to Dev-Ops. In these sprints, which will run through the end of November, the government hopes that it will be able to bring more workers into the cybersecurity field. The focus is on three factors

- A greater emphasis on non-traditional training for those interested in cybersecurity, such as through trade schools, community colleagues, apprenticeships and other career pathways;
- A way to build a pipeline of career opportunities for underrepresented communities, including women, people of color, veterans and people with disabilities;
- A general push for more cybersecurity awareness training for all workers, whether they are specifically employed in security or another field.

It is agreed among many that this is a step in the right direction, more diverse, underrepresented, and non-traditional talent is needed to fill these roles. These roles have the potential to change lives for these individuals and their family.

The flip side of that is the industry itself must also welcome this potential deluge of talent. Where is our secondary sprint? Instead of driving salaries up as competing companies are throwing everything at seasoned professionals. Organizations can adopt a new approach to help support new professionals. Just imagine if we took that extra 100k we plan on giving the new CISO in the form of a sign-on bonus, and instead develop a curriculum for those new professionals coming out of the sprint?

We as a collective industry can do more and go out of our way to support the efforts of the government's cybersecurity apprentice sprint by developing ways right now to mature these professionals post-November.

Lesson: There is no shortcut to hard work.

MiC Events

August Anniversary Month: #ReppinMiC

Registration Open for the MiC 2023 Conference:
https://www.mincybsec.org/conf erence-registration

CEO MESSAGE

Dear MiC Community,

August 2022 marks the 3-year anniversary for Minorities in Cybersecurity, and I cannot be prouder of what we have accomplished! In the last year we launched the MiC LEAD Communicators™ program and had cohorts in January and June. In January 2023 we will also launch the MiC LEAD Aspirers™ and MiC LEAD Builders™ programs!

Also, this month we are partnering with MiC Talent Solutions to conduct interviews of cybersecurity professionals and HR professionals and hiring managers to gather insight into the continued challenges with attracting, obtaining, and retaining minority, women, and non-binary talent and seeking guidance on some of the steps we all can take to move the needle.

As many strides that we have made there is still so much for us to do!

I've had several conversations over the past month, with the same themes, professionals are having trouble getting into to cybersecurity, they feel burnt out, uninspired, frustrated, stuck, upset about the lack of progress.

Well to quote Michael Jordan "I'm taking this personally" and we will continue our mission to train cybersecurity professionals in corporate survival skills and break down barriers to entry. In addition, through MiC Talent, provide curated job opportunities! This is our DEI in Depth strategy, create an ecosystem for the advancement of underrepresented cybersecurity talent!

All I have asked for since Day 1 is ENGAGE! You cannot solve a problem from the sidelines. Like MJ, I have the stamina it takes to win a championship, but I cannot do it by myself! I need you guys on my team as we try to solve what at times feels insurmountable problems. Are you with me?

Lesson: Go Big Or Go Home

Mary N. Chaney