

Solutions from Managers in Building & Retaining the Cybersecurity Workforce

Moderated By:

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Panelists By:

Jay Bhalodia, Managing Director, Microsoft

Lynn Dohm, Executive Director, WiCyS

Anthony Switzer, Senior Manager, EY

GIAC
CERTIFICATIONS

Panelists



Brian Correia
SANS | GIAC



Jay Bhalodia
Microsoft Federal



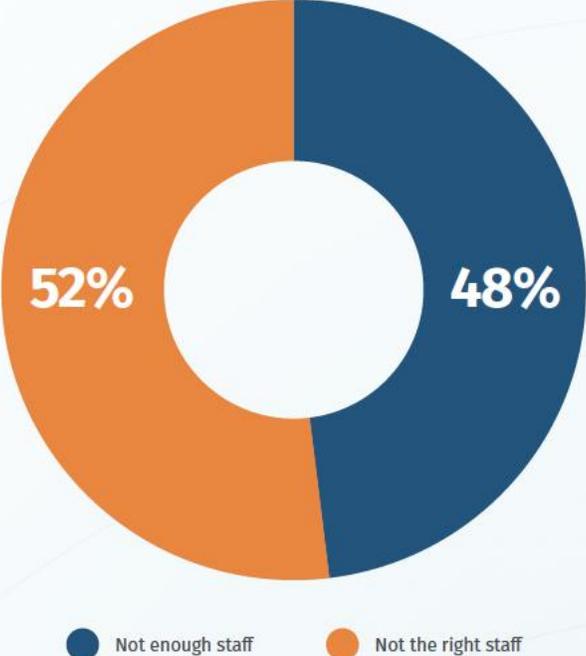
Lynn Dohm
WiCyS



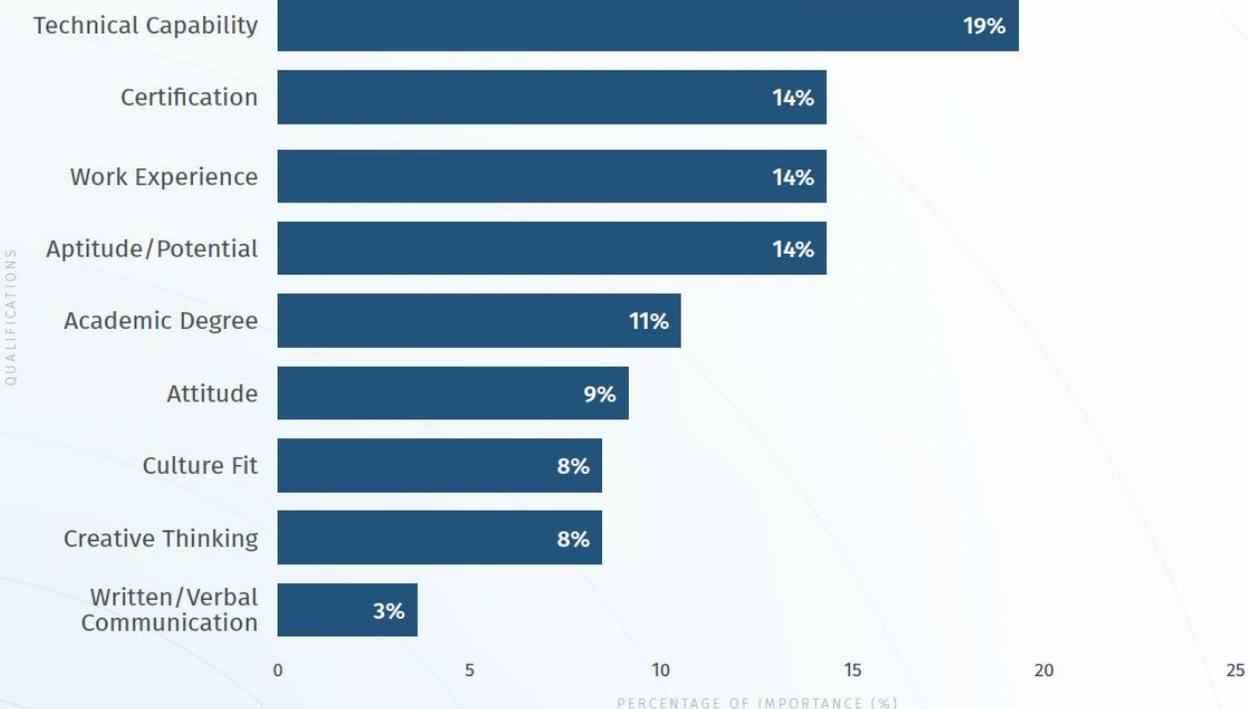
Anthony Switzer
EY

Data from the Workforce Study

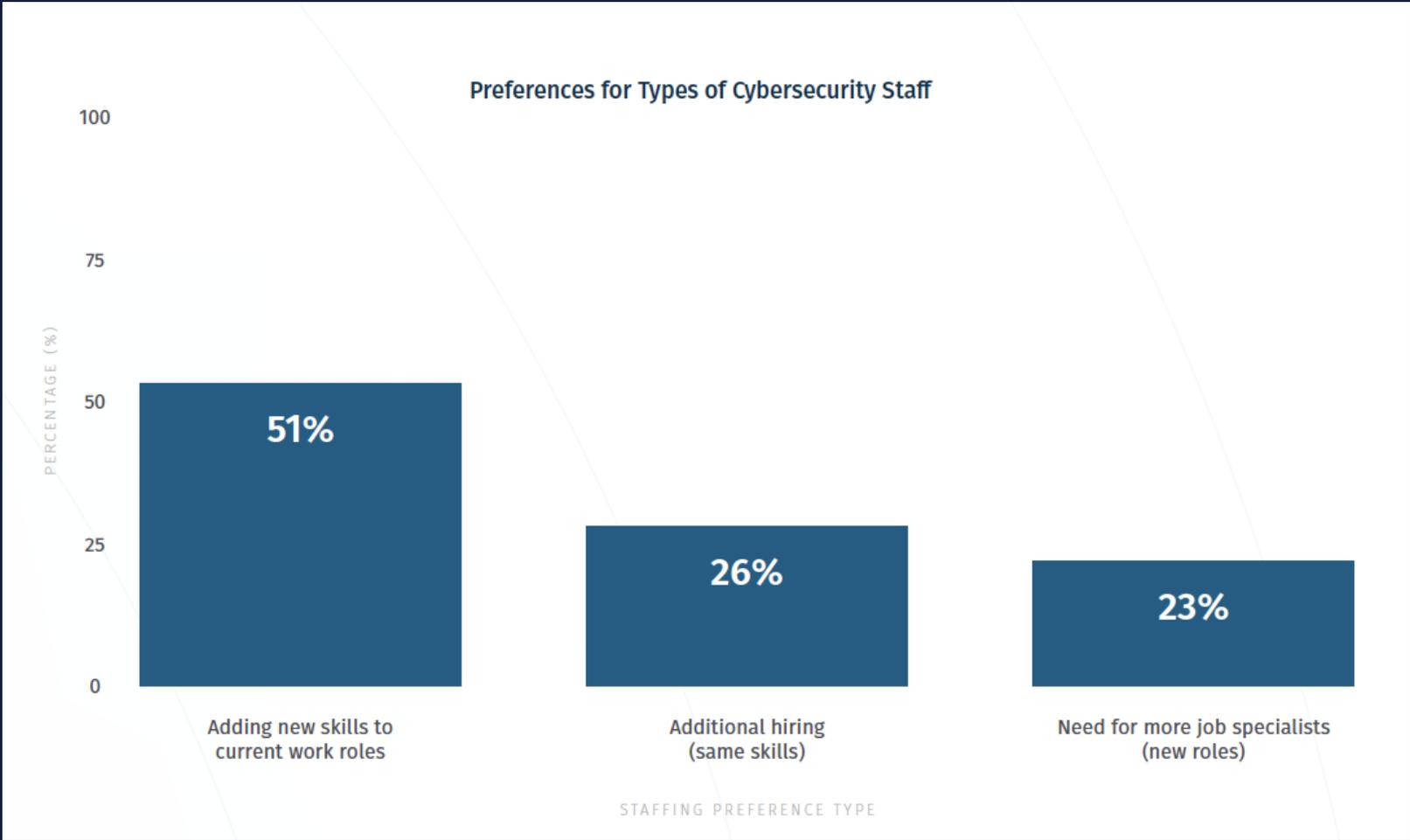
Biggest Staffing Concern: Quantity vs. Fit



