SANS | CyberTalent

August 20, 2015 | Sheraton Philadelphia Downtown Hotel | Philadelphia, PA

8:00-8:45 am	Networking Breakfast

8:45-9:00 am

Welcome & Opening Remarks

Jim Michaud, SANS Institute

9:00-9:45 am

Bridging the Gap: Separating Fact from Fiction

Virtually every article written today about the gap in CyberTalent cites over 200,000 professional openings, with predictions of a much larger dearth in talent in the years ahead. This presentation will "peel the onion" and take a specific look at these talent gaps by functional areas within Cyber, as well as by industries and regions. A review of past talent gaps in other areas will help highlight potential approaches to the challenge. We will then discuss how Cyber leaders and HR, working together, can address this gap in a meaningful way.

Will Markow, Senior Analyst, Burning Glass Technologies

9:45-10:30 am

Cyber Talent Human Capital Management: You're Doing it Right!

Not all the news is bad! In this facilitated panel discussion, we will present successful approaches for managing the CyberTalent gap in three different organizations, representing a spectrum of approaches and paths to success. The speakers will also touch upon the challenges they faced and how they are overcoming them to provide the organization with the right talent in the right place in this mission critical area.

MODERATOR: *Jim Michaud*, SANS Institute
PANELISTS: *Prentis Brooks*, Director – Information Security, Time Warner Cable
JC Dodson, Vice President, Cybersecurity & CISO, BAE Systems

10:30-10:50 am	Networking Breakfast

10:50-11:30 am

Human Resources and Information Technology: Together at Last?

Ask an information security leader how they are doing at getting Human Resources to help them address the talent gap and invariably one of two reactions emerge: a shrug of the shoulders, or a look of frustration (if not sheer disgust). Ask the same question to HR leaders, and their faces cloud over, and they mumble something about "techno speak." How did we end up in this mess and what are successful organizations doing to partner together to address this challenge? In this presentation we will address how the two groups can work together, with real-world examples and best practices for success.

Ira Hobbs, Principal Hobbs & Hobbs, Former Deputy Assistant Secretary for Information Technology, US Dept. of the Treasury & Former Deputy CIO, US Dept. of Agriculture

Maureen Kaplan, former Managing Director, Verizon's Global Security Services

11:30 am - 12:15 pm

Developing Diversity in Cyber Talent: VetSuccess and Women's Academies

The Information Security field has traditionally been male-dominated with very little diversity. This presentation will focus on two new programs that SANS has developed to address this important issue. Working with the Department of Defense, SANS has developed a program for qualified veterans leaving the service called VetSuccess. The VetSuccess program provides selected veterans that pass an aptitude and assessment exam an opportunity to take up to three relevant SANS courses, and associated GIAC exams. The graduates are then matched with hiring employers. Working with the National Center for Women In Technology (NCWIT) SANS has developed a program for women that are recent college graduates or entering their Senior year, in relevant fields. These women take the aptitude exam and selected participants take two relevant SANS courses and are then matched to hiring employers.

Charles (Chip) Campbell, Master Sergeant, United States Air Force
Jim Michaud, SANS Institute