

Addressing The Cybersecurity Skills Gap

A Commitment to Diversity and Workforce Development

Heather Ricciuto

Academic Outreach Leader - IBM Security

<https://www.linkedin.com/in/heatherricciuto/>

IBM Security



“Always walk through life as if you have something new to learn, and you will.”

Vernon Howard

2.93M

The number of open and unfilled cybersecurity jobs around the world

Source: Cybersecurity Workforce Study - 2022 Dec 2018



What are the forces shaping the Future of Work?



- 1. Accelerating Technological Changes**
- 2. Growing Demand For Skills**
- 3. Changing Employer Expectations**
4. Shifting Labor Demographics
5. Transitioning Work Models
6. Evolving Business Environment

IBM can help...

IBM is dedicated to addressing the skills gap through...

- Academic Programs
- New Collar Initiative
- Commitment to Diversity
- Workforce Development
- P-TECH
- Veteran programs
- Apprenticeships
- Tech Re-Entry
- Collaboration amongst Industry, Gov't & Academia
- Community outreach

IBM Academic Programs (With a Security Focus)

<https://www.research.ibm.com/university>

**Building
relationships
of mutual
value**

IBM University Awards Programs	IBM Skills Academy Program	IBM Academic Initiative Program
PhD Fellowships	Train the trainers	Courseware
Faculty Awards	On-demand Skills	Software
Shared University Research Awards	Cloud-based Hands-on Labs	Cloud Access
Open Collaborative Research Awards	Industry Use Cases	
	Proctored Exams approved by IBM	
	Open Badges/Digital Credentials	



IBM Security Research

Technologies

Discover the world of open source

Source

For the past 20 years, IBM has been a significant force in open source communities, and governments where we partner, how you can create a new enterprise.

Quantum Computing

IBM Q is an industry first initiative to build universal quantum computers for business, engineering and science.

Blockchain

Blockchain has emerged as disruptive way to conduct transactions within trusted networks.

Security

Security doesn't need more tools. It needs new rules. It's time to rethink the approach to cybersecurity.

Things (IoT)

Things delivers the data. Intelligence powers the insights.

Security

Security doesn't need more tools. It needs new rules. It's time to rethink the approach to cybersecurity.

IBM Security Research

List of links to research groups and projects in Security and Privacy at IBM.

Learn more

→

IBM Security Learning Academy

Free technical training for IBM Security products.

Learn more

→

IBM X-Force Security Research


Thought leadership from security experts.

Learn more

→

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IBM Security Research



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Security and Privacy

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Members

Welcome to IBM Security & Privacy PIC page!

The Professional Interest Communities (PICs) at IBM Research are a group of 21 research areas that seek to enhance interactions between IBM researchers and research professionals in the wider world.

The goals of Security & Privacy PIC include:

- Develop and pursue a strategy to increase the influence and viewpoint within IBM of the S&P PIC through Big Bets, Strategic Initiatives and GTO topics
- Review the scope of the PIC, incorporate emerging topics and research directions, update the list of PIC conferences as necessary
- Increase collaborations with external researchers by inviting world-class researchers for long and short term visits to IBM labs and working with them
- Continue to build local research communities and improve collaboration with other PICs, encouraging interdisciplinary research
- Organize workshops/tutorials in the key S&P conferences and host Regional Security & Privacy events

Related links

[Professional Interest Communities at IBM Research](#)

[Algorithms and Theory](#)

Contact

[Jiyong Jang](#)

IBM Security Learning Academy

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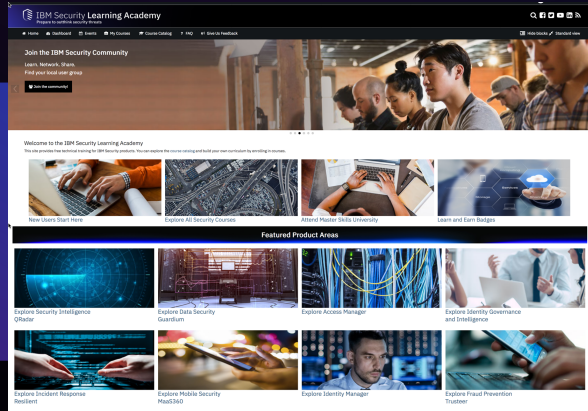
Things (IoT)

Things delivers the data. Intelligence powers the insights.