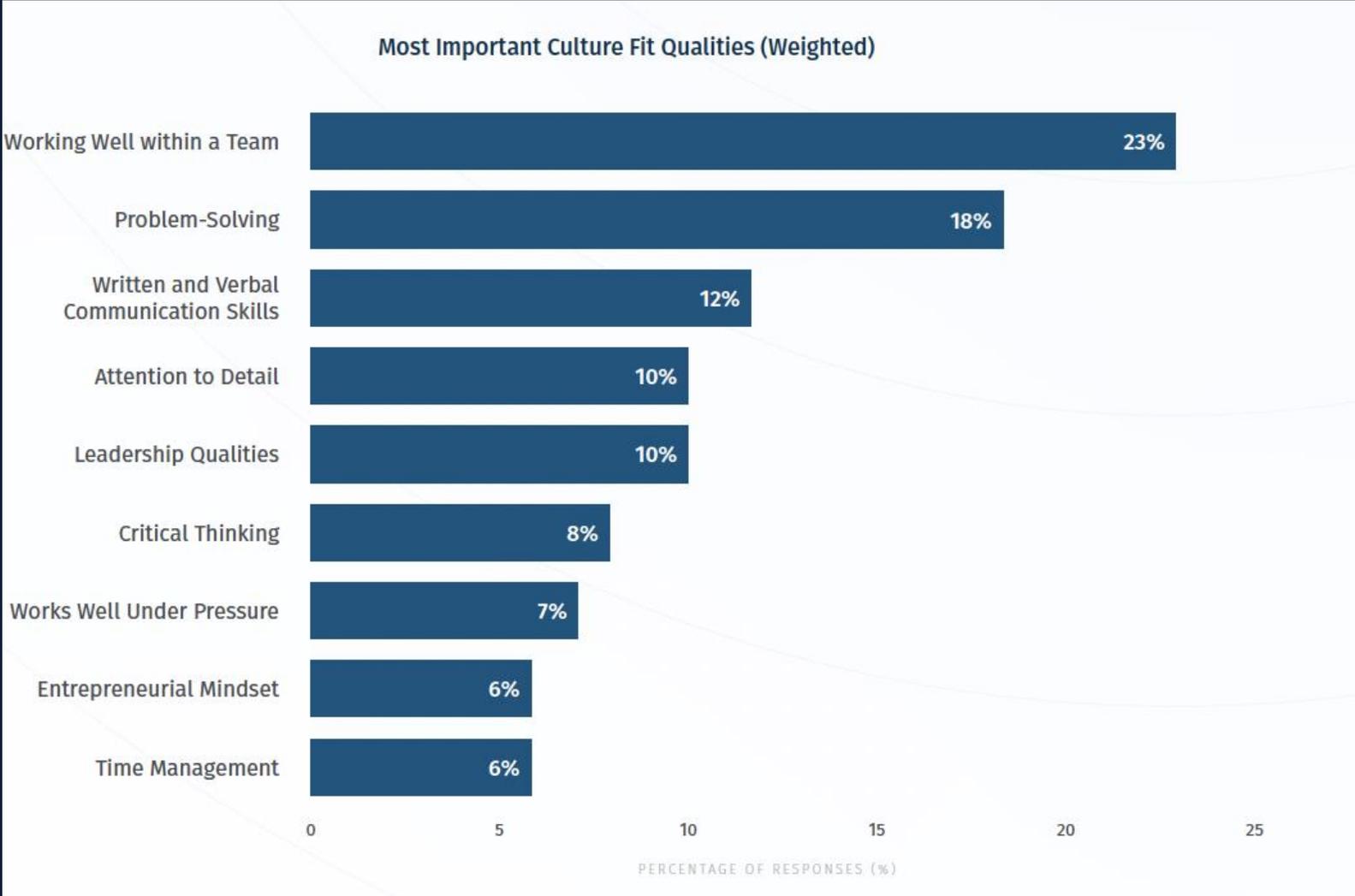
Ranking Hiring Qualifications: All Regions



