

SANS



SANS CyberTalent VetSuccess Immersion Academy

PILOT REPORT 2015

SANS | CyberTalent
VetSuccess

For more than 25 years, SANS has been the leader in training and developing cybersecurity professionals. Like many in our industry, we believe today's severe shortage of skilled professionals available to fill critical jobs is a significant threat to the security of our nation's information and infrastructure.

In 2015, we piloted an innovative approach to solving the problem. The SANS VetSuccess Immersion Academy is a faster, more reliable, and less expensive way to find, train and certify, and connect top cyber talent to employers.

This report presents the results of our pilot academy. The pilot focused on transitioning veterans, whose training, discipline, and integrity provide an ideal profile for cybersecurity careers. As veterans transition to civilian life, SANS seeks to honor their service and help them develop critical skills, find great jobs, and build rewarding careers.

The results are encouraging. Talented veterans excelled in training, earned certifications, and landed great jobs at top companies. Success was due to the partnership of four groups: SANS provided the best cybersecurity training available, US Air Force and Army Military Career Field Managers recruited talent, veterans completed the intensive training and certifications, and employers provided premier workplaces.

Our next step is to build on these results. A second veterans academy was launched in August and a women's academy is in development. We look forward to continued success.

David Brown
Director, SANS CyberTalent

The VetSuccess Immersion Academy provides transitioning U.S. military veterans with advanced technical training, certifications, and connections to high-paying jobs in cybersecurity.

"The most important benefits for me personally were the opportunities to network with other people, train with industry leaders, and become certified – allowing me to be more effective at the workplace from day one."

– Joseph Frantz
Inaugural Cohort, Academy Graduate

1

FIND TOP TALENT

SANS screens applicants to identify top cyber talent.

SANS unique *CyberTalent Enhanced Assessment* identifies applicants with a strong likelihood of success in cyber by assessing both aptitude and skills.

2

TRAIN & CERTIFY

Veterans complete training & certifications

Participants complete the *CyberTalent Immersion Academy* – an intensive, accelerated program that provides SANS world class training and GIAC certifications.

SANS hands-on training and labs provide the essential real-world knowledge and skills demanded in today's workplace.

GIAC certifications required to complete courses and ensure content mastery.

3

CONNECT TO EMPLOYERS

Participants connect with employers from admission, through training, to graduation.

Graduates can register in the *CyberTalent Match* database – a resource for employers seeking top cyber talent.

Graduates are eligible for *CyberTalent Fair* – an online virtual meeting place for top employers and top talent in cyber.

Inaugural Cohort Profile

9 Veterans
8 US Air Force
1 US Army

5 Senior Master Sergeants
3 Staff Sergeants
1 Master Sergeant

★ SECRET
★ TS/SCI
★ TS/SCI with CI Polygraph

Security Clearances

"This instruction was as close to front line operations as one can get without being in a production work center."

–Edmond Russell
Inaugural Cohort, Academy Graduate

Experience

17 years average in Information Technology
8 years average in Cybersecurity

Education

Master's Degrees

M.S. in Digital Forensics and Investigation
M.S. in Management Information Systems
Master in Business Administration

Bachelor's Degrees

B.S. in Information Technology Management
B.S. in Computer and Information Science
B.S. in Cyber Security and Information Assurance

Associate Degrees

A.A.S. in Environmental Systems Technology
A.A.S. in Electronic Systems Technology

Training Curriculum

100%
COURSE COMPLETION RATE
SANS TRAINING

COURSE PERFORMANCE

SEC401 Security Essentials Bootcamp Style
SEC504 Hacker Techniques
SEC 503 Intrusion Detection, In-Depth
NetWars Tournament

88%
CERTIFICATION EXAM
PASS RATE ON 1ST ATTEMPT

CERTIFICATE PERFORMANCE

PASS RATE / 1ST ATTEMPT **100%**
GSEC GIAC Certified **Security Essentials**

PASS RATE / 1ST ATTEMPT **78%**
GCIH GIAC Certified **Incident Handler**

PASS RATE / 1ST ATTEMPT **86%**
GCIA GIAC Certified **Intrusion Analyst**

GIAC Certified Security Essentials (GSEC)
GIAC Certified Incident Handler (GCIH)
GIAC Certified Intrusion Analyst (GCIA)

GIAC Certified **Intrusion Analyst**

Employment

Senior Information Security Analyst at **Solutionary**

Cyber Incident Handler at **Insight Global**

Cyber Analyst at **RBR Technologies**

Systems Architect at **U.S. Army
Cyber Protection Brigade**

Information Security Specialist at **TSYS**

IT Manager at **Amazon.com**

“They are both quickly becoming my top performers and I am very happy with their level of commitment, security knowledge, and technical skills”

– Eldon Myers, CISSP, GSEC, GCED
TSYS Information Security
Architecture & Engineering
Associate Director

“The Vet Success Program has provided me with a strong foundation to build my career in IT Security”.... this training has given me the depth and confidence in IT Security that ensures I am prepared to make an immediate impact in my future career”

–Patrick Plunkett
Inaugural Cohort, Academy Graduate

Benefits for Veterans

Free Tuition. The SANS Institute will provide, courses, instruction, simulations, exams, certifications, and employer assistance at no cost to qualified veterans.

Industry-leading Curriculum. Participants will complete SANS courses and labs, recognized as the top professional development programs in the information security industry.

Hands-on Learning. The Academy emphasizes practical, real-world knowledge, so participants leave with the hands-on skills to fill critical cybersecurity positions.

Expert Faculty. SANS instructors are considered the best in the world. All meet SANS’ stringent requirements and bring both real-world experience and exceptional teaching skills to their students’ learning experience.

Employers Committed to Veterans & Cyber. Participating employers have demonstrated a clear commitment to both cybersecurity leadership and ensuring veterans success in the workplace.

Benefits for Employers

Pre-screened, Qualified Candidates. Academy participants are screened from active duty service members who have 1 - 3 years work experience and demonstrated aptitude and skills in cybersecurity.

Trained & Certified Graduates. Academy graduates have received extensive training and earned industry certifications.

An Immediate impact. Academy graduates are ready and able to utilize the range of tools and technologies currently used by leading information security organizations.

Support Veterans in the Workplace. Participating employers provide transitioning veterans with a career path to high paying jobs, and meaningful careers in the growing information security industry.

Cost-Efficient Workforce Development. The Academy gives employers highly efficient access to a unique group of qualified candidates for critical, hard to fill positions.

“We’ve been thrilled with the opportunity to participate in the VetSuccess Academy. I can’t say enough about the cooperation and tireless efforts by SANS to make this program successful for both Veterans and Employers. We’re extremely impressed with the professionalism and advanced skill sets that our first hire from the Academy has brought to our company. We’re looking forward to hiring more VetSuccess graduates in the near future.”

*– Arlin Halstead
Director of Human Resources, Solutionary*

Learn more at sans.org/cybertalent

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