

Partnering For Cybersecurity

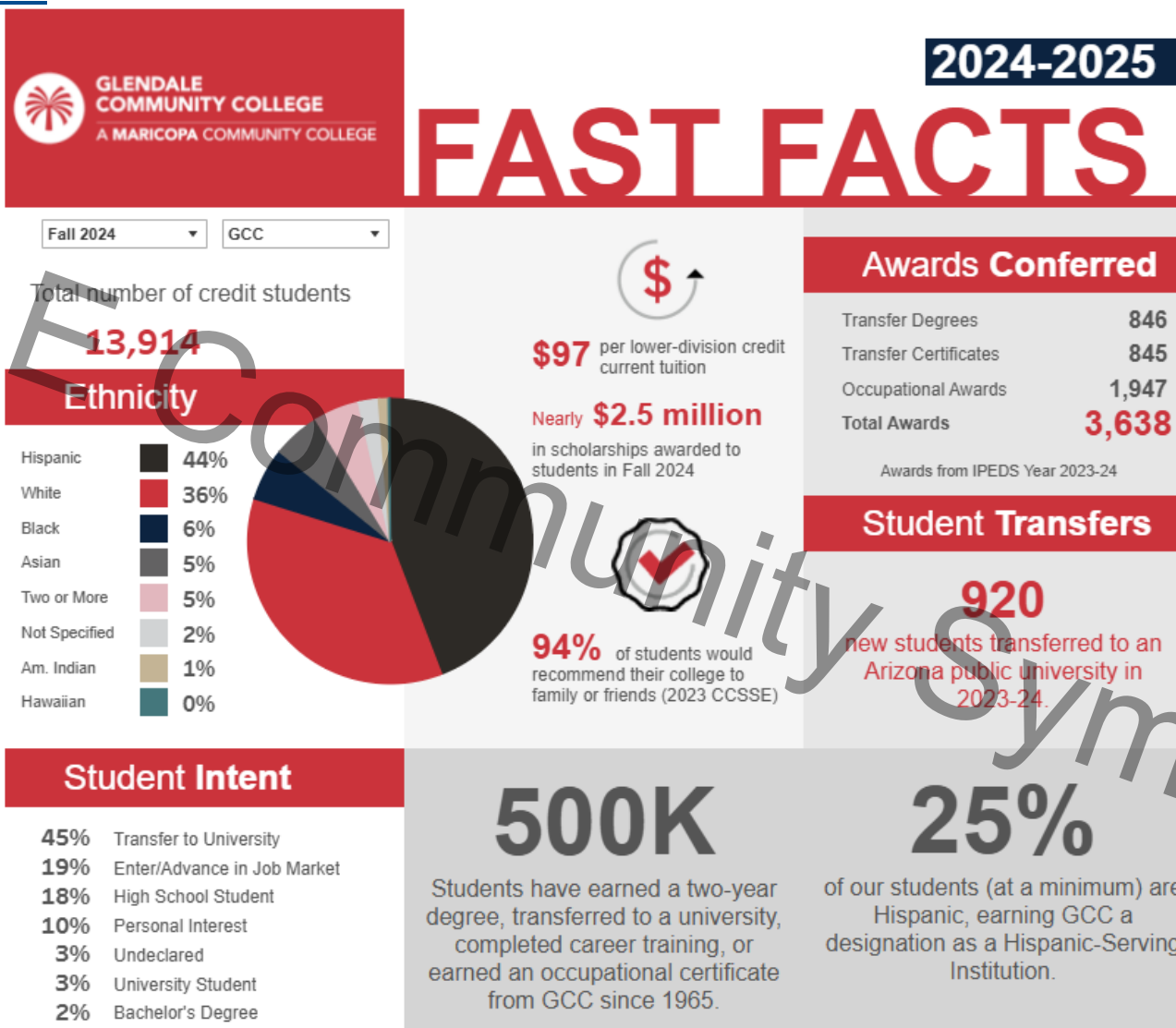
*A community college's journey to become a state
Department of Homeland Security Regional SOC*

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Drew Nichols, GSOC Lead Engineer

2025

Fast Facts



Center of Academic Excellence in Cyber Defense

- 2019 Designation
- 2024 Re-Designation

Problem:

***Students not
getting hired***

- Cybersecurity Job Openings
 - 457,398 Nationwide
 - 9,914 Arizona
 - <https://www.cyberseek.org/heatmap.html>
- Students could not find jobs in the field
 - Needed experience
 - Need an internship or job to get experience

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Solution:

***Brought the
internships to
the students***

- Built a Security Operations Center on Campus
 - STEM Grant (\$1,000,000)
- Partner with rural municipalities
 - Critical infrastructures that are at or below the cybersecurity poverty line
 - Offer security as a service
- Hire students as interns at the end of their program
 - Monitor – Detect – Inform
 - 300+ hours in a live SOC
 - Hands on analyst and engineer tasks
 - Teambuilding
 - Collaboration
 - Communication – written and oral

Timeline:

- Jan, 2023 – concept
- May, 2023 – construction



Standard Classroom



Conference Room



2025 Timeline Cont.:

- Aug, 2023 –
Grand
Opening



Ryan Murray

3-1 Enter into partnership with one Community College or institution of higher education for student-led experiential learning opportunities (Regional SOC) and recruit at least 10 students into the program by June 2025.