Data from the Workforce Study

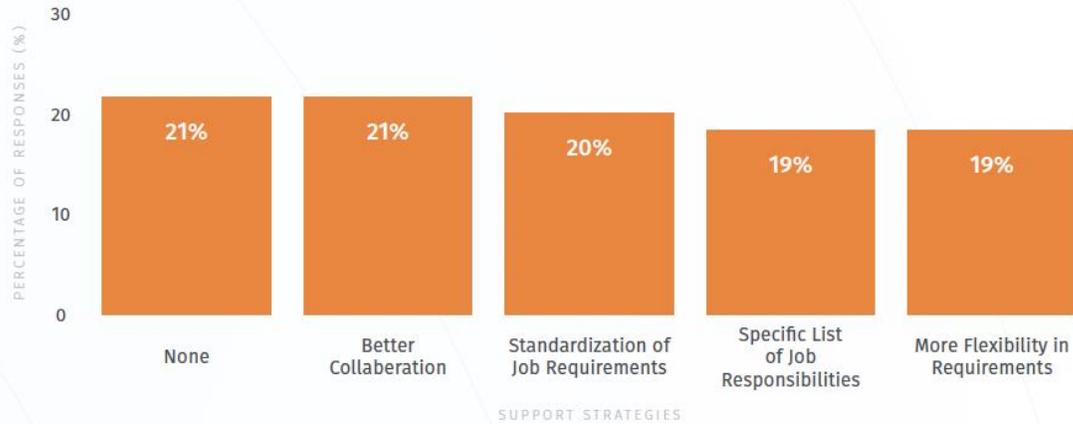


Data from the Workforce Study

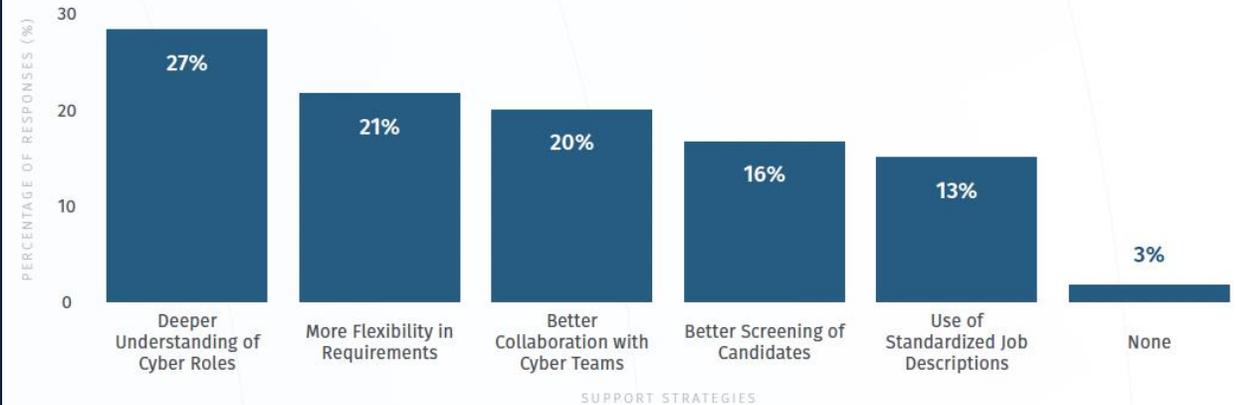


Data from the Workforce Study

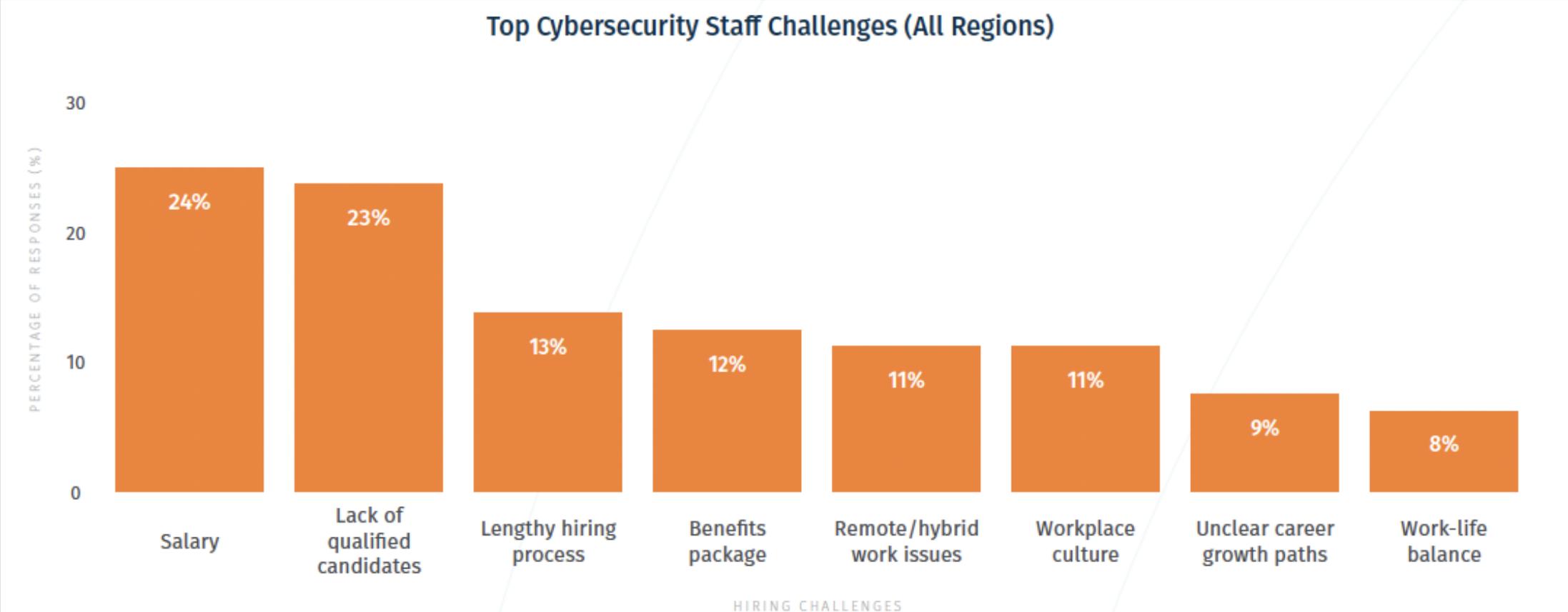
What Could Cybersecurity Managers Do to Better Support the Recruiting Efforts of HR?



