



Transforming Cyber Training Through Workforce Intelligence

A Desire to Move Beyond the 'Training Standard'

From: an industry-standard, structured foundation for cyber training built for scale.

To: A more granular visibility and real-time skill mapping to proactively close capability gaps, increase the return on time spent in training, and reduce overall skill gaps and risk.

1

Pioneer Starting Point

A position of strength—leveraging a mature training infrastructure, strong compliance metrics, and an established framework foundation.

2

Inflection Point

Transitioning from tracking structured learning activity to mapping dynamic workforce capability.

3

Operational Reality

Balancing high training volume with the cost of employee time; training must be prioritized to maximize capability while minimizing operational drag.

4

Innovation Mandate

Moving past trailing, retrospective LMS data to achieve real-time, proactive visibility into team readiness.

5

The Mission

Activating workforce intelligence as a direct, measurable driver of talent + enterprise risk mitigation.

Workforce Challenge #1

The Visibility Trap

Challenge: The Legacy State — Navigating the Visibility Gap



The Static Limitation: Dependence on traditional LMS outputs that offer a retrospective, snapshot view of compliance rather than active capability.



The Measurement Gap: Tracking training *activity* (courses/hours completed and certs gained) instead of verifying core technical *competency*.



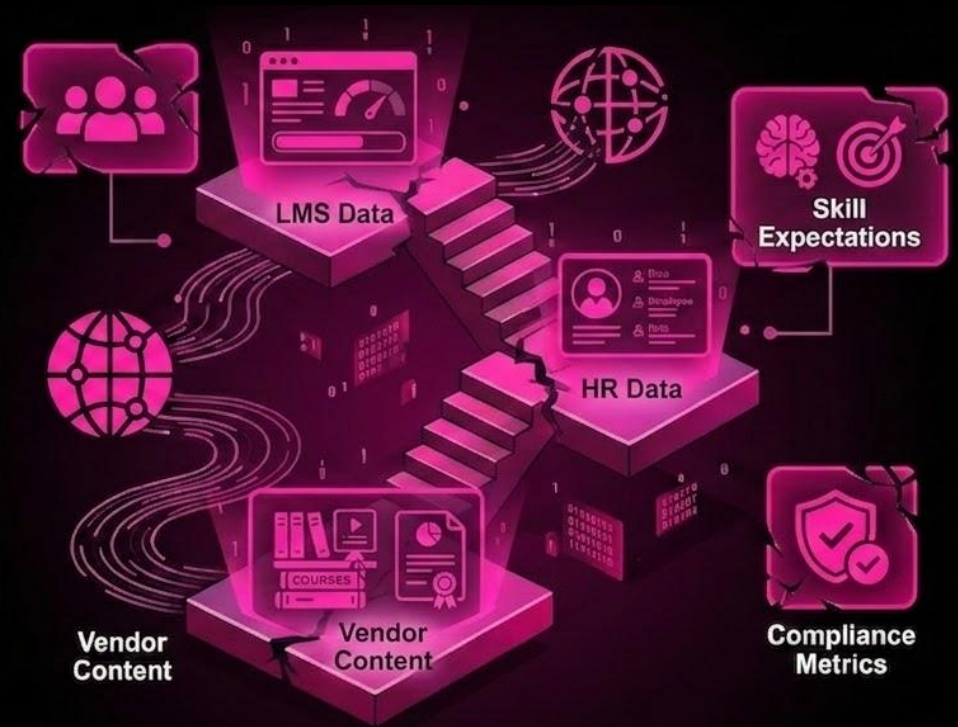
The Expectation Deficit: Operating without a standardized, formal record of skill and proficiency expectations defined across diverse roles and levels.



The Vendor Paradox: Amassing elite training solutions and vendor tools without a centralized intelligence layer to direct their application.



The Isolation Challenge: Managing fragmented data streams across disparate training silos, obscuring the overarching picture of true organizational readiness.



