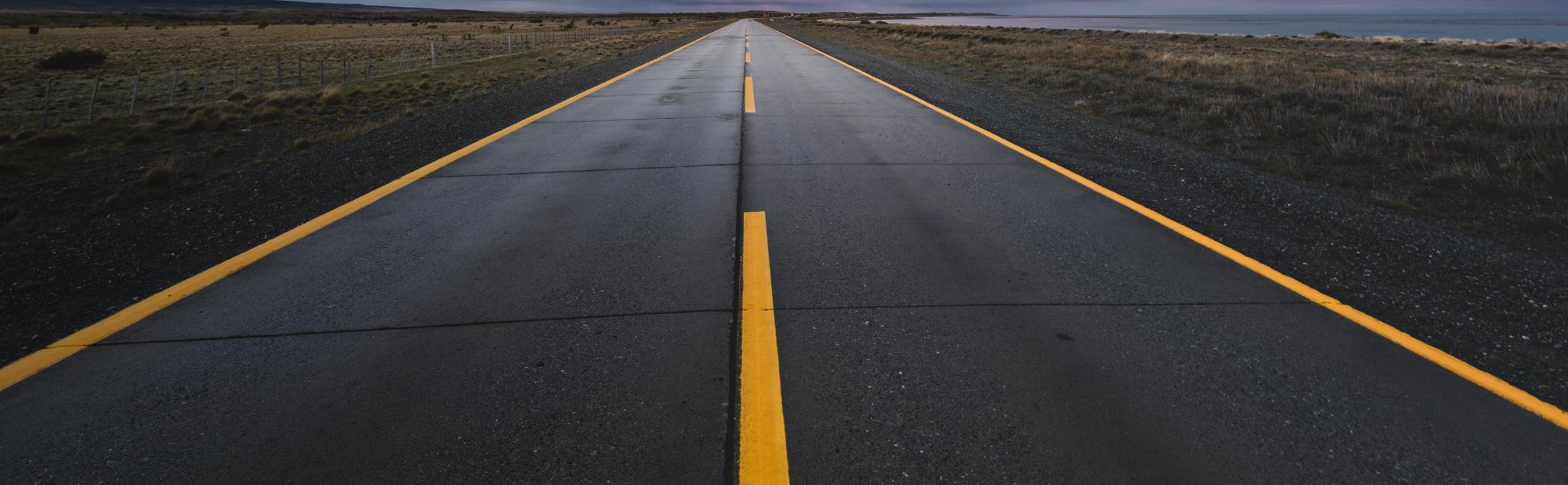

SHAPING CYBERSECURITY'S FUTURE

MATT MEIS



A PAVED WAY



A photograph of a single, mature tree with a dense canopy of green leaves, standing alone in a vast, flat, green grassy field. In the far distance, the silhouette of a city skyline, featuring several tall skyscrapers, is visible against a clear blue sky.

AGENA

- The Current Landscape of Cybersecurity
 - Mentorship
 - Working with Educational Institutions
 - Attracting New Talent
 - Nurturing Talent for Long-Term Growth
 - Giving Back
 - Take Action
-



THE CYBERSECURITY
COMMUNITY IS GROWING!