→

IBM Security Learning Academy

www.securitylearningacademy.com



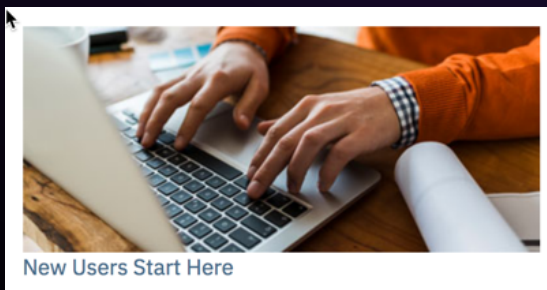
Learning at no cost!

The Security Learning Academy is a **full service learning platform**, providing a variety of training objects and instruction options.

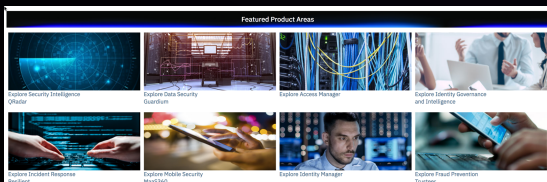
- **Single portal**, easy to navigate
- Interactive and **individualized learning**
- **Role and task based roadmaps** can be followed as-is or users can select from the catalog

Security Learning Academy

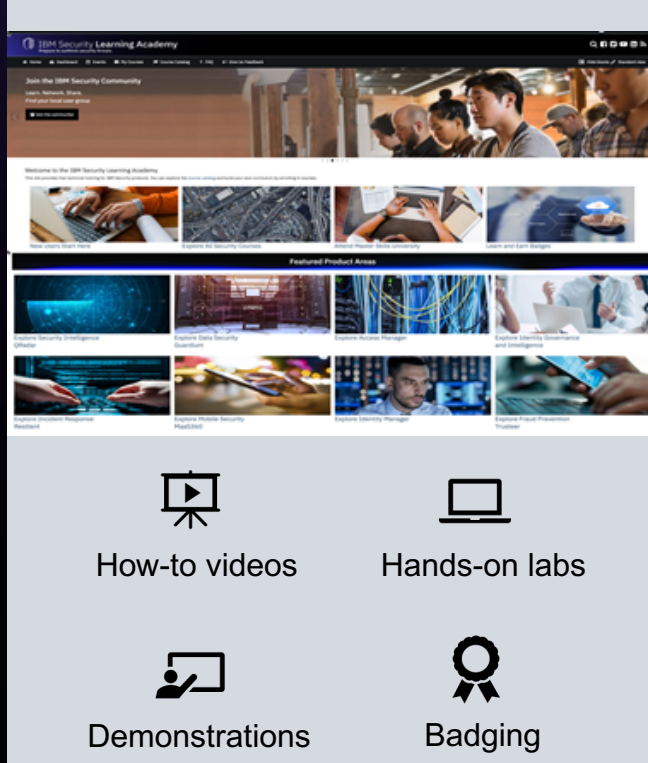
- 1 New to the Security Learning Academy?
Take a tour via the Start Here course.



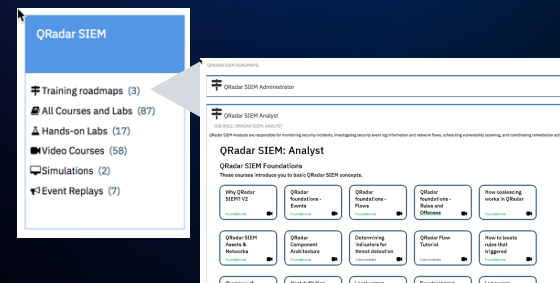
- 2 Select QRadar from the Featured Product list on the Home Page or Browse the Full Catalog



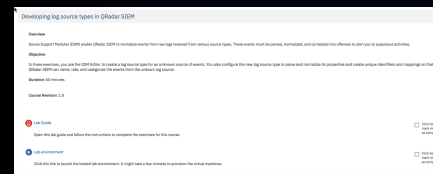
SLA Features



- 3 Select a Training Roadmap to see courses by role




- 4 Enroll in learning activities, complete lessons or labs, assess your skills and earn badges for select courses (2H2019)



IBM X-Force Security Research


Technologies



Open Source


Discover the world of open source

For the past 20 years, IBM has been significantly in open source communities, and governments where we partner, how you can create an enterprise.




