

Join the Cybersecurity Talent Initiative™

The federal government requires a strong cadre of cybersecurity professionals to thwart potential data breaches, safeguard existing systems and pioneer innovative solutions to our nation's most pressing cyber challenges.

The Cybersecurity Talent Initiative™ enables agencies to meet this critical talent need, leveraging support from cross-sector partners to attract, recruit and retain the next generation of motivated, mission-driven cybersecurity leaders. Through the Cybersecurity Talent Initiative™, agencies can benefit from the following opportunities to build their cyber workforce:

Access Vetted Cybersecurity Entry-Level Talent

Participating agencies receive free access to pre-vetted candidates with recently completed cybersecurity degrees for two year placements. CTI participants also receive additional early-career support, such as:

- Two years of leadership and professional development programming.
- Introductions to cyber innovations across government and the private sector.
- A cybersecurity industry mentor.
- Technical assessments and skills training provided by N2K Networks.
- Networking with like-minded early-career cybersecurity professionals from across federal agencies.

Support Existing Early-Career Cyber Talent

Agencies may also encourage existing staff serving in their first year of a federal GS 7 - 11 or equivalent cybersecurity role to apply for participation in CTI's leadership and professional development training. Staff will benefit from the following program elements:

- One year of leadership and professional development programming.
- Introductions to cyber innovations across government and the private sector.
- Technical assessments and skills training provided by N2K Networks.
- Networking with like-minded early-career cybersecurity professionals from across federal agencies.

[Existing cyber staff with a federal start date between November 2023 and November 2024 may apply using this link.](#)

Operating Partner



Foundation Partner



Past Participating Agency Employers Have Included

- Census Bureau
- Department of Defense
- Department of Health and Human Services
- Department of Homeland Security
- Department of State
- Department of Treasury
- Environmental Protection Agency
- Federal Bureau of Investigation
- Federal Deposit Insurance Corporation
- Federal Election Commission
- National Oceanic and Atmospheric Administration
- U.S. Army
- U.S. Coast Guard
- U.S. Secret Service

Technical Partner



Learn More

For more information, contact:

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Program Outcomes

At the end of their two-year placement, about one-half of our CTI participants have gone on to serve in permanent federal roles, while the other half look to the private sector to continue their cyber careers.

Regardless of where our program participants choose to work, CTI enables them build a strong foundation for a cybersecurity career, and gain a better understanding of and appreciation for public service. Program participants have secured permanent roles at federal agencies such as the Cybersecurity and Infrastructure Security Agency, the United States Army, the Federal Exchange Commission, the Department of Health and Human Services, and more.

Agency Commitment

Participating federal agencies who wish to have access to vetted candidates will:

- Provide full-time, two-year position(s), inclusive of salary and benefits, beginning in the summer or fall of 2024.
- Work with the Partnership to create a position summary of available roles.
- Identify a relevant agency representative to participate in the selection process.
- Provide meaningful work that exposes the participant(s) to the agency's mission.
- Assign dedicated supervisors to provide mentoring and guidance.
- Expose participants to cross-organization and cross-government initiatives.
- Ensure participants obtain the appropriate security clearances.

Agencies that wish to support existing staff through participation in CTI's leadership and professional development training will:

- Share the program registration form with agency cyber staff within their first year in a federal role.
- Support participating staff attendance in roughly 30 hours of leadership and professional development training over a one-year timeline.
- Provide agency representation for networking or speaking opportunities.

Agency Engagements

Agencies can advance the mission of the CTI program in one or more of the following ways:

- Professional development opportunities: The Partnership will hold orientation and professional development training sessions. Cybersecurity experts working across sectors are invited to serve as guest speakers or panelists during these sessions.
- Executive Advisory Council: The Executive Advisory Council meets twice per year and is comprised of representatives from each corporate partner, participating agencies and select academic institutions. The council's role is to help guide recruitment and professional development strategies.
- Mentoring: The program offers one-on-one mentoring for all participants placed with agencies. Cybersecurity experts from private, public, academic and nonprofit sector organizations are invited to serve as mentors.

Partnership for Public Service

As the program facilitator, the Partnership for Public Service:

- Recruits top entry-level cybersecurity talent by tapping into our strategic relationships with numerous colleges and universities.
- Manages and oversee the application process and ensure applicants meet program requirements.
- Provides comprehensive leadership development opportunities and convene the cohort for training, mentoring and relationship-building throughout the program.

About the Operating Partner

The Partnership for Public Service is a nonprofit, nonpartisan organization working to build a better government and a stronger democracy. By advocating for needed policy changes, helping agencies improve their recruiting and hiring strategies, and improving public awareness about federal opportunities, we remove barriers that prevent candidates at all experience levels from entering public service. Learn more at ourpublicservice.org.

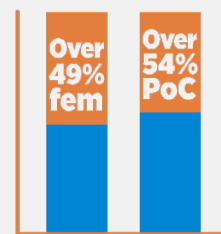
Program Outcomes for Participants Placed with Agencies

340 candidates applied in the previous recruitment cycle.

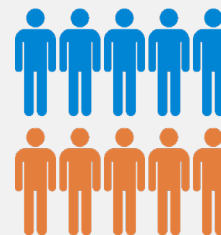


16% of program applicants were selected as **finalists** and shared with participating agencies for review.

The CTI program continually recruits **more diverse participants** than the national average for similar cybersecurity roles.



Of those who chose to identify their demographic information, **49% identify as female** and **over 54% are people of color**.



Following their two years in the CTI program, roughly one-half of participants secure **permanent employment in government**, and one-half transition into permanent roles in the private sector.

Organizations that past participants have gone on to work at include: CISA, the United States Army, the Federal Exchange Commission, the Department of Health and Human Services, Workday, Amazon, Bank of America and more.