Solution: Data-Driven Workforce Intelligence

“ You can’t solve a skills gap you haven’t accurately mapped.”

01

→ **STEP 1: Define Role/Level Competency Expectations.**
Your ideal destination



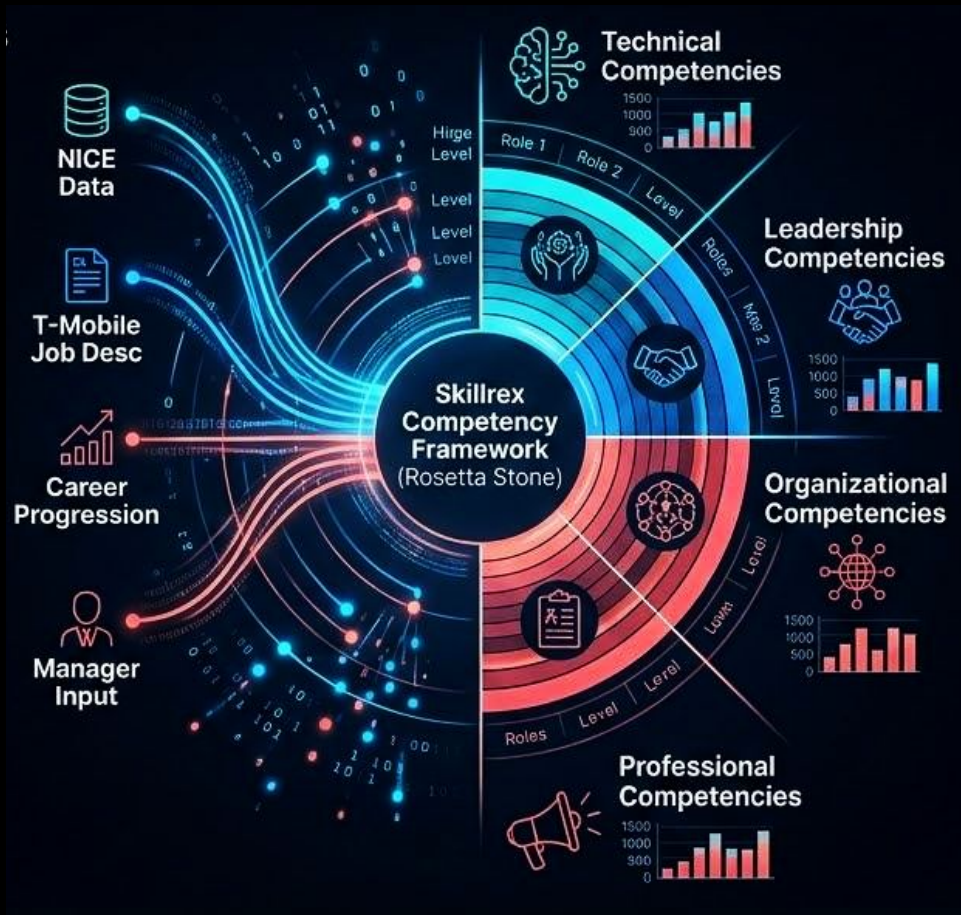
A: Leverage Framework Data
NICE, DCWF, SFIA, ECWF, etc.



B: Obtain Organizational Granularity
Internal analysis of job descriptions, career progression docs, learning plans, etc.