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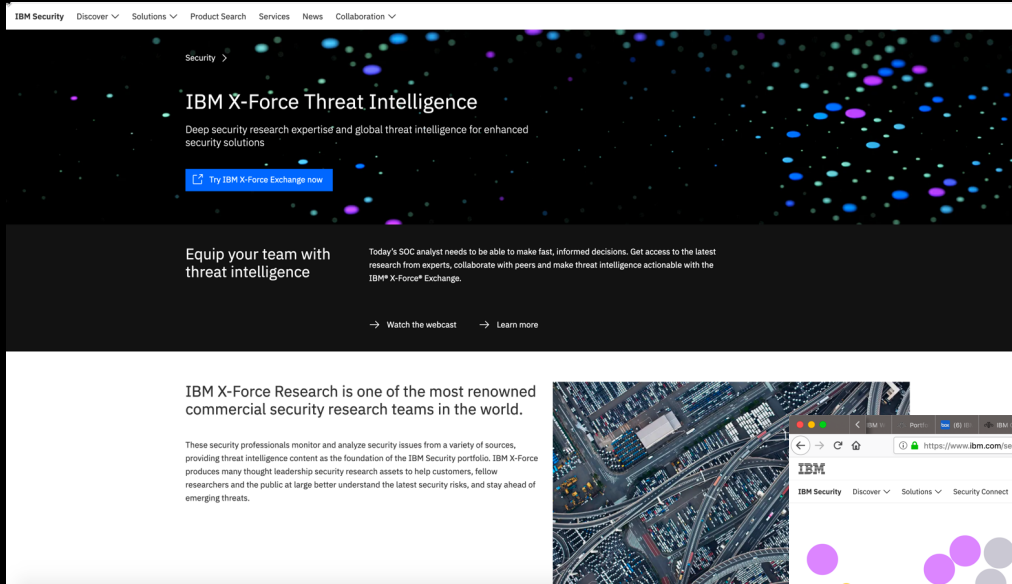


Things (IoT)

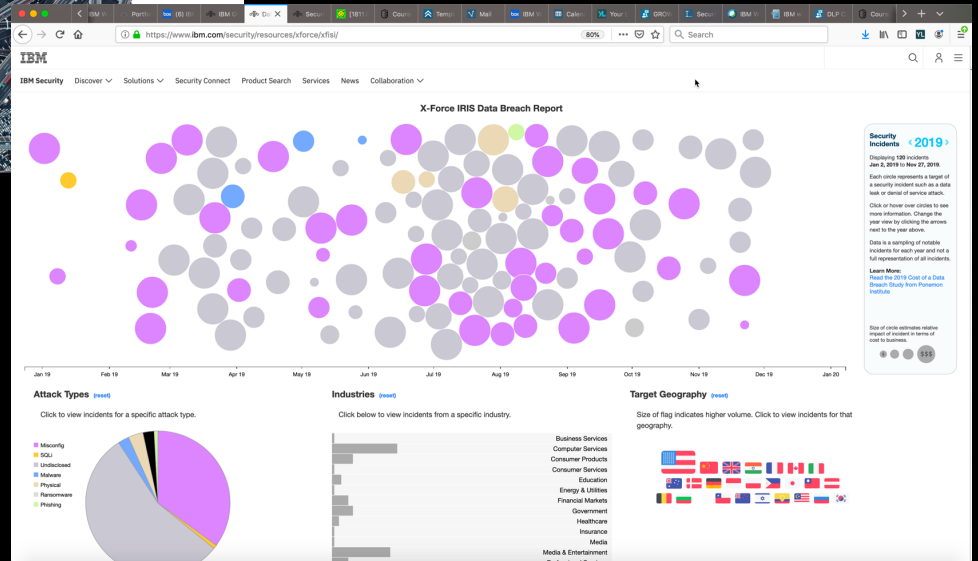
Things delivers the data. Intelligence powers the insights.

