



# CWA Workforce Transformation

*“Mobilizing industry by extending the workplace into the classroom.”*

**Jim Stellar:** *acting President SUNY/University at Albany*

**Anne Lopes:** *Assoc. Provost for Strategic Initiatives / Dean of Graduate Studies CUNY/John Jay Criminal Justice*

**John Squires:** *Global lead - Fintech, Cyber Law, Intellectual Property - Partner, Gibson Dunn & Crutcher*

**Frank Cicio:** *co-Chair NICE SWG Private Sector, CEO iQ4/CWA*

**Maurice Uenuma:** *Co-Chair NICE Workforce Management*

**Rose Blum:** *Senior Examiners, Federal Reserve Bank New York*

**Leo Van Duyn:** *Cybersecurity Education, Training and Awareness, JPM Chase*

**Scott West:** *SPAWARSSYSCEN Atlantic, NAVY*



# Jim Stellar

- How and why applied /experiential learning is where the rubber meets the road between academia and careers
- Expansion plans at UAlbany and SUNY
- National Adoption

Win....	Win....	Win....
<b>Students</b> Millennials that are engaged, inspired and most of all excited to latch on to course curriculum.  Gaining the business domain knowledge and <b>applicable skills</b> to punch above the rest.	<b>Academia</b> Drastic increase in student retention and direct hiring.  <i><b>Schools see employers that have never hired from that school before, start hiring directly from the school.</b></i>	<b>Industry</b> Shorten the skill acquisition, development and application of new and existing hires.  Iterate on business challenges in the classroom, plug and play! and see a <b>41x ROI!</b>



## Market Traction – Current Plans



John Jay College of Criminal Justice and University of Albany  
Proudly Present



### The Epic Challenge “Threat Within” SUNY CYBERINTERN STUDENTS VIDEO



Hosted by Federal Reserve Bank of New York & Cybersecurity Workforce Alliance  
May 18, 2016 - 1:00 to 4:00pm  
The Liberty Room  
33 Liberty Street, New York, NY 10045



200+ students mentored / hired!

Federal Reserve Banks (NY, Chicago, Boston, Richmond), Goldman Sachs, Morgan Stanley, NASA, JPM Chase, American Express, Bank of America, Blackstone, Capgemini, Citizens Bank, Deloitte, Express Scripts, Bank NY Mellon, Standard Chartered Bank, BNP Paribas, US Bank, US Dept. State, Gibson Dunn, Dolus Counter Fraud



University at Albany, Nottingham U.K., John Jay College of Criminal Justice, Hunter, Baruch, Queens

CUNY & SUNY = 90 Colleges, 2 million Students, 95k Faculty



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# Anne Lopes

- How the CWA program is delivering results to academia and students
- Extending the classroom into the workplace, need for skills and career opportunities augments academic courses
- Expansion plans John Jay / CUNY Using technology, model and content to scale

**Workforce Supply-Chain Platform - Blueprint**

**(1) Digital Passport**  
Trusted Data  
Validated Skills,  
Academic and Experience  
Portfolio

**(2) Matching Engine**  
Role Profiles, Skills  
Projects, Employment

**(3) Projects**  
Real-World Epic Challenges  
Measured Performance  
Assessments  
Workforce Readiness

**(4) Standards Based Taxonomy**

**NICE**  
NATIONAL INSTITUTE FOR EMERGENCY EDUCATION

**Industry:** Role, Specialty Area, Competency, KSAs (Knowledge, Skills, Abilities)  
**Education:** Major, Concentration, Course, Learning Outcomes

