

Abstract – Presentation 2

Thursday, May 1 | 10:40 – 11:00 AM

Cybersecurity Workforce Lessons Learned: Approaches that Work for Everyone from Interns to Board of Directors

Led by: Jon Brickey, Mastercard

In today's dynamic cybersecurity landscape, attracting, developing, and retaining top talent is a challenge for organizations of all sizes. Cybersecurity leaders must build comprehensive workforce strategies that address the full spectrum of talent—from entry-level professionals to seasoned executives and board members. This presentation draws on over a decade of lessons learned from a Fortune 500 financial institution, providing practical insights for cybersecurity professionals, talent managers, and executive leaders.

Led by a former Industry Chair for the National Initiative for Cybersecurity Education (NICE) Community Coordinating Council, this session explores key workforce development strategies, starting with the **NICE Cybersecurity Workforce Framework**—a powerful tool that standardizes job roles, supports compensation planning, and guides workforce development. Attendees will also gain insights into **best practices for partnering with Human Resources** to recruit and retain top cybersecurity professionals in a highly competitive job market.

Beyond hiring, workforce development extends across all levels of an organization. This presentation will cover programs that support **interns, early-career professionals, experienced practitioners, and even board members**, ensuring that cybersecurity awareness and leadership permeate the entire organization. Additionally, with evolving compliance and regulatory requirements, organizations must stay ahead of the **regulatory landscape that impacts cybersecurity workforce education and training**.

Attendees will leave with actionable strategies to build and sustain a resilient cybersecurity workforce, ensuring their organizations remain competitive and secure in an ever-changing threat environment.