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IBM X-Force Security Research



IBM X-Force Threat Intelligence





Security Services

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January 27, 2020 | [4 min read](#)



Scaling Security in Software Development: The Art of Possible

[Application Security](#)

January 24, 2020 | [5 min read](#)



What Are You Protecting Against? Deploying Proper Use Cases Is Critical to Build Security Maturity

[Security Services](#)

January 22, 2020 | [3 min read](#)



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How CISOs can secure a strategic partnership

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Read next: [Closing the cybersecurity skills gap](#)

Getting more out of your relationship

Building a secure future – as partners

In today's hyper-connected world, a strategic relationship between Chief Information Security Officers (CISOs) and their boards of directors is critical. It enables organizations to better prevent, respond to and recover from incidents and helps mitigate cyber-risks. Board members and security leaders tend to approach security from their own vantage points. Building a strategic partnership, however, requires aligning their viewpoints to determine the best way to support the overall organization. Our research revealed a group of security leaders who have successfully built supportive, trusting and communicative partnerships with their boards, enabling a clear focus on the greater needs of the business.

Although not yet a fully mature business process, cybersecurity is and will continue to be a board room issue. As cybersecurity ingrains itself into the strategic agenda of boards of directors, challenges are emerging and successful practices are being codified. Today, CISOs and other security leaders are faced with increased personal responsibility. They not only have to manage their own teams and operations, they must also guide and advise their C-suite, as well as educate and collaborate with their boards of directors – who may have varying levels of experience and knowledge on the topic. The relationship between boards of directors and security leaders is an important one that needs more care and attention. According to a recent Harvard Business Review study, among 23 board processes assessed, those related to cybersecurity were rated dead last in effectiveness by directors surveyed. For this to improve, interactions between CISOs and their boards need to occur more frequently – and time spent together must be used more effectively. Some CISOs appreciate this need for more face time with directors. According to a study by the Enterprise Strategy Group (ESG) and Information Systems Security Association International (ISSA), 44 percent of information security professionals surveyed believe that CISO participation with executive management is not at the right level today and should increase in the future.3 Work needs to be done on both sides of the equation.

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In a hyper-connected world, boards and CISOs must move from their relationship

Board

65%

CS

49

Infographic PDF: Get the CISO infographic

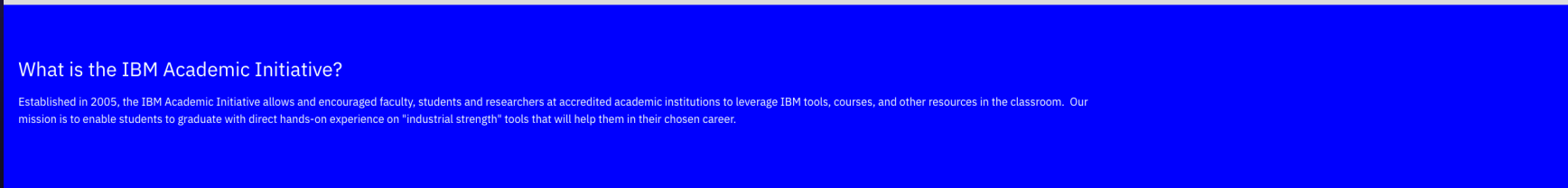
Meet the author

David Jarvis, Security and CIO lead, IBM Institute for Business Value

<https://www.ibm.com/thought-leadership/institute-business-value>

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<https://ibm.com/academic>



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Cloud skills are required for virtually any career in today's global marketplace. Get hands-on access to the industry's most open standards-based cloud platforms and technologies. Cloud skills are required for virtually any career in today's global marketplace.



IBM Watson is a technology platform that uses natural language processing and machine learning to reveal insights from large amounts of unstructured data. Watson can extract key information from documents, reveal insights and patterns in data, and more, reveal insights and patterns in data, and more



IBM's complete portfolio of analytics solutions enables students to engage with data to answer the toughest business questions, uncover patterns, and pursue breakthrough ideas.