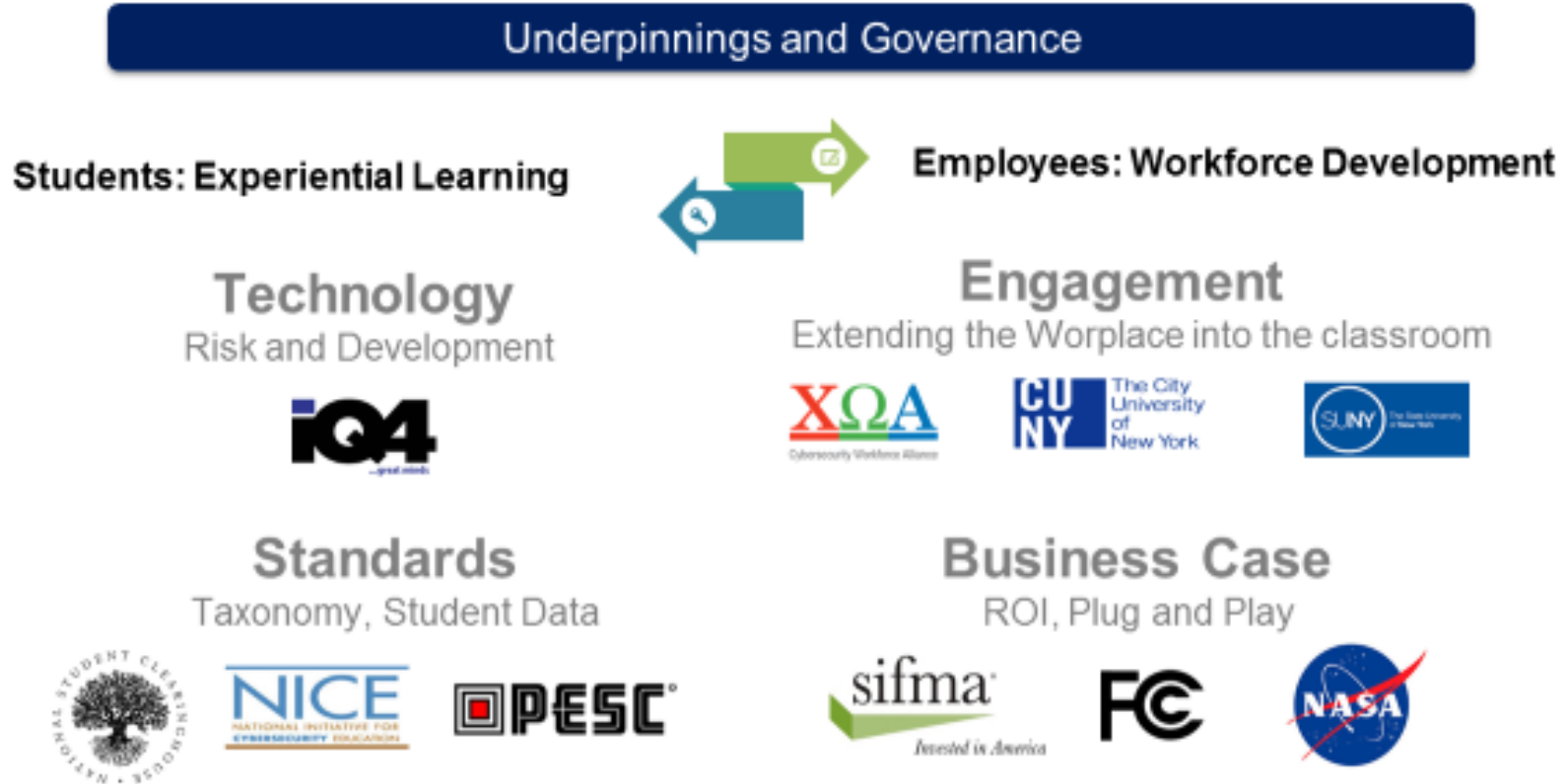
**XQA**  
Cybersecurity Pathways Alliance