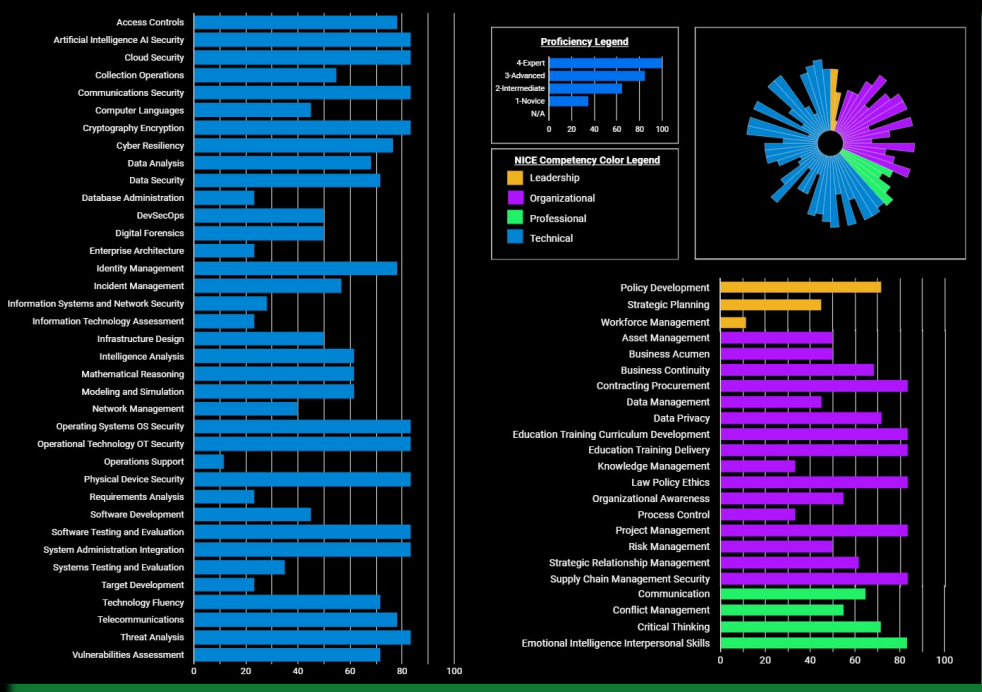
C: Manager Insights & Proficiency Expectations
Finite input on role-specific expectations



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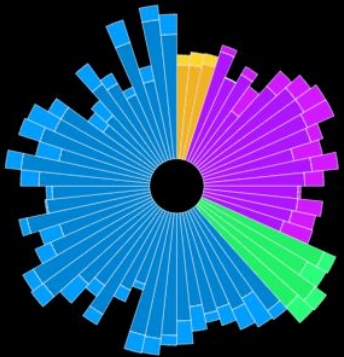
FINGERPRINT: Quantify & Visualize

Distinct & unique role profiles

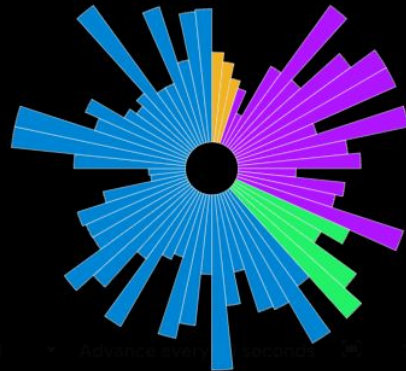
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02