THE CURRENT LANDSCAPE

Breaking and Entering



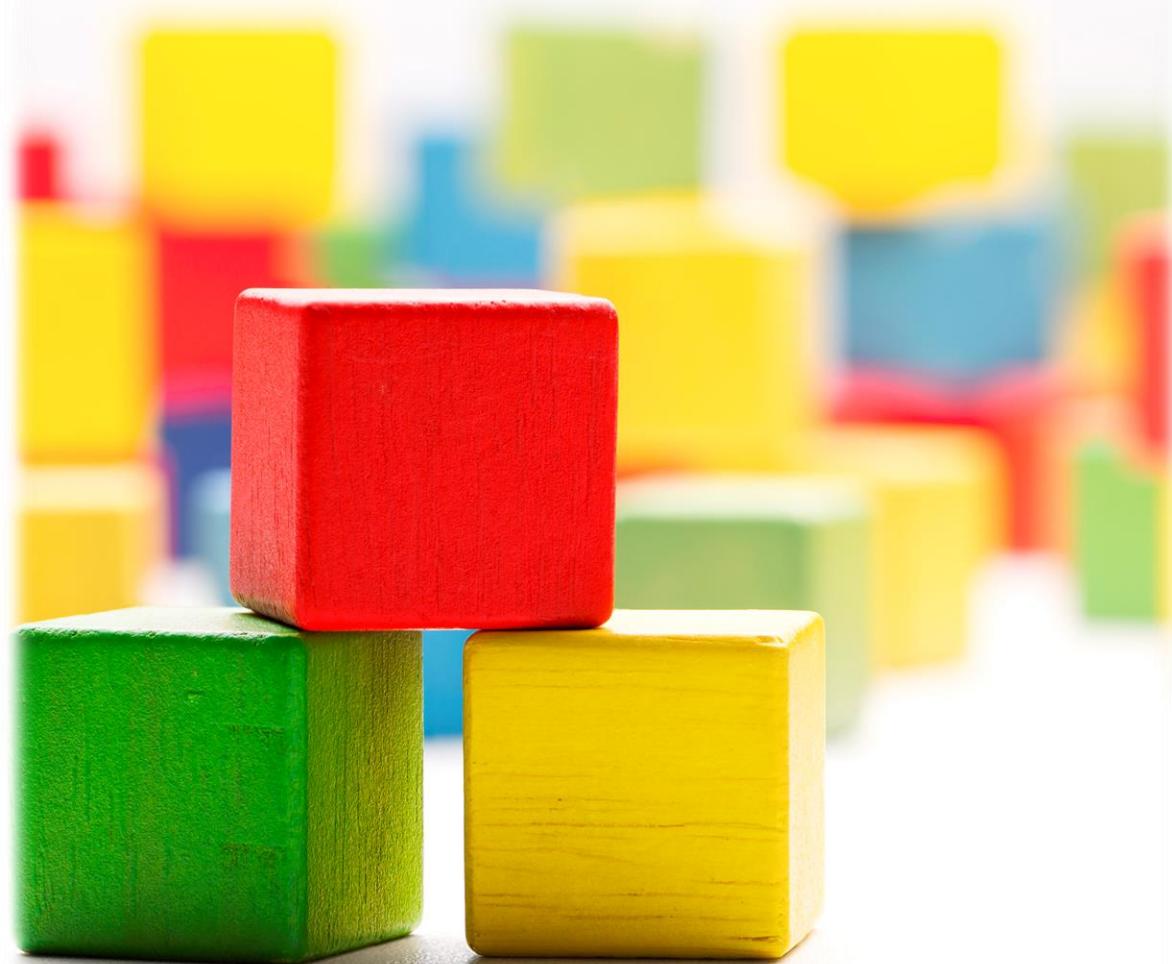
TODAY

- Cert Overload
- Education Requirements
- Bad Bootcamps
- Mismatch between job duties and job descriptions
- There isn't an entry level cybersecurity role?



ENTRY LEVEL TASKS

- Phishing reporting
- Security awareness training
- Firewall management
- Automation of mundane SOC alerts
- Physical network maintenance minor security tasks
- IAM
- Security Questionnaires
- Documentation
- Asset tracking



MENTORSHIP

Build relationships your whole career



FINDING A MENTOR / MENTEE

- Colleges/Universities
- Entry level and skip managers
- LinkedIn
- In person networks
 - AITP
 - Meetup Groups
 - 920Sec – Fox Valley – Green Bay
 - DC608 – Madison (many more too)
 - WCsec – Central Wisconsin



REVERSE MENTORSHIP



WORKING WITH EDUCATIONAL INSTITUTIONS



HELP STUDENTS

- Mentorship
- Tutoring
- Internships
- Apprentices



A NOTE ON FIRST JOBS



GET INVOLVED

- Advisory board
- Speak in a classroom or event
- Volunteer to help at an event
- Bring case studies to instructors
- Adjunct Teaching



FUNDING

- Scholarships
- Donating Equipment
- Allocating funds directly to a program
- Grant collaboration
- Ask for needs



ATTRACTING NEW TALENT

How to apply for and post jobs



GETTING THAT NEXT JOB

- First time job seekers: internships
- Custom resume and cover letter
- Build your network before you need it
- Reach out to people already working at the company
 - **56% of people get a job through a personal connection**
- LinkedIn: be found





WHAT THE TALENT WANTS

- A salary in job postings
- Purposeful work
- Work / life balance
- Community



PAVE THE WAY

- Do you have a talent pipeline?
- Where does your talent come from?
 - Is it another internal department, a school, other company or industry?
- Spend time building your talent pipeline

FUN PIPELINES

- Hackathons
 - Competitions
- Conferences
 - Your own
 - Attending Others

Bonus: Partner with a local College to run these!