**IQ4**  
INTEGRATED QUALITY ASSURANCE

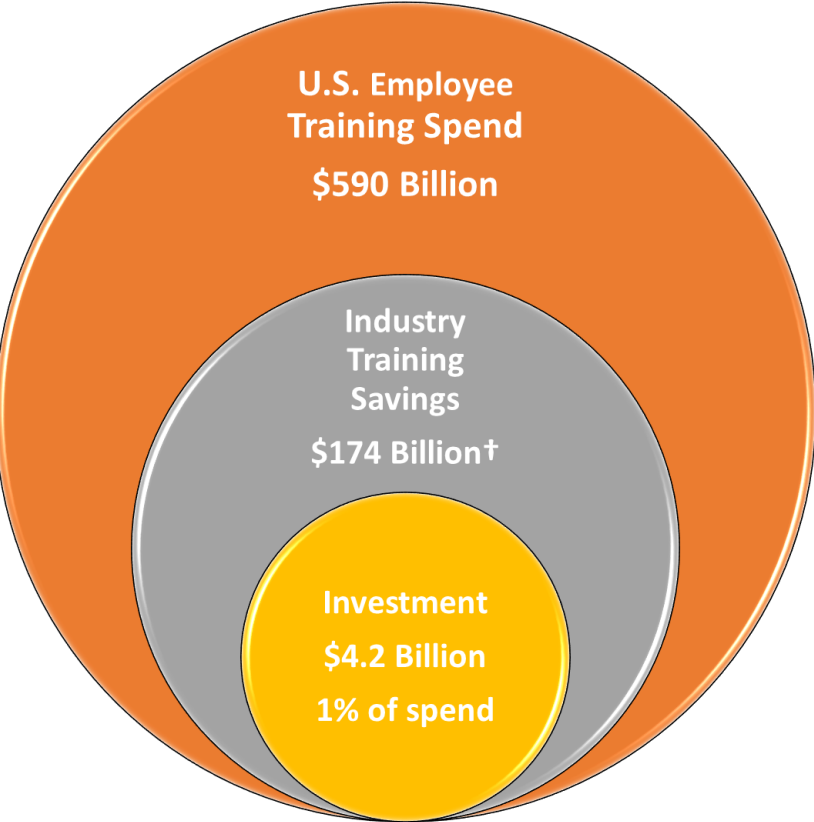
# John Squires

## Four cornerstones required to scale:

1. Workforce Supply Chain technology
2. Engagement Model CWA
3. Standards NICE
4. Business Case

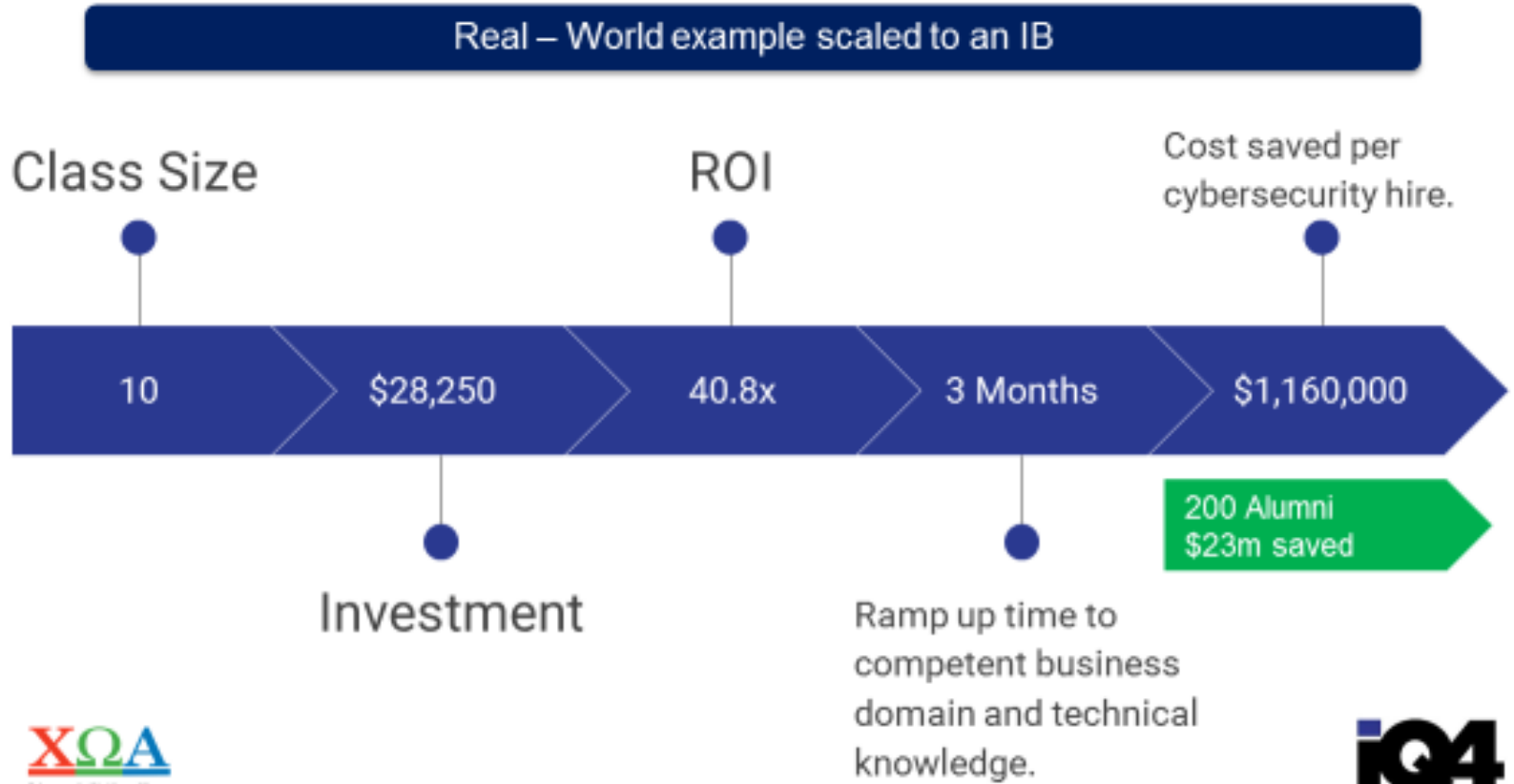


# Frank Cicio – The Business Case



\*Source: PwC Global State of Information Security Survey – 10/2014

† 1.5 million positions @ \$116k industry cost savings per position with iQ4. Does not include \$40k accelerated revenue.



# Q&A - Moderator – Introduction

- Looking at how the NICE Framework impacts Industry and Education by
  - Extending the workplace into the classroom
  - Workforce analysis: Passport, pathways and learning

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# Moderator Q&A

## NICE adoption for Academia and Workforce Management

1. How to leverage NICE - Benefits and Challenges
2. What effort is required to implement the tooling, model and content – iQ4/CWA
3. What has been the break through from the iQ4/CWA and why is it making a difference?

Measured Performance

The Threat Within - SPRING 2016 CUNY  
Tackling Skills Shortages - Cybersecurity/Financial Services and Healthcare firms report a significant shortage of graduates with the skills, experience and an understanding of financial markets and

3.9/4.0  
Assessed by Andrew Dylonsky • 1,804

Project home Discussions Lessons Assignments Resources Members

Essential Skills  
CRITICAL THINKING  
Analysis  
Demonstrates the ability to identify and evaluate problems or issues 5/5

