



Cyber Talent Academy Partnership Proposal

Addressing New Global Risks

"Today, businesses across the world are experiencing new types of risks, and our industry requires new thinking to address them," states Oliver Bäte, CEO of Allianz. The cybersecurity skills gap poses a serious threat to global security, economic stability, and organisational integrity:

- **Growing Threats:** The increase in the frequency and sophistication of cyber-attacks targets essential infrastructure, government agencies, and businesses, highlighting our vulnerabilities due to a lack of skilled cybersecurity professionals.
- **Data Protection and Privacy:** As the amount of digitally stored and transmitted sensitive data escalates, there is a critical need for competent cybersecurity professionals to ensure compliance and safeguard privacy.
- **Economic Impact:** Cyber-attacks can inflict substantial financial and reputational losses. Addressing the cybersecurity skills gap is crucial for protecting organisations and economies from potential financial devastation.
- **Collaborative Solutions Needed:** This challenge requires joint efforts from the public sector, governments, and educational institutions. Promoting cybersecurity careers and developing certifications are vital for ensuring a competent workforce. This led Allianz to partner with SANS Institute to launch the Cyber Talent programme, aiming to foster economic and social sustainability through strategic education and training.



The Cyber Talent Programme

The Cyber Talent Academy, a pioneering initiative by SANS and Allianz, develops a diverse and skilled cybersecurity workforce to address escalating industry challenges. This programme merges practical and theoretical knowledge, directly meeting immediate training needs and cultivating a globally representative workforce. By tapping into new talent pools and lowering entry barriers, the Academy makes cybersecurity careers more accessible and attractive, retraining individuals from various disciplines who bring critical thinking, problem-solving, and technical skills highly applicable to cybersecurity.

Leveraging this existing knowledge, the Academy addresses the significant talent shortage, fostering diversity within teams to enhance problem-solving and increase the effectiveness of cybersecurity measures. The commitment to retraining boosts job satisfaction and retention and cultivates a workforce capable of countering sophisticated cyber threats. This strategic approach demonstrates a commitment to building a secure society and fostering a cybersecurity-aware culture, core principles that were integral to launching the CyberTalent pilot and underscore the Academy's mission to ensure a safer, more secure future.

The Cyber Talent Journey

An intensive, 14-week programme consisting of two high-quality training courses and two certification exams. Students committed to a minimum of 60 hours of study for each course and additional support and coaching provided by the CyberTalent team.

Course 1 - SEC275: Foundations in Cybersecurity is designed to take students from zero technical and security knowledge to a robust theoretical understanding and practical skills. This course equips students to communicate effectively with industry professionals, providing a solid foundation in cybersecurity's core concepts and techniques.

Course 2 - SEC401: Advanced Security Essentials builds on the groundwork laid in SEC275, offering deeper insights into the essential information, skills, and techniques needed to protect and secure critical information and technology assets, both on-premises and in the cloud. This course empowers students to apply their learned concepts to devise and implement effective defensive strategies against contemporary cyber threats.



SEC 401 was exclusively available to the top 10 graduates of SEC275, ensuring that those who advance are highly capable and ready to tackle more complex challenges.

Pilot Achievements:

- **SEC275: Foundations – Computers, Technology, and Security (Online)**
 - **Duration:** 8 weeks, 50 participants
 - **Outcome:** Top 10 performers advance to SEC401
- **SEC401: Security Essentials – Network, Endpoint, and Cloud (Online)**
 - **Duration:** 6 weeks, 10 participants

Notable successes marked the pilot phase of the Cyber Talent Academy:

- **High Demand:** Attracted 997 applicants from 49 countries, with 52% completing initial assessments, indicating strong interest and demand for quality cybersecurity education.
- **Exceptional Outcomes:** Achieved a 90% training success rate, 96% retention rate and an 87% GFACT examination pass rate.
- **Diversity and Inclusion:** 72% of applicants were female, from diverse geographical regions with backgrounds in catering, teaching, aerospace engineering, and veterinary medicine.

Partnership Opportunity

Set to launch late 2024/early 2025, we are now inviting forward-thinking organisations to join us in expanding the Cyber Talent Academy's impact.

Investment: Seeking five organisations to invest an estimated €250,000 each to support approximately 250 students through the programme.

Responsibilities:

- Promote the programme through various channels.
- Assist in initial candidate selection and screening.
- Provide mentoring, coaching, and internships for successful students.

Partnership Benefits



Partnering with the Cyber Talent Academy offers significant strategic advantages:

1. **Strategic Talent Acquisition and Development:**

- **Skilled Talent Pool:** Access to over 250 rigorously trained professionals ready to meet global cybersecurity challenges.
- **Geographically Targeted Recruitment:** Recruitment tailored to the specific needs of partner organisations, ensuring optimal placement of cybersecurity support.

2. **Brand Enhancement and Corporate Responsibility:**

- **Enhanced Brand Image:** Partnership with a globally recognised initiative demonstrates a commitment to social responsibility and industry leadership.
- **Corporate Messaging:** Strengthen trust among stakeholders by actively enhancing global business and societal security.

3. **Innovation and Collaboration in Cybersecurity:**

- **Programme Influence:** Shape programmes to reflect the latest trends and needs, keeping your organisation at the forefront of technological advancements.
- **Expanded Network:** Collaborate with industry leaders, academic circles, and government entities to enhance security measures and strategies.

4. **Social Impact and ESG Commitment:**

- **Commitment to Diversity:** Significantly impacts diversity and inclusion within the tech industry.
- **Meaningful Engagement:** Change lives and promote social sustainability, aligning with your organisation's ESG goals.

Support from SANS



Partnering with the Cyber Talent Academy offers significant strategic advantages:

- **Comprehensive Programme Management:** Ensures integrity and success through meticulous oversight of partners and funding.
- **Cost-Effective Training Solutions:** Management of shared costs, with significant course fee reductions.
- **Technical and Operational Support:** Advanced website design and maintenance to support program operations and communication.

Join us in shaping a safer, more secure future by investing in the Cyber Talent Academy. Engage with this strategic initiative to address the global cybersecurity skills gap and foster an inclusive, skilled workforce.

For more details and to discuss partnership opportunities, please get in touch with us at CTAcademy@sans.org

“Cybersecurity is no. 1 risk for businesses – this underscores the need for more participation in initiatives like the #CharterofTrust.”

- Oliver Bäte, CEO Allianz and partner in the Charter of Trust for #Cybersecurity.

“Academies like these are designed to ensure that we have the right people in the right seats, people from diverse backgrounds and ways of thinking. Academies like these are put together to help people succeed in cyber security and provide carefully curated individual support and access to world-class practitioners. This is combined with the hard work of program graduates who complete hours of study and incredibly challenging exams to prove they have what it takes to be placed in these important cybersecurity roles”

- James Lyne, SANS' Chief Technology and Innovation Office, SANS Certified Instructor