

# The Hampton Roads Cybersecurity Education, Workforce, and Economic Development Alliance

HRCyber Steering Committee Meeting  
December 16, 2016, 11:00-12:30

## Teleconference Instructions

Call 1-855-244-8681

Enter Access Code 925031731



# Meeting Agenda

TIME	ITEM	PRESENTER
12:00-12:05	WELCOME	Brian Payne
12:05-1:15	HRCYBER UPDATES	Brian Payne
	VSGC Activities	Mary Sandy
	Cybersecurity Workforce Survey	Tancy Vandecar-Burdin
	Articulation Agreements	Daniela Cigularova
	Go Virginia	Eric Weisel
	Proposed Steering Committee Schedule for next year	Brian Payne
	Open discussion	Brian Payne

# Project Status Report

## Completed Activities

Activity	Date Completed
<input checked="" type="checkbox"/> Conduct Focus Groups	10/7/2016
<input checked="" type="checkbox"/> Schedule and conduct kick-off meeting	10/17/2016
<input checked="" type="checkbox"/> Develop Website	10/17/2016
<input checked="" type="checkbox"/> Attend NICE Conference and present information on HRCyber	11/2/2016
<input checked="" type="checkbox"/> NIST Report – Purpose, scope, deliverables, key personnel, etc.	11/2/2016
<input checked="" type="checkbox"/> Survey cybersecurity employers	12/9/2016
<input checked="" type="checkbox"/> DACUM Workshop (Dec 13-14)	12/13/2016

## Planned Activities – next 60 days

Activity	Date Due (NLT)
Create articulation agreement	12/31/2016
Create cybersecurity career videos	12/31/2016
NIST Quarterly Status Report/ Teleconference	12/31/2016
DACUM Completed	1/31/2017
Counselor Workshop – Feb 23 (Hampton)	2/23/2017
Cyber Saturdays – March 11 (Hampton)	3/11/2017
Cyber Saturday – March 25 (Va Beach)	3/25/2017

# Project Status Report

## Other Completed Activities/Event by HRCyber Partners

### Activity/Event

Cyber Protection Resources (CPR) a HRCyber partner completes the Virginia Cyber Convention & Expo (October 5-6, 2016, Virginia Beach Convention Center, Virginia Beach, VA)

Thomas Nelson Community College a HRCyber partner completes the 2016 Cyber Security Conference (October 7, 2016, Peninsula Workforce Development Center, Hampton, VA)

TCC announces CyberCorps Scholarship for Service program with NSU (November 15, 2016)

NICE Webinar – *“Building your cybersecurity team with apprenticeships.”* HRCyber partners Leigh Armistead (Peregine Technical Solutions) and William Clement (Tidewater Community College) discuss apprenticeship opportunities. (November 16, 2016)

# Virginia Space Grant Consortium Activities



- DACUM Workshop– December 13-14, 2016
- Counselors Workshop – February 23, 2016 (ODU Peninsula Center)
- Cyber Saturdays – March 11 (Hampton) and March 25 (Va Beach ATC)
- Cybersecurity Workforce Videos
- Internships

# Cybersecurity Workforce Survey - Update

- Emails sent to over 200 business, educational partners/ contacts, and others
  - Asked to forward to others (“snowball” sample)
  - Reminders also sent
- Total of 29 completes as of Monday, 12/12
- More data to be collected
- VERY preliminary results

# Survey - Profile of companies responding

<b>Type of Agency</b>	<b>%</b>
Federal/state/municipal government	27.6%
Not-for-profit	10.3%
Private/For-profit	62.1%
<b>Industry Category (top 8)</b>	<b>%</b>
Cybersecurity (Hardware/Software/Services)	17.2%
Local Government	10.3%
Department of Defense	10.3%
Education	6.9%
Insurance	6.9%
Government Contractor	6.9%
Information Technology	6.9%
Other	24.1%

<b>Primary Position/Title</b>	<b>%</b>
CEO/CFO	10.3%
Human Resources/ HR Manager	3.4%
IT Manager/ Administrator	10.3%
Cybersecurity Manager/ Administrator	20.7%
Other*	55.2%

<b>Most Effective Recruitment Methods</b>	<b>%</b>
Personal/direct referrals	44.8%*
Job seeker web services	34.5%*
Prior experience with our company (e.g., interns)	27.6%
College career fairs	20.7%
Professional recruiters	17.2%
Other	13.8%
Classified ads	10.3%
Professional membership job boards	10.3%