PROFESSIONAL DEVELOPMENT & LEARNING  
Professionalism  
Consistently meets expected results within deadlines 5/5

COMMUNICATIONS  
Strategic Communication  
Communicates appropriately with people at various levels and backgrounds, even if they have differing viewpoints 4/5

Verbal Communication  
Able to communicate a point demonstrating logic, reasoning, and soundness of argument 5/5

Add to Program

Cybersecurity Skills Development  
The Threat Within - CWA Course  
June 2015 - August 2017

Tackling Skills Shortages - Cybersecurity  
Financial Services and Healthcare firms report a significant shortage of graduates with the skills.

### CWA Mission

*Improve IT risk management (including cybersecurity) and information risk skills, and scale the college student workforce, so they are more attractive to hire and can provide almost immediate value to the public & private sector by improving a company's cyber security capabilities.*

Align and enhance applied-learning curricula to develop skills in cybersecurity and information risk

Reduce the amount of training for college hires

Increase Awareness and Experience

Align Professional Certificates to Role Profiles

# Register For Live Virtual Internship Demo



**Demo - CUNY and SUNY  
internships in action + Q&A  
12:00-13:00 ET**

**Monday 7<sup>th</sup> and Wednesday 9<sup>th</sup>  
November 2016**

**To attend a demo or to join the CWA [CWA@iQ4.com](mailto:CWA@iQ4.com)**





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