Performance



Expectation

→ STEP 2: Establish Performance Baseline

Defines where you're at



A: Assessment Component 1: Context

Organization-specific info



B: Assessment Component 2: Trust

Self-assessment to capture full competency breadth



C: Assessment Component 3: Verify

Knowledge/skills assessment on core competency areas



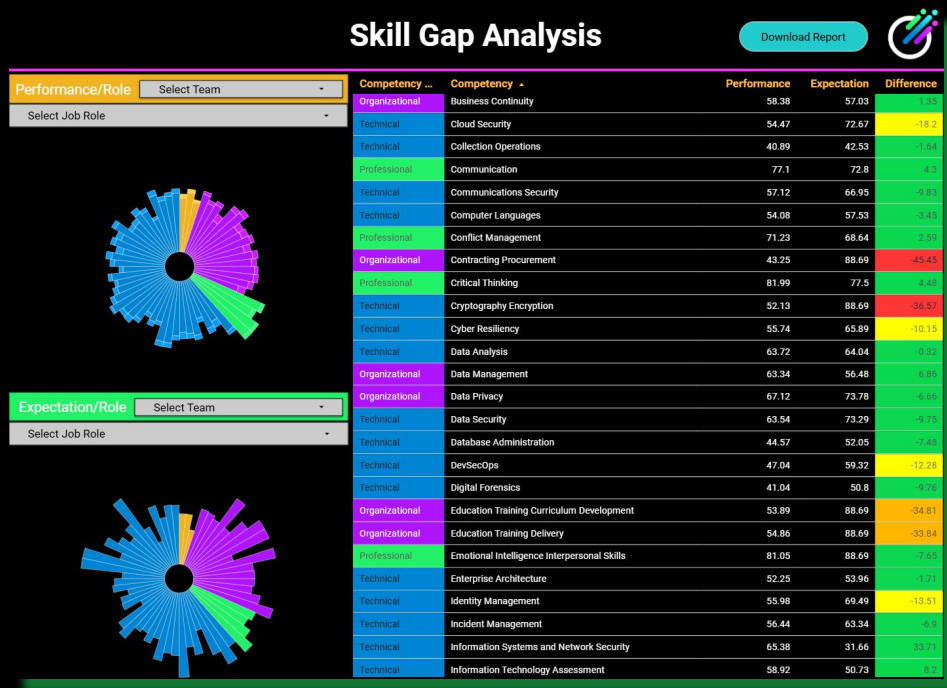
FINGERPRINT: Calculate & Visualize

Distinct & unique skill profiles

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Workforce Challenge #2

*The Horizon Problem
(18-24 Months)*

Challenge: The Horizon Problem (18-24 mo)