<b>Most Difficult Positions to Fill</b>	<b>%</b>
Cybersecurity Engineer	45.5%**
Cybersecurity Analyst	31.8%**
Cybersecurity Specialist/Technician	27.3%
Cybersecurity Architect	27.3%
Penetration and Vulnerability Tester	22.7%
Cybersecurity Manager/Administrator	13.6%
Cybercrime Analyst/Investigator	9.1%
Incident Analyst/Responder	4.5%
IT Auditor	4.5%
Cybersecurity Consultant	4.5%
Other	4.2%

**Most important skills/knowledge areas when hiring**  
(~50%+ of respondents indicating “Very Important”)

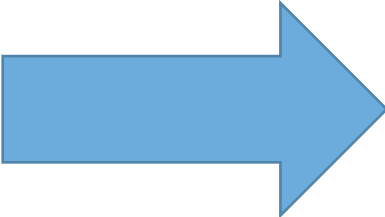
<b>Most Important Skills/Knowledge Areas</b>	<b>% - “Very Important”</b>
Communication Skills	75.0%
General Problem Solving	67.9%
Risk Management	60.7%
Writings Skills	53.6%
Networking (Physical and Logical)	46.4%
Customer service/Technical support	46.4%

**Ratings of local educational institutions re: preparation of students**

<b>How Well Local Educational Institutions Prepare Students in:</b>			
<b>(Categories based on the NIST Framework)</b>	<b>Poor</b>	<b>Fair</b>	<b>Good</b>
<b>Identify:</b> Develop the organizational understanding to manage cybersecurity risk to systems, assets, data, and capabilities.	23.1%	50.0%	26.9%
<b>Protect:</b> Develop and implement the appropriate safeguards to ensure delivery of critical infrastructure services.	19.2%	46.2%	34.6%
<b>Detect:</b> Develop and implement the appropriate activities to identify the occurrence of a cybersecurity event.	15.4%	46.2%	38.5%
<b>Respond:</b> Develop and implement the appropriate activities to take action regarding a detected cybersecurity event.	15.4%	57.7%	26.9%
<b>Recover:</b> Develop and implement the appropriate activities to maintain plans for resilience and to restore any capabilities or services that were impaired due to a cybersecurity event.	11.5%	69.2%	19.2%



# TCC Articulation Agreement - Update



# Go Virginia Opportunities



VIRGINIA INITIATIVE FOR  
**GROWTH &  
OPPORTUNITY**  
IN EACH REGION

- A Business-Led Statewide Initiative
  - Promote regional collaboration on economic development
  - \$35.95 million: GO! Grants (\$5.5M FY17 / \$30.0M FY18 / \$450K staff)
- GO! Board established
  - 7 General Assembly members / 14 Citizen members / 3 Ex-officio members
- Regional Councils
  - Chairman from private sector
  - Majority of members non-legislative citizens with private sector experience
  - Broadly representative of the region
- Next up: GO! draft guidelines in progress
- Go Virginia Cyber Working Group

# Proposed Steering Committee Meetings Schedule (3<sup>rd</sup> Thursday of the month from 11:00-1:00)

Month	Date/Time	Who	Comments
January 2017	19 <sup>th</sup> /11:00-1:00	All HRCyber members	In-person meeting
February 2017	23 <sup>rd</sup> /11:00-1:00	Steering Committee	Teleconference
March 2017	16 <sup>th</sup> /11:00-1:00	Steering Committee	Teleconference
April 2017	13 <sup>th</sup> /11:00-1:00	All HRCyber members	In-person meeting (also same day as CPR Cyber Conference)
May 2017	18 <sup>th</sup> /11:00-1:00	Steering Committee	Teleconference
June 2017	15 <sup>th</sup> /11:00-1:00	Steering Committee	Teleconference
July 2017	13 <sup>th</sup> /11:00-1:00	All HRCyber members	In-person meeting
August 2017	17 <sup>th</sup> /11:00-1:00	Steering Committee	Teleconference
September 2017	14 <sup>th</sup> /11:00-1:00	Steering Committee	Teleconference
October 2017	19 <sup>th</sup> /11:00-1:00	All HRCyber members	In-person meeting
November 2017	16 <sup>th</sup> /11:00-1:00	Steering Committee	Teleconference
December 2017 (Final meeting)	14 <sup>th</sup> /11:00-1:00	All HRCyber members	In-person meeting

Open Discussion and additional topics