**[What’s the state of the government cybersecurity workforce? How can it be improved? View Answer](http://fcw.com/Pages/Custom/STAND-Northrop-FireEye-Cybersecurity.aspx)**



**Jim Myers
Sector Vice President and General Manager, Cyber Solutions Division, Northrop Grumman Information Systems**

The demand for cybersecurity experts far exceeds the availability of this critical talent. That’s why we have focused so much effort and investment into enhancing today’s workforce and in developing tomorrow’s talent. We created our own training program called Cyber Academy, a cyber education continuum for both internal and external customers. We also know the importance of reaching down to the middle and high school levels to get students excited about a career in STEM and cybersecurity. To that end, we’re entering our fourth year as presenting sponsor of the Air Force Association’s CyberPatriot program, the national youth cyber defense competition. We also partner with universities across the country to develop the cyber workforce. This includes funding the nation’s first cybersecurity honors program, the Advanced Cybersecurity Experience for Students at the University of Maryland, and the Cyber Scholars program and the Cync incubator at the University of Maryland, Baltimore County. We also created the Cybersecurity Research Consortium, which includes Carnegie Mellon, Massachusetts Institute of Technology, Purdue and the University of Southern California, and opened a cyber lab at Cal Poly San Luis Obispo.

We see our customers extending their training programs in cyber, and the workforce is growing. We also see the military academies offering cyber degrees. In total, there is much to do but I see the ranks of cyber-educated professionals increasing and ready to take on this critically important mission.



**Tony Cole
Vice President and Global Government CTO , FireEye, Inc.**

The state of the cyber workforce is a universal problem, not just in government. Recently, DHS, NSA (National Security Agency) and other government organizations have made some significant strides. For example, they have worked with schools to offer scholarships to students pursuing degrees in cybersecurity in return for a commitment to working in civil service. We need to find other ways to get people to consider a career in cybersecurity. Young people go into police work because they are interested in solving crimes — why can’t we showcase some of the innovative things that are happening in cybersecurity and spark their interest in the field? Neither government nor industry has done well with that so far.

We also need to push similar kinds of initiatives further down the education stack, even in lower grades. To build the right workforce for the long term, we must get more students interested in cyber technology.