# PART TWO:
CLOSING THE FEDERAL CYBER TALENT GAP

To close the federal cyber talent gap, agencies need new sourcing tools that increase visibility of their job openings and employer brand. Both should be easily accessible through social media and mobile platforms, since they are used universally among next-generation talent.

MILLENNIALS AND GEN-Z ARE CRITICAL TO BRIDGING THE FEDERAL TALENT GAP

93%

19%
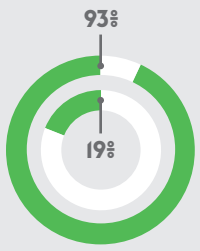
93% of 2017 federal cyber positions are classified as entry level,[1] but only 19% of recent college graduates are seeking work in government organizations

200

The federal government has invested in **200 colleges and universities** as National Centers of Academic Excellence in Cyber Defense [2]

Agencies provide tuition assistance to students studying cybersecurity in exchange for a commitment to federal service [3]

"ACTIVE AND TARGETED SOURCING OF TALENT IS NECESSARY IN ORDER TO MEET THE HIGH VOLUME OF CYBERSECURITY HIRING REQUIRED TO EXPAND AND MAINTAIN THE WORKFORCE." [4]

- Office of Personnel Management

THE CYBERSECURITY NATIONAL ACTION PLAN REQUESTED $19 BILLION IN CYBERSECURITY FUNDS FOR FY 2017, A 35% INCREASE OVER 2016 [5]

TO LEARN MORE, VISIT:
MONSTERGOVERNMENTSOLUTIONS.COM/CYBER

SOURCES:
1. CEB Talent Neuron, https://www.cebglobal.com/talent-management/talent-neuron.html
2. GovTech, http://www.govtech.com/security/Government-in-Competition-with-Private-Sector-for-Cybersecurity-Experts.html
3. GAO.gov, https://www.gao.gov/products/GAO-17-533T
4. OPM Webinar, https://hru.gov/Studio_Recruitment/tools/A%20Cybersecurity%20Recruiting%20Roadmap%20Presentation.ppt
5. GovExec, http://www.govexec.com/excellence/promising-practices/2017/02/how-trump-could-advance-federal-cybersecurity/135630/

MONSTER
GOVERNMENT SOLUTIONS