Recruiting Transitioning Veteran and First Responder Students for Cybersecurity GRC Work Roles

2025 CAE Community Symposium

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Challenges in Recruitment

PROBLEM: Widening of the workforce development gap
ISC2's 2024 Cybersecurity Workforce Study (ISC2, 2024) found that the number of cybersecurity jobs worldwide - 5.8 million - remained about the same over the past year, while the shortage of workers - 4.8 million - grew by 19%.

🏠 Home | Life Balance

❗ Lack of Purpose/Confidence

👤 Shortage of Entry Level Positions

🎖 Lack of Funding for College, Training and Certifications

Cyber GR&C Coalition

RIT | Rochester Institute of Technology

UNIVERSITY AT ALBANY
State University of New York

ANNE ARUNDEL COMMUNITY COLLEGE

POLYTECHNIC UNIVERSITY
SAN JUAN · ORLANDO · MIAMI

NORFOLK STATE UNIVERSITY

LSU
LOUISIANA STATE UNIVERSITY

IOWA STATE UNIVERSITY

UNF UNIVERSITY of NORTH FLORIDA

RIT leads 8 universities						
University at Albany	Anne Arundel Community College	Louisiana State University	Polytechnic University of Puerto Rico	Iowa State University	Norfolk State University	University of North Florida

Developed programs to build skills in Governance, Risk, and Compliance (GR&C).

NSA pilot program provides free training for veterans and first responders and their families.

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Why Recruit Veterans and FR

Veterans

- Strategic thinkers, disciplined, and adaptable
- Leadership and teamwork capabilities
- Security clearances
- Familiarity with defense-related technologies

First Responders

- Experience in crisis management, assessment and responsiveness
- Public Service, safety and ethical responsibilities
- Acclimated to continuous learning

Example Program: CMMC

01

Program features include training, mentoring, placement, and certifications.

02

Career Focus: Program prepares students for professional roles as IT Auditors, evaluating DoD contractor compliance with new CMMC Certification.

03

Cost: Program is fully-funded for transitioning veterans and first responders

Recruitment

- VFW, American Legion, Veterans Upwards Bound

- Existing student base

- Veteran's departments at institutions

- Phone, text, email and direct marketing

- Government & Transition Assistance Programs (TAP)

- Veteran's events

- Local workforce development offices

- Social media

Lessons Learned | Successful Strategies
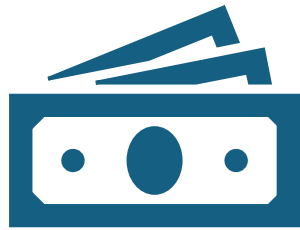
Recruitment

Leverage alumni base to influence base at veteran's events

Offer Stipends

Program Completion Success Strategies

Regular Meetings with Mentor to build community

Stipends - Activate Rewards cycle to increase retention and graduation/job placement rates

Embedded Support - Tutoring

Next Steps

- Explore Veteran's Administration as recruitment channel partner
- Connect with other Veterans' Organizations and First Responder Associations
- Secure GI Bill funding for non-vocational programs developed under this grant to ensure a sustained impact

Resources

- Cyber GR&C Coalition - https://www.rit.edu/cybersecurity/transition#background
  - **Rochester Institute of Technology**
  - **University at Albany**
  - **Anne Arundel Community College**
  - **Louisiana State University**
  - **Polytechnic University of Puerto Rico**
  - **Iowa State University**
  - **Norfolk State University**
  - **University of North Florida**

- Cyberseek.org

- International Information System Security Certification Consortium (ISC2). (2024, October 31).

  2024 ISC2 Cybersecurity Workforce Study. https://www.isc2.org/Insights/2024/10/ISC2-2024-Cybersecurity-Workforce-Study