NURTURING TALENT

Building and becoming a superstar



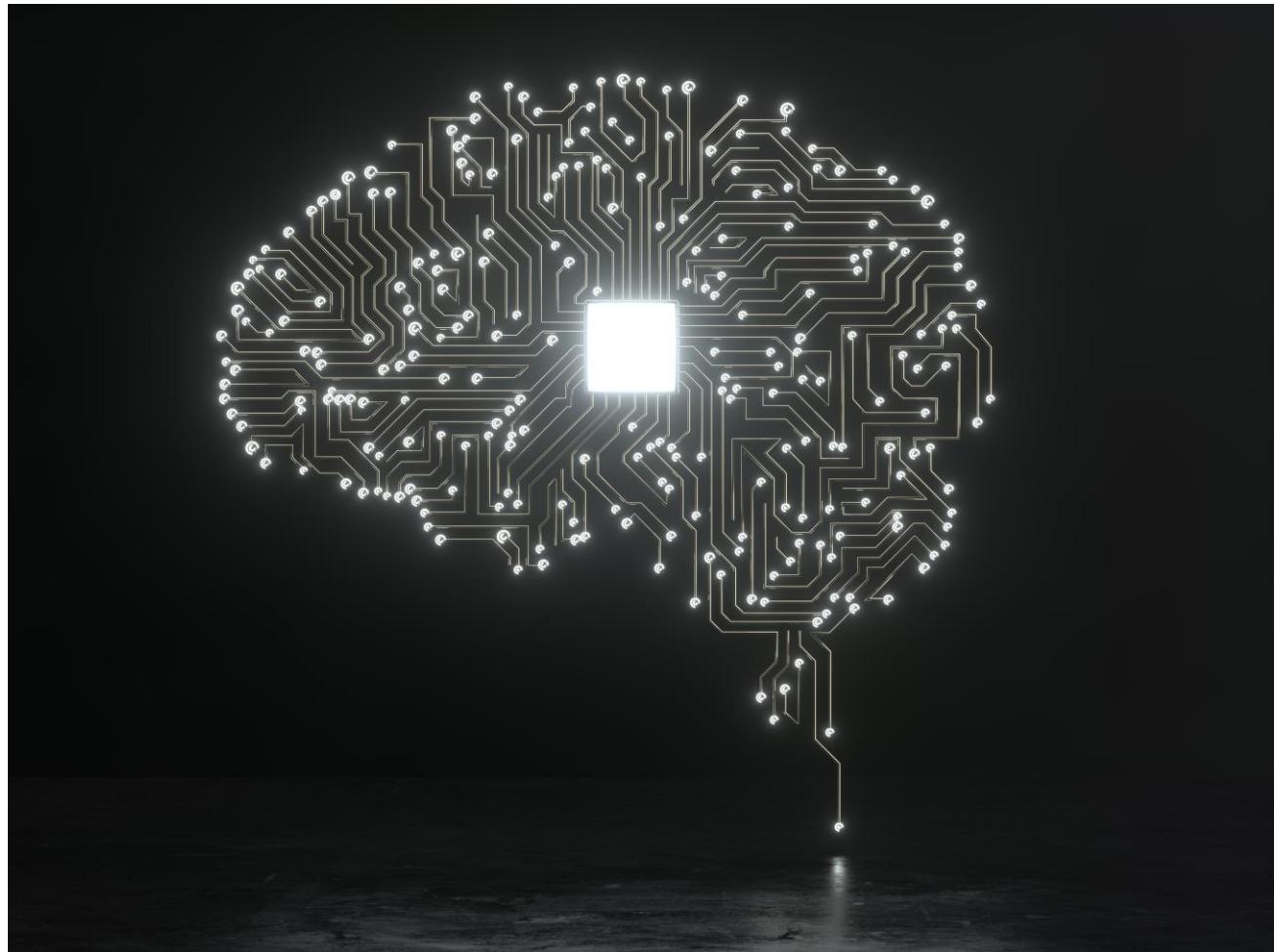
BUILDING ENGAGING CONDITIONS

- Reverse Mentorship Program
- Emerging Leaders Program
- Promotion Structure
 - Have many levels to help reward people faster
- 20% Time



STANDING OUT AS A STAR IN YOUR ORG

- **You** define your success
 - Goals
- **You** make it happen
 - Communicate your goals
- **You** tell people
 - Communicate your wins



GIVING BACK

Help the community improve





SHARE YOUR KNOWLEDGE

- Guest blogger
- Podcast
- Speak at an event
- Post resources online
 - LinkedIn

INDUSTRY SHARING

- ISACs
 - FS-ISAC
- Closed Groups
 - Vouch Only email, discord, signal groups
- Intelligence Sharing
 - NCFTA
 - Flashpoint
- Industry Specific
 - InfraGard
 - IAFCI (financial crimes)
- Public Good
 - Google
 - Microsoft



TAKE ACTION





WHO'S PATH CAN YOU PAVE?