3-2 By June 2025, Increase the # of attendees at AZDOHS hosted events by 50%.

Arizona Department of Homeland Security 2025 -2029 Strategic Plan

Current Annual Focus

| Outcome # | FY25 Annual Objectives | Objective Metrics | Annual Initiatives |
|------------------------------------|--|--|---|
| 1 - Organizational Advancement | 1-1 By June 2025, complete 75% standard work product. 1-2 By June 2025, host a minimum of four | 1-1 % standard work completed 1-2 # Department-wide all hands meetings hosted | 1-1 Review business related functions and determine areas where policies and procedures can be revised, improved or re-written 1-2 Review standard work |
| | 3-1 # of students in the program 3-2 # of attendees at AZDOHS cyber events | | 3-1 Continuously build the cybersecurity ecosystem with education and community partners to increase number of individuals entering the cybersecurity workforce. 3-1 Collaborate with Community Colleges and Universities on workforce development efforts and Regional cybersecurity support. 3-1 Deploy a statewide managed Security Operations Center to support incident reporting and monitoring for local governments 24 / 7 / 365. 3-2 Host annual "Girls in Cyber" event for middle and high school girls as a workforce development initiative to increase number of girls and women in cybersecurity. 3-2 Conduct tabletop exercises and job shadow days with high school and college students. |
| | Water and Wastewater Cybersecurity Action Plan | | |
| 3 - Cyber Readiness and Prevention | 3-1 Enter into partnership with one Community College or institution of higher education for student-led experiential learning opportunities (Regional SOC) and recruit at least 10 students into the program by June 2025. 3-2 By June 2025, Increase the # of attendees at AZDOHS hosted events by 50%. | 3-1 # of students in the program 3-2 # of attendees at AZDOHS cyber events | 3-1 Continuously build the cybersecurity ecosystem with education and community partners to increase number of individuals entering the cybersecurity workforce. 3-1 Collaborate with Community Colleges and Universities on workforce development efforts and Regional cybersecurity support. 3-1 Deploy a statewide managed Security Operations Center to support incident reporting and monitoring for local governments 24 / 7 / 365. 3-2 Host annual "Girls in Cyber" event for middle and high school girls as a workforce development initiative to increase number of girls and women in cybersecurity. 3-2 Conduct tabletop exercises and job shadow days with high school and college students. |

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Regional SOCs:

- Glendale Community College – Central
6000 W. Olive Avenue
Glendale, AZ, 85029
www.gccaz.edu
- Pima Community College – South
4905 E. Broadway Blvd
Tucson, AZ 85709
www.pima.edu
- Northland Pioneer College – North
1400 E. Third Street
Winslow, AZ 86047
www.npc.edu/locations/winslow

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RSOC Benefits:

- State budget funding through 2029
- Access to resources and software (i.e., Crowdstrike)
 - Related trainings
- Consistency through the RSOC for our interns and future cybersecurity employees

