SANS | CyberTalent

Immersion Academy Annual Report | 2017

Accelerated, intensive training and certification program that develops the real-world knowledge and hands-on skills needed to defend today's information security systems.

CyberTalent Solutions
ACADEMY

VetSuccess
ACADEMY

Women's
ACADEMY

As the shortage of skilled cyber professionals becomes more acute, it's clear that traditional methods of finding, assessing, and hiring talented personnel are no longer sufficient. Companies and organizations need to take a new approach if they are to successfully protect themselves from cyber attacks.

The United States has faced similar challenges in the past. Faced with a critical shortage of skilled fighter pilots during WWII, for example, America opened flight schools around the nation to quickly train pilots with the hands-on skills needed to defend our country.

The SANS Immersion Academies are the equivalent of those flight schools for our nation's cyber defense.

In 2015, SANS launched its first VetSuccess Academy, providing veterans with advanced technical training, GIAC certifications, and a pathway to careers in cybersecurity. In 2016 we added our first Women's Academy for talented women seeking to enter the InfoSec industry. Tuition for veterans and women is free, with 100% scholarships funded by SANS and our partners.

We also offer CyberTalent Solutions Academy, a custom program for employers that need a faster, more reliable, and less expensive way to identify, develop, and hire cyber professionals who meet their organization's unique needs.

The SANS Immersion Academies are an innovative approach to quickly and effectively fill the shortage of skilled cyber professionals and secure our nation's critical information systems. We look forward to your participation in one of these dynamic programs!

Alan Paller
Director of Research, SANS Institute

"During WWII, the US didn't have enough fighter pilots, so we launched flight schools across the country. The Immersion Academies are the equivalent for today's cyber defense."

Program Overview

The SANS CyberTalent Immersion Academy program provides a range of models that increase the number of qualified professionals entering the cybersecurity field, provide meaningful employment for U.S. veterans and increase gender diversity in the InfoSec industry. The program quickly and cost-efficiently meets the specific needs of organizations and employers seeking to discover, develop, and retain top cyber talent.

100% SCHOLARSHIP-BASED PARTICIPANTS ATTEND AT NO COST

VetSuccess
ACADEMY

Provides transitioning U.S. military veterans with advanced technical training, certifications, and connections to jobs in cybersecurity.

KEY EMPLOYER BENEFITS

- Access to pre-screened candidates and highly trained, certified graduates
- Support U.S. veterans and make a positive, immediate impact
- Opportunity to sponsor Academy seats, support U.S. veterans, and hire Academy graduates

Women's
ACADEMY

Provides education and employment opportunities to women with interest and aptitude in cybersecurity and increases gender diversity in the InfoSec industry.

KEY EMPLOYER BENEFITS

- Access to pre-screened candidates and highly trained, certified graduates
- Support gender diversity in the InfoSec industry
- Opportunity to sponsor Academy seats, and hire Academy graduates

CyberTalent Solutions
ACADEMY

Provides customized, accelerated, and intensive training and certifications to an organization's existing cybersecurity team and/or new candidates and employees.

KEY EMPLOYER BENEFITS

- Custom designed training and certification program based on employer needs
- Targeted professional development opportunities for existing employees to increase effectiveness and retention
- Opportunity to integrate new hires during training
- Cost-efficient approach to training and recruitment

Curriculum & Certifications

Students complete up to three technical courses and industry-leading certifications

SANS COURSE	GIAC CERTIFICATION
SEC401 SANS Security Essentials Boot Camp Style	**GSEC** GIAC Security Essentials
SEC504 Hacker Techniques, Exploits & Incident Handling	**GCIH** GIAC Certified Incident Handler

THIRD COURSE IS ELECTIVE. TYPICAL SELECTIONS INCLUDE:

FOR500 Windows Forensic Analysis	**GCFE** GIAC Certified Forensic Examiner
SEC501 Advanced Security Essentials, Enterprise Defender	**GCED** GIAC Certified Enterprise Defender
SEC503 Intrusion Detection In-Depth	**GCIA** GIAC Certified Intrusion Analyst
SEC542 Web App Penetration Testing and Ethical Hacking	**GWAPT** GIAC Certified Web Application Penetration Tester
SEC560 Network Penetration Testing and Ethical Hacking	**GPEN** GIAC Certified Penetration Tester

All SANS courses are available to develop a

Customized Curriculum
to meet the specific needs of employer organizations.