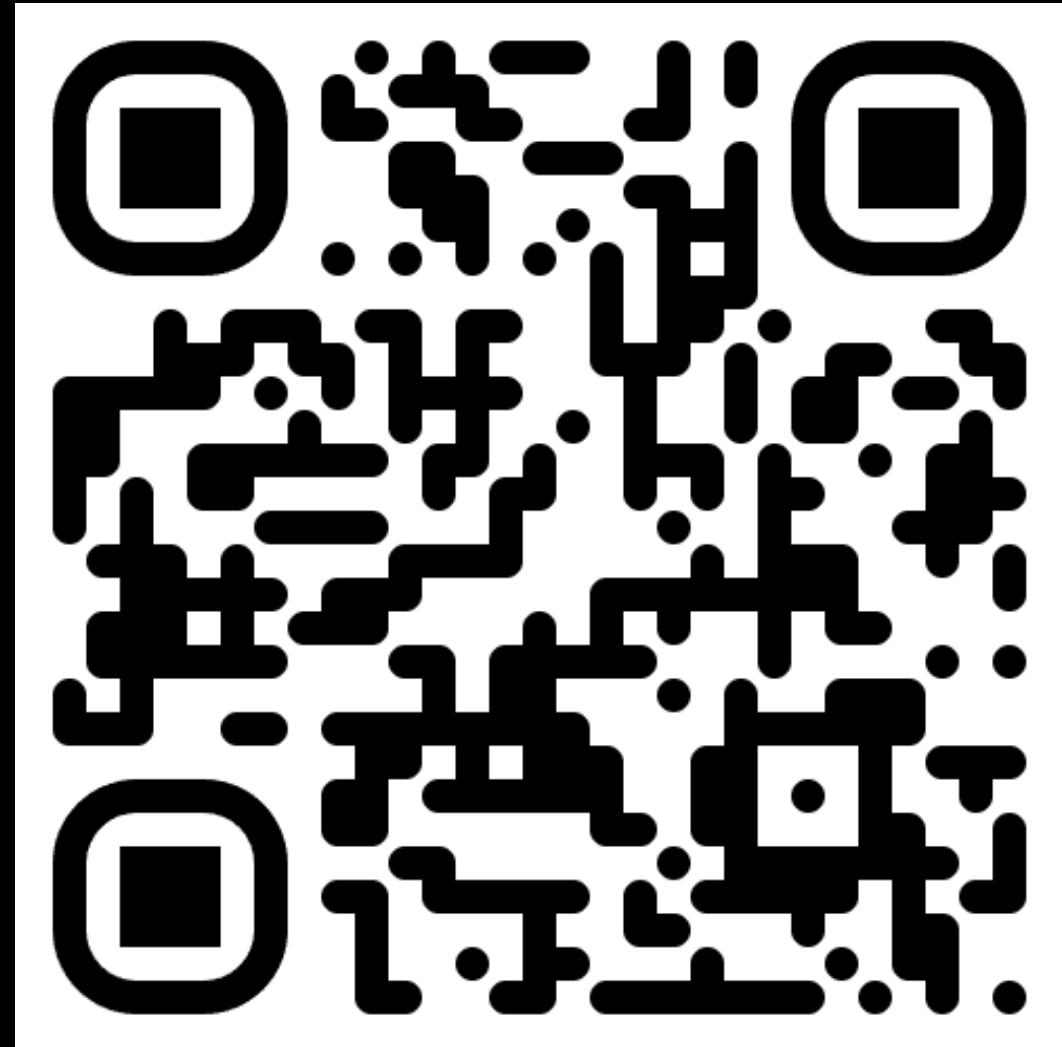
- Talk to an educator
 - Meet someone looking for a job or hiring
 - Find a mentee or mentor
 - Donate to a scholarship
 - Build your talent pipeline
 - **Be part of our industry's future!**
-



We lay the groundwork today for the
cybersecurity workforce of tomorrow.

WANT TO LEARN MORE?

- SecFraudOps Newsletter:
 - <https://secfraudops.substack.com/>
- Survive Online Book:
 - <https://www.learncybersecurity.net/book>
- Contact Matt:
 - matt@meis.us



<https://linktr.ee/mmeis>