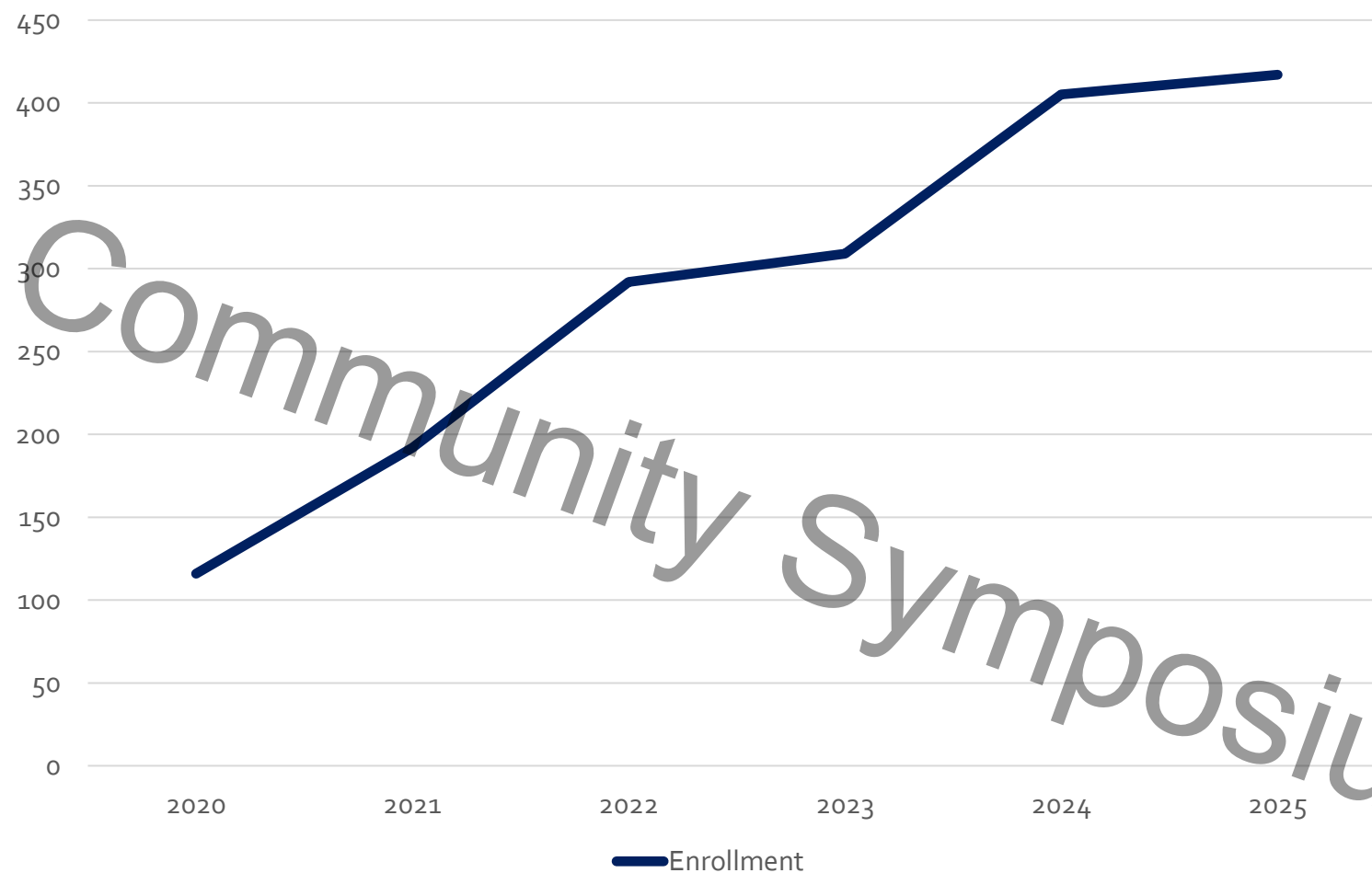


CAE
IN CYBERSECURITY
COMMUNITY



Fast Facts:

Enrollment





Fast Facts Cont.:

- Nationally Recognized Program
 - April 2024 – White House Convening – [National Cyber Workforce and Education Strategy, Unleashing America's Cyber Talent](#)
 - Guest panelist
 - *Transitioning to skills-based hiring principles and practices resulting in more Americans can seek out higher-paying cyber jobs regardless of where the skills were acquired.*
 - July 2024 – [National Cyber Director, Harry Coker, Visits Glendale Community College](#)
 - Public Remarks
 - Met with GCC Leadership
 - Met with GSOC Interns
 - Toured the GSOC
 - Spoke with AZCyber Initiative Bootcamp students

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References:

- CyberSeek. 25 February 2025. *Cybersecurity workforce heatmap*. CyberSeek <https://www.cyberseek.org/heatmap.html>
- Arizona Department of Homeland Security, *Arizona-Homeland-Security-Strategic-Plan-Fiscal-Year-2025-final_0*. Arizona Department of Homeland Security. <https://azdohs.gov/file/4869/download?token=6PVhOLCI>
- Center for Cybersecurity Policy. 10 July 2024. *Progress report: National cyber workforce and education strategy*. Center for Cybersecurity Policy. <https://www.centerforcybersecuritypolicy.org/insights-and-research/progress-report-national-cyber-workforce-and-education-strategy>
- Maricopa County. May 2024. *Glendale Community College Goes to the White House*. Maricopa County. <https://maricopa.sharepoint.com/sites/DO/in/Lists/Posts/Post.aspx?ID=3252>
- Maricopa County. July 2024. *The White House's National Cyber Director Visits Glendale Community College*. <https://maricopa.sharepoint.com/sites/DO/in/Lists/Posts/Post.aspx?ID=3368>

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Questions:

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Thank You

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