Anticipating Future Skill Needs

Need to get ahead of the curve, by addressing skill needs now



Labor Market Analysis

Need for Geo-specific talent analysis & market supply/demand



Hire vs. Train Strategy

Need to understand ROI of hiring for skills, versus upskilling

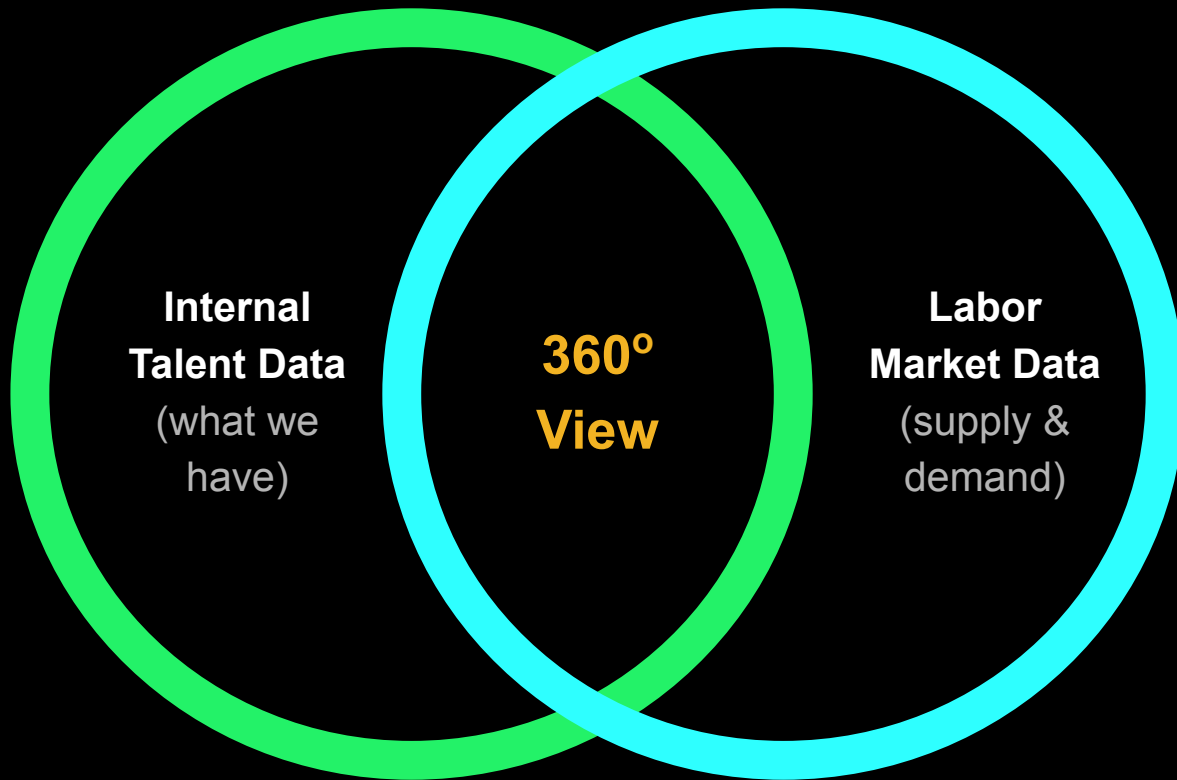


Comparable Analysis

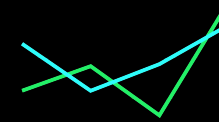
How does external market data compare against internal data

Solution: Broaden Intelligence Picture by Including Labor Market Data

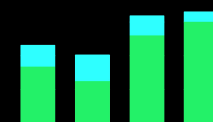
“ Fuse the data. Complete the picture.”



AI/Telecom Skill Shifts



Skill Premiums



Talent Density



Analyze high-growth skill trends in cyber to identify emerging capabilities before they become market scarcities.



Map how roles are evolving over time to identify exactly which skills to train to outpace role obsolescence.



Track salary premiums that emerging skills command in the open market to perform a cost-benefit analysis of "Hiring for Skill" vs. "Building for Skill".



Isolate sector-specific technology signals, such as AI innovation areas that will drive future skill shifts.



Utilize localized labor market data to optimize geographic sourcing for highly specialized capabilities based on regional talent density.

Workforce Challenge #3

The ROI Proof Point

Challenge: Maximizing the ROI of Readiness

Risk Reduction vs. Administrative Expense

Need to shift cost-center viewpoint to capability investment & enterprise risk reduction.



Capital: Evaluating real capability gains per dollar invested.



Seat Time: Factoring in the hidden operational cost of employee downtime



Yield Objective: Shifting focus to “skill yield” and identifying max proficiency gains.



Eliminating Redundancy Using precision data to prevent over-skilling or repetitive training.

