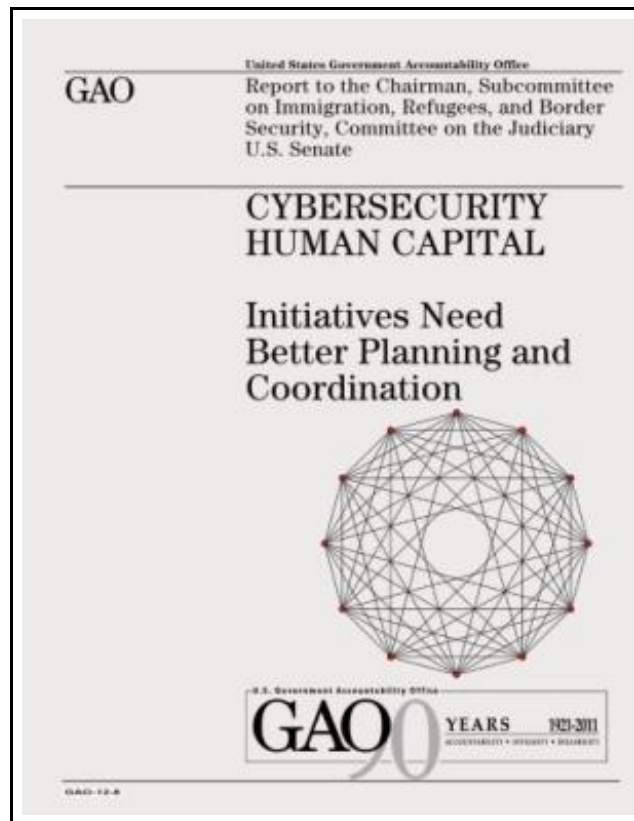# Cybersecurity Human Capital: Initiatives Need Better Planning and Coordination (Paperback)

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(Prof. Lenna Beatty III)

CYBERSECURITY HUMAN CAPITAL: INITIATIVES NEED BETTER PLANNING AND COORDINATION (PAPERBACK)

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Createspace, United States, 2012. Paperback. Book Condition: New. 279 x 216 mm. Language: English . Brand New Book ***** Print on Demand *****.GAO-12-8. Threats to federal information technology (IT) infrastructure and systems continue to grow in number and sophistication. The ability to make federal IT infrastructure and systems secure depends on the knowledge, skills, and abilities of the federal and contractor workforce that implements and maintains these systems. In light of the importance of recruiting and retaining cybersecurity personnel, GAO was asked to assess (1) the extent to which federal agencies have implemented and established workforce planning practices for cybersecurity personnel and (2) the status of and plans for governmentwide cybersecurity workforce initiatives. GAO evaluated eight federal agencies with the highest IT budgets to determine their use of workforce planning practices for cybersecurity staff by analyzing plans, performance measures, and other information. GAO also reviewed plans and programs at agencies with responsibility for governmentwide cybersecurity workforce initiatives. Federal agencies have taken varied steps to implement workforce planning practices for cybersecurity personnel. Five of eight agencies, including the largest, the Department of Defense, have established cybersecurity workforce plans or other agencywide activities addressing cybersecurity workforce planning. However, all of the agencies GAO reviewed faced challenges determining the size of their cybersecurity workforce because of variations in how work is defined and the lack of an occupational series specific to cybersecurity. With respect to other workforce planning practices, all agencies had defined roles and responsibilities for their cybersecurity workforce, but these roles did not always align with guidelines issued by the federal Chief Information Officers Council and National Institute of Standards and Technology (NIST). Agencies reported challenges in filling highly technical positions, challenges due to the length and complexity of the federal hiring process, and discrepancies in compensation across agencies. Although most...

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