Self-service for **teaching, learning** and **non-commercial** research

Cloud Access

Enhanced access to the IBM Cloud and select cloud-based resources and applications, such as the Watson APIs and Analytics Engine

Software

Access to the same software used by our commercial customers leading to practical training for today's jobs

Courseware

Faculty access to enterprise quality courses for inclusion in part or whole into existing and new curriculum



Learning topics



Cloud

Cloud skills are required for virtually any career in today's global marketplace. Get hands-on access to the industry's most open standards-based cloud platforms and technologies. Cloud skills are required for virtually any career in today's global marketplace.

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Data Science

IBM's complete portfolio of analytics solutions enables students to engage with data to answer the toughest business questions, uncover patterns, and pursue breakthrough ideas.

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Blockchain

Blockchain has emerged as disruptive way to conduct transactions within trusted networks. As companies in many industries are looking to start and join networks, demand for blockchain skills has far exceeded supply.

[Learn more →](#)



Quantum

Discover the IBM Quantum Experience and our connections that enable you to access tools, simulators, and systems to explore, experiment, and

[Learn more →](#)



IBM Watson

IBM Watson is a technology platform that uses natural language processing and machine learning to reveal insights from large amounts of unstructured data. Watson can extract key information from documents, reveal insights and patterns in data, and more, reveal insights and patterns in data, and more

[Learn more →](#)



Security

In today's world, there are serious security threats that must be addressed head-on. IBM Security delivers an advanced system of protection with analytics to help you monitor your data.

[Learn more →](#)



IBM Z

IBM Z enables you to create outstanding customer experiences. Leverage mobile, analytics, cloud, and data protection for great user benefits.

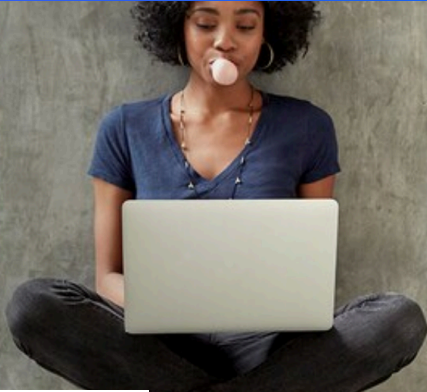
[Learn more →](#)



Power Systems

Power Systems are used in today's marketplace across all industries, providing companies with a single, energy-efficient, and easy way to deploy a platform for AIX, IBM i, and Linux. Power server architecture analyzes big data for patterns to give you new insights.

[Learn more →](#)



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We are in the process of transitioning the IBM Academic Initiative to this new and improved website.

This new site will allow faculty and students to access valuable cloud access, software, and courseware more easily and efficiently. We look forward to remaining your chosen partner in the journey to skills on emerging technologies.

What is IBM Security?

IBM Security develops intelligent enterprise security solutions and services to help businesses prepare today for the cyber security threats of tomorrow.



Why is IBM Security important?

We confront the world’s most challenging cybersecurity problems and passionately protect the faces behind the data.

Important are skills when working in Security?

Curiosity, collaboration and communication are critical keys to success in Security. Learn from industry experts, explore IBM Security products and use our learning materials to understand the importance of these 3 C's.



QRadar Community Edition

With all the functionality of QRadar, Community Edition is your place to start or extend your skills and passion for QRadar. We'll guide you along the way, with a set of instructional videos to help you get started and access to IBM Learning Academy to deepen those skills.

[Register or login to access this resource](#)



i2 Analyst's Notebook Premium

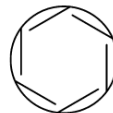
i2 Analyst's Notebook Premium collects, manages, and organizes information and intelligence. Using i2 Analyst's Notebook Premium, it is easy for analysts and investigators to uncover networks, patterns, and trends within increasing volumes of structured and unstructured data.

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QRadar SIEM

IBM QRadar SIEM helps security teams accurately detect and prioritize threats across the enterprise, and it provides intelligent insights that enable teams to respond quickly to reduce the impact of incidents.



Explore the IBM Software Catalog

Access a comprehensive library of professional software resources for use in the classroom or non-commercial research projects.



IBM Security Learning Academy

Get free technical training for IBM Security products. You can explore the course catalog and build your own curriculum by enrolling in courses.