SESSIONS TO-DATE

	DATE	LAUNCH CITY	PARTNERS
VetSuccess ACADEMY	Q1 2015	Washington, DC	
	Q3 2015	Virginia Beach	
	Q1 2016 Q4 2016	Augusta, GA	Augusta Warrior Project and Augusta University Cyber Institute
	Q1 2016 Q4 2016	Tacoma, WA	RP/6 and the USO
	Q2 2016	San Diego, CA	
	Q4 2016	Colorado Springs, CO	RP/6 and the USO
	Q4 2016	San Antonio, TX	Institute for Veterans and Military Families
Women's ACADEMY	Q2 2016	Washington, DC Baltimore, MD	National Center for Women & Information Technology
	Q3 2016	Salt Lake City, UT	National Center for Women & Information Technology
CyberTalent Solutions ACADEMY	Q2 2016	Pittsburgh, PA Omaha, NE	NTT Security
	Q3 2016	Omaha, NE	NTT Security

	Academies	Applicants	Admitted	Graduated TO DATE	Hired TO DATE
2016	11	586	95	87*	64**
2015	2	57	18	18	18

* Includes participants successfully completing at least 1 course and GIAC certification. May be currently pursuing additional courses/certifications.

** Does not include participants currently considering offers and in interview/search process.

$2,000,000 More than $2 million contributed in scholarship funds in 2015-16

360 HOURS Students receive up to 360 hours of hands-on training and certification.

Learn more at sans.org/cybertalent

Employer & Student Perspectives

HIRING EMPLOYERS

Microsoft

Booz | Allen | Hamilton

Deloitte.

CISCO

First Data™

Raytheon

OPTIV

NTT Security

PLEX

TSYS℠

ENGILITY

amazon

US Army
Cyber Protection Brigade

SECURITY CLEARANCES

Secret
Top Secret
TS/SCI
TS/SCI w/CI Polygraph

JOB TITLES EARNED

Information Security Analyst
Security Engineer
Web Security Engineer
Security Analyst I
Information Security Engineer
Cybersecurity Specialist

EMPLOYERS

"We've been thrilled with the opportunity to participate in the VetSuccess Academy. I can't say enough about the cooperation and tireless efforts by SANS to make this program successful for both veterans and employers. We're extremely impressed with the professionalism and advanced skill sets that our first hire from the Academy has brought to our company. We're looking forward to hiring more VetSuccess graduates."

> – Arlin Halstead
> *DIrector of Human Resources, NTT Security*

"They are both quickly becoming my top performers and I am very happy with their level of commitment, security knowledge, and technical skills."

> – Eldon Myers, CISSP, GSEC, GCED
> *Associate Director, Information Security Architecture & Engineering, TSYS*

STUDENTS

"Holding the three GIAC certifications demonstrated to employers my solid foundation in security concepts and ability to learn quickly. The VetSuccess program has indeed set me up for a successful and rewarding career in cybersecurity. I can't thank you enough for giving me and many other veterans this amazing opportunity, and I look forward to taking many more SANS courses in the future!"

> – Erin McCraw
> *U.S. Army (retired)*
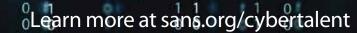> *Jr. Security Analyst, SambaSafety*

"Completing the SANS VetSuccess Academy not only influenced my career plans, it defined them. The education and certifications opened doors that were inaccessible to me otherwise, short of winning the lottery. In fact, being selected into the inaugural cohort was a 'hitting the jackpot' moment for me."

> – Edmond Russell
> *U.S. Air Force Senior Master Sergeant (retired)*
> *Quality Assurance Program Manager, NTT Security*

"…Without the Academy I'd have finished my degree and would still be looking for a job. Instead, everything worked out and I'm right where I want to be."

> – Joseph Robbins
> *U.S. Air Force Master Sergeant (retired)*
> *Web Security Engineer, ISHPI Information Technologies Inc.*

Learn more at sans.org/cybertalent

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To learn how the SANS Immersion Academies can help your organization assess, train, certify, and hire highly skilled cybersecurity talent faster and more cost efficiently, please contact:

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www.sans.org/cybertalent