



## PROJECT BRIEF

# CYBERSECURITY TALENT PORTFOLIOS

Kinetic Potential Talent Portfolios are designed to increase the quantity and quality of talent available to local employers. Candidates are selected on an annual basis to participate in a 12-24 month apprenticeship program. Each talent portfolio places a deliberate focus on developing the knowledge, skills and abilities (KSAs) required for a target occupation. Competency to perform the job function is evidenced by industry recognized certifications and experiential learning opportunities on government contracting engagements.

KP's Cybersecurity Career Path is aligned with the National Initiative for Cybersecurity Education (NICE) Framework and prepares individuals for careers as Cybersecurity Consultants. Branded Career Paths offer KP Network Employer Partners maximum flexibility in the selection of target participant, training content or program structure. As a certified Workforce Innovation and Opportunity Act Occupational (WIOA) Training Provider. KP provides each participant with rigorous training in cybersecurity / information technology, business consulting and career management.

Experiential learning opportunities are an essential element of the development process. KP enters into teaming agreements with government contractors to offer cybersecurity services as a blended team. The KP delivery team includes a senior technical lead that supervises the work of 5 KP Apprentices (~2.5 FTE for budgeting / planning purposes). This structured approach provides KP Apprentices with exposure to real business challenges and greatly improves the Cybersecurity Talent Pipeline for KP Network Employer Partners. Employers and clients are encouraged to consider KP Apprentices as a solution to immediate and long-term staffing needs.

### Step 1: Select Portfolio Candidates

A cohort of Transitioning Veterans with 4+ years of experience and the following attributes:

- TS/SCI Clearance
- Disciplined/Mature
- Leader/Manager
- DoD/HHS Expertise

### Step 2: Develop Teaming Agreements

- Define target consulting engagements
- Establish partner roles and responsibilities
- Modify occupational training (Branded Paths)
- Secure contracting engagements

### Step 3: Conduct Training / Certifications

Participants spend 3-4 months in bootcamp training and receive continuous development

#### Training

- Consulting 101
- Foundations in Technology
- Information Security Professional I
- Information Security Professional 2
- Information Security Professional 3

#### Certifications

- CompTia
  - A+
  - Network+
  - Security+
- (ISC)<sup>2</sup>
  - CISSP
- Kinetic Potential
  - KP Apprentice

### Step 4: Perform Experiential Learning

KP value proposition in government contracting:

- SBE, MBE, DBE and HUBZone designations
- Experienced talent with TS / SCI clearances
- Team = 1 Tech Lead to 5 KP Apprentices

KP Network Employer Partner value proposition:

- Government Contracting Vehicles (IDIQ / BPA / GWAC)
- Cybersecurity products / services / talent
- KP Apprentices viewed as W2 candidate