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Security Fundamentals - Why Security

These materials provide fundamental training for those new to the key areas of cyber security. In this module we cover Concepts & Principles of Security and ISO27001 & 27002 Security Standards

[Register or login to access this resource](#)



Security Fundamentals - People Security

These materials provide fundamental training for those new to the key areas of cyber security. In this module we cover Access Control; Digital Certificates and Public Key Infrastructure; Authentication; Digital Identity and Identity Management; Federation and SOA; Single Sign On

[Register or login to access this resource](#)



Security Fundamentals - Application Security

These materials provide fundamental training for those new to the key areas of cyber security. In this module we cover Introduction to Web Application Security; Business to Business vs Web to Business; Hybrid Analysis

[Register or login to access this resource](#)

SUNY Plattsburgh IBM Security Leadership Challenge

This 12-week program piloted February to May of 2019 leveraged the IBM Security Learning Academy Security Intelligence Track to provide hands-on learning to 13 students. The 13 students were split into 2 Agile teams for the duration of the program.

Students acquired both technical and soft skills expected of a SOC analyst monitoring an organization's network for intrusions.

All students completing the program earned this new digital credential.



Technical skills included:

- Understanding the function of a SIEM in an enterprise network
- Understanding the architecture of a SIEM
- Hands-on experience with the interface of a SIEM
- Investigating an offense triggered by events in a SIEM
- Using dashboards in a SIEM
- Creating reports in a SIEM
- Using filters in a SIEM

Each week, student teams presented to up to 9 IBM mentors, affording them the opportunity to develop soft skills, such as:

- Presentation skills
- Leadership skills
- Collaboration
- Professional networking

IBM can help

IBM is dedicated to addressing the skills gap through...

- Academic Programs
- **NEW COLLAR INITIATIVE**
- Commitment to Diversity
- Workforce Development
- P-TECH
- **Apprenticeships & Pre-Apprenticeships**
- Veteran programs
- Tech Re-Entry
- Collaboration amongst Industry, Gov't & Academia
- Community outreach

It's Not Where You Start – It's How You Finish

Addressing the Cybersecurity Skills Gap with a New Collar Approach

New Collar is

- ...about skills, not degrees

- ...about opening up the aperture on talent pipelines to take advantage of underutilized sources of talent for new types of work

- ...about developing new partnerships to address the skills gap **together**

- ...about attracting, developing and retaining employees with diverse backgrounds and skillsets

Source:: IBM Institute for Business Value , May2017



What is Apprenticeship?

Apprenticeship Programs provide an “**earn while you learn**” opportunity to build skills while getting hands-on experience and mentorship. In apprenticeship, we hire for aptitude and knowledge and train for skills.

Apprenticeship is often referred to as the “**gold standard**” of work-based learning, given the robustness of learning and hands-on experiences, and direct connections to employment.

Apprenticeship Programs are registered with the US Department of Labor or participating State Agencies. This registration ensures consistency with **industry standard** and becomes a **credentialed program** eligible for training grants and wage offsets

<https://www.ibm.com/us-en/employment/newcollar/apprenticeships.html>



IBM Apprenticeship Offerings

- + Software Engineer/Application Developer
- + Cyber Security
- + Network Administrator
- + Computer/IT Support
- + Mainframe System Administrator
- + Data Scientist
- + Data Analyst
- + Chemical Technician
- + Electronics Technician
- + Human Resources
- + Marketing
- + Hardware Design Technician
- + Technical Solution Specialist
- + Technical Solution Seller
- + Project Manager
- + UX Designer
- + Visual Designer
- + Visual Researcher
- + IT Specialist
- + Hardware Hacker

So, What is a Pre-Apprenticeship?

Pre-apprenticeship programs are training initiatives designed to prepare participants to enter and succeed in a Registered Apprenticeship or another high-quality apprenticeship program, and ultimately a career.




Why Are Pre-Apprenticeships Important to the Future of Work?