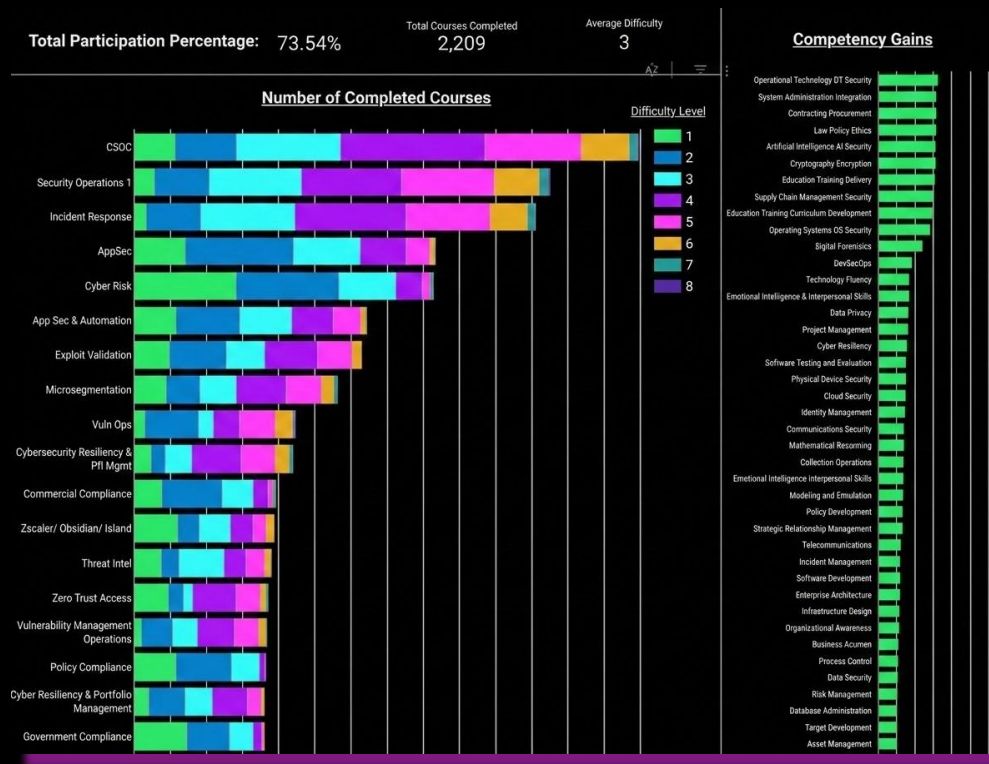


Defensible Budgeting: Providing empirical, data-backed evidence to securely justify budget.

Solution: Data-Driven Workforce Intelligence

“ True training ROI begins with total workforce visibility.”

01



→ STEP 1: Fill Skill Gaps w/ Most Effective Training Solution

Determine your best option, considering various factors



A: Map Your Training Ecosystem

Map training catalogs to skill/competency framework; weight options based on difficulty, length, & modalities.