What Could HR Do to Better Support the Recruiting Efforts of Cybersecurity Managers?

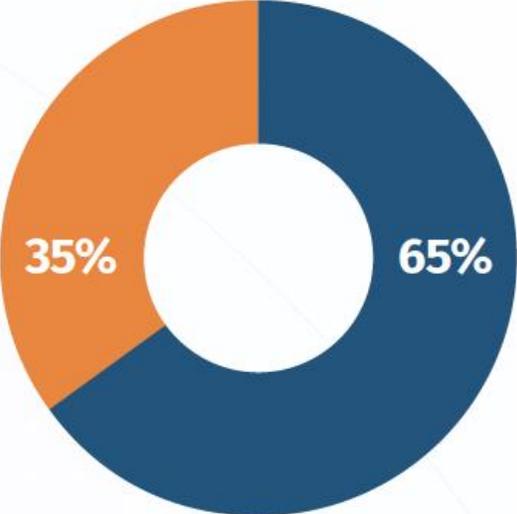


Data from the Workforce Study



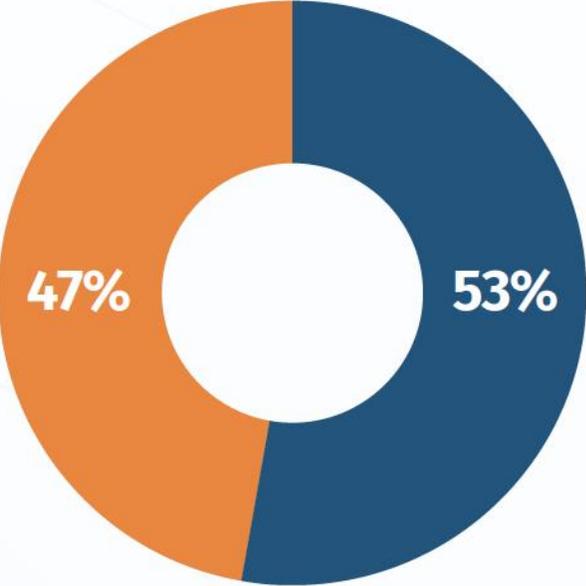
Data from the Workforce Study

Do You Need Skills Validation for Client Requirements?



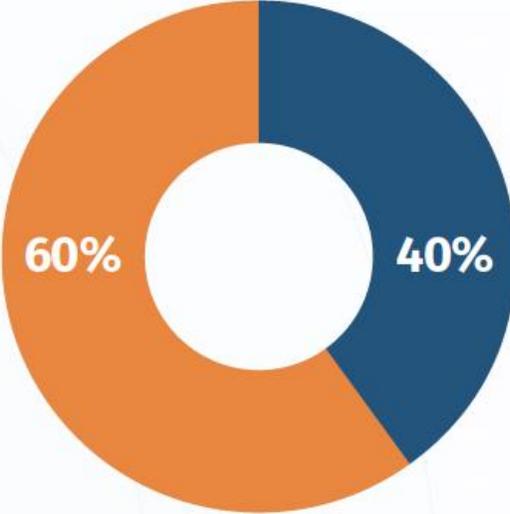
● Yes ● No

Do You Use the NICE or ECSF Framework for Developing Job Requirements?



● Yes ● No

Are Privacy, Compliance, and Risk Directives Affecting Hiring?



● Yes ● No

2025 Cybersecurity Workforce Research Report

- ✓ The evolution of the cybersecurity skills gap
- ✓ The critical role of training and certifications
- ✓ Collaboration strategies for HR and Cybersecurity Managers
- ✓ How to adapt to changing workplace values
- ✓ Case studies from industry leaders



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