- There are currently 700,000 open IT jobs in the United States and our universities are only producing 70,000 computer science grads
- We need to do more to create opportunity and access for everyone in the era of digital and AI.
- Educational systems cannot keep up with rapid change, nor do they always understand what industry needs.
- Pre-apprenticeship offers a solution by partnering with universities, community colleges and high schools to offer “supplemental” learning pathways to ready students into in-demand jobs



Coursera - IT Fundamentals for Cybersecurity Specialization

 IT Fundamentals for Cybersecurity Specialization Enrolled

[About](#) [How It Works](#) [Courses](#) [Instructors](#) [Enrollment Options](#) [FAQ](#)

COURSE

1

Introduction to Cybersecurity Tools & Cyber Attacks
★★★★★ 4.5 325 ratings • 105 reviews
This course gives you the background needed to understand basic Cybersecurity. You will learn the history of Cybersecurity, types and motives of cyber attacks to further your knowledge of current threats to organizations and individuals. Key terminology, basic system concepts and tools will be examined as an introduction to the Cybersecurity field. You will learn about critical thinking and its importance to anyone looking to pursue a career in Cybersecurity. Finally, you will begin to learn about organizations and resources to
[SHOW ALL](#)

COURSE

2

Cybersecurity Roles, Processes & Operating System Security
★★★★★ 4.5 123 ratings • 32 reviews
This course gives you the background needed to understand basic Cybersecurity around people, process and technology. You will learn: • Understand the key cybersecurity roles within an Organization. • List key cybersecurity processes and an example of each process. • Describe the architecture, file systems, and basic commands for multiple operating systems including Windows, Mac/OS, Linux and Mobile. • Understand the concept of Virtualization as it relates to cybersecurity. Finally, you will begin to learn about organizations
[SHOW ALL](#)

COURSE

3

Cybersecurity Compliance Framework & System Administration
★★★★★ 4.7 59 ratings • 10 reviews
This course gives you the background needed to understand the key cybersecurity compliance and industry standards. This knowledge will be important for you to learn no matter what cybersecurity role you would like to acquire or have within an organization. You will learn the basic commands for user and server administration as it relates to security. You will need this skill to be able to understand vulnerabilities within your organization's operating systems. You will learn the concepts of endpoint security and patch management
[SHOW ALL](#)

COURSE

4

Network Security & Database Vulnerabilities
★★★★★ 4.4 72 ratings • 16 reviews
This course gives you the background needed to understand basic network security. You will learn about Local Area Networks, TCP/IP, the OSI Framework and routing basics. You will learn how networking affects security systems within an organization. You will learn the network components that guard an organization from cybersecurity attacks. In addition to networking, you will learn about database vulnerabilities and the tools/knowledge needed to research a database vulnerability for a variety of databases including SQL
[SHOW ALL](#)

[IT Fundamentals for Cybersecurity](#)

IBM can help...

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- Academic Programs
- New Collar Initiative
- **COMMITMENT TO DIVERSITY**
- Workforce Development
- P-TECH
- Veteran programs
- Apprenticeships
- Tech Re-Entry
- **COLLABORATION AMONGST INDUSTRY, GOV'T & ACADEMIA**
- **COMMUNITY OUTREACH**

A Strong Belief in the Value of Diversity



IBM Security...

Sponsors an internal **Women in Security Excelling (WISE) Business Resource Group** to help get more women engaged with security within the company (~1000 participants across the globe)

Reaches girls at an early age to get them informed and interested in cybersecurity careers by hosting **IBMCyberDay4Girls** events to provide pre-teen and teenage girls with the opportunity to learn more about cyber security careers

Sponsors a **scholarship program** for women to attend EC-Council's Hacker Halted security conference free of charge

Sponsors **Women in Cybersecurity (WiCyS)**, **ICMCP** and more



#IBMCyberDay4Girls

A WORLD OF POSSIBILITIES

Build your knowledge of cybersecurity and hear about exciting opportunities in STEM (science, technology, engineering, math) with a day of food, games, and giveaways!

Join us to learn about protecting your online identity and the Internet of Things, tour local IBM facilities, and get to know female IBM designers and engineers.



AGENDA

October 11, 2016 at IBM Markham

9:00 - 9:30	Arrival at IBM/Registration
9:30 - 10:00	Introduction + Ice Breaker
10:00 - 10:30	Protecting Your Online Identity
10:30 - 10:45	Break + Snacks
10:45 - 11:45	Cyber Board Game
11:45 - 12:15	Lunch + Career Exploration
12:15 - 1:00	Securing the Internet of Things
1:00 - 1:45	Tour + Wrap Up

IBM Security



Our mission: Launched in October 2016, IBMCyberDay4Girls promotes awareness of security as a career among middle school girls while teaching them cyber hygiene and introducing them to cyber security topics and role models.

Program Results as of Dec 2019: 100 events reaching 5405 girls in cities crossing 10 countries* and 6 continents

Our 2019 Goal: Reach **2000 Girls** in partnership Corporate Social Responsibility (2959 reached)

* Argentina, Australia, Canada, Costa Rica, India, Ireland, Nigeria, South Africa, UK, US



Commitment to Collaboration - IBM Security Sponsored Academic Conferences and Student Competitions in 2019



How can educators work to
create **opportunity and
access for students?**

Engage with other
schools in your area

Engage with your local
business community

Explore youth
apprenticeship and pre-
apprenticeship programs

Encourage students to
engage in conferences,
competitions and clubs

Imagine the possibilities

IBM Entry Level Opportunities

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At IBM, work is more than a job—it's a calling. To build. To design. To code. To consult. To think along with clients and sell. To make markets. To invent. To collaborate. Not just to do something better, but to attempt things you've never thought possible. To lead in this new era of technology and solve some of the world's most challenging problems. Let's put smart to work.




Entry Level Opportunities


Deciding to start your career at IBM is an investment in your future. Whether you're an undergraduate, graduate, or post-graduate, we'll help you turn your years of study into tangible achievements through a vast array of global career opportunities and development programs. At IBM, you will find a wealth of opportunities to create the career you've always imagined. First out what it's like to be an early professional at IBM.




Why join IBM



Impact
Our work is truly life changing—from helping to cure diseases, predict weather, to cleaning oceans and beyond.
See how IBMers are making an impact (03:22)



Inclusion
Joining IBM is about joining a culture of openness, collaboration, trust, and the expectation to have a voice.
Discover more



Infinite Experiences
Passion on your own terms. At IBM, there are no boundaries for how you collect and...

<https://careers.ibm.com/ListJobs/All/Search/Position-type/Early-professional>

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Home > Jobs at IBM

Jobs at IBM

Showing Jobs 1 - 30 Of 58

1 2 NEXT

Job Title	Job Category	State / Province / Country	City	Job ID	Language
Security	Job Category	State / Province / Country	City	Job ID	Language
Network & Security Technical Specialist	Architect	DUBAI	DUBAI	300334BR	English
Security Specialist - SIEM	Technical Specialist	MULTIPLE CITIES	MULTIPLE CITIES	290902BR	English
Security Specialist	Technical Specialist	MULTIPLE CITIES	MULTIPLE CITIES	290890BR	English
Security Delivery Specialist	Technical Specialist	JIANGSU	SUZHOU	292055BR	English
Security Specialist	Technical Specialist	MULTIPLE CITIES	MULTIPLE CITIES	290889BR	English
Security Specialist	Technical Specialist	MULTIPLE CITIES	MULTIPLE CITIES	290887BR	English
Junior Consultant – Security Intelligence and Operations (SIEM)	Consultant	BRUXELLES-CAPITALE, REGION DE	BRUSSELS	285718BR	English
Security Specialist - IBM CIC Italy	Technical Specialist	MULTIPLE CITIES	MULTIPLE CITIES	285131BR	English
Security on site support (T2 local)	Technical Specialist	ANTIOQUIA	MEDELLIN	291298BR	English

SEARCH Reset

Thank you

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Statement of Good Security Practices: IT system security involves protecting systems and information through prevention, detection and response to improper access from within and outside your enterprise. Improper access can result in information being altered, destroyed, misappropriated or misused or can result in damage to or misuse of your systems, including for use in attacks on others. No IT system or product should be considered completely secure and no single product, service or security measure can be completely effective in preventing improper use or access. IBM systems, products and services are designed to be part of a lawful, comprehensive security approach, which will necessarily involve additional operational procedures, and may require other systems, products or services to be most effective. IBM does not warrant that any systems, products or services are immune from, or will make your enterprise immune from, the malicious or illegal conduct of any party.