B: Identify Best Training Options

Determine most appropriate & effective training implementation



C: Apply & Evaluate Training Outcomes

Apply a continual “Baseline Plus” approach for skill impact and ROI



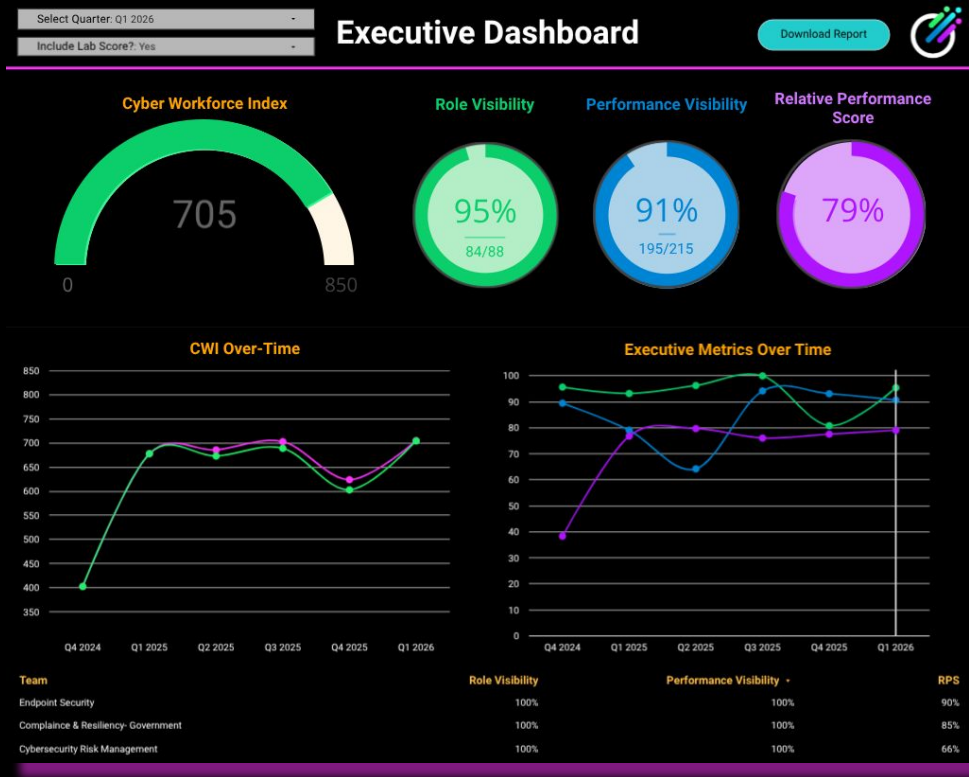
MEASURE: Calculate, Apply & Visualize

Calculate training yields and apply outcomes to record

Solution: Data-Driven Workforce Intelligence

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02



STEP 2: Monitor Workforce Health & Visualize Talent Risk

Establish the process to continuously monitor the health of your workforce & show indicators for talent risk



A: Establish Continuous Monitoring Mechanism

Design/use dynamic data tracking that avoids cumbersome manual data flows



B: Implement Executive-Level Dashboards

Create critical communication layer for cyber leadership



C: Talent Risk Identification & Prioritization

Showcase areas of talent risk and communicate root causes & variations



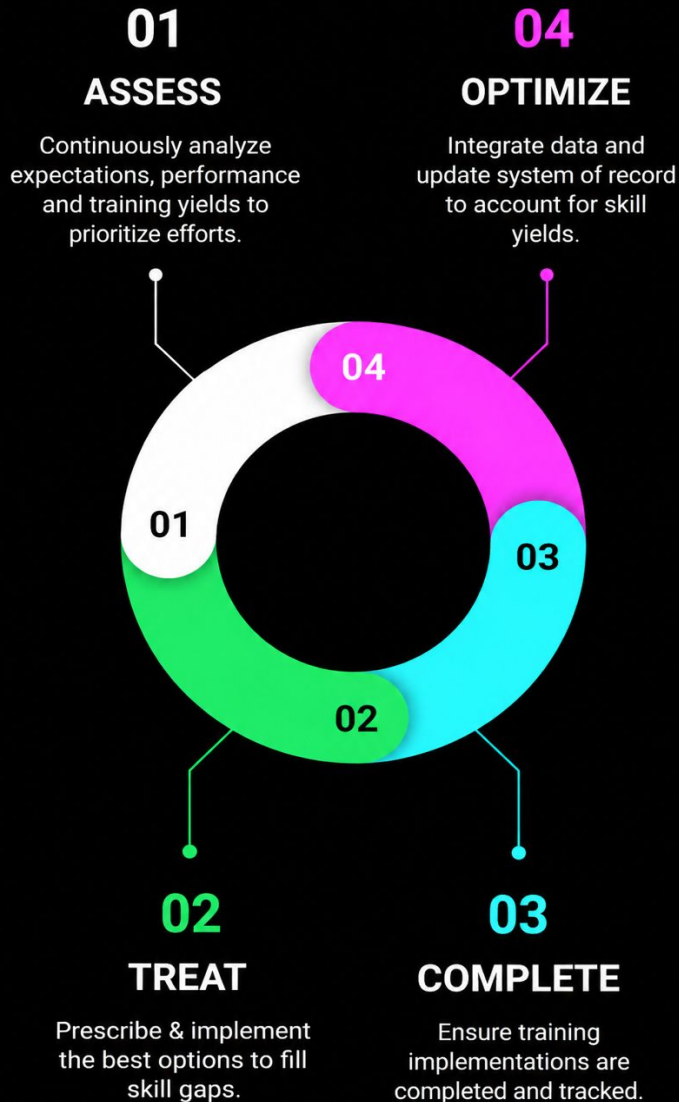
MONITOR: Track Efforts & Make Data-Informed Decisions

Let the data guide and prioritize efforts; maximize ROI

The Wrap Up

*Putting Workforce Intelligence
Into Action*

The Wrap Up: Putting Workforce Intelligence into Action



six month action plan

01

Audit Your Current Talent Data

Evaluate existing dashboards to determine if you are tracking passive completion metrics or active capability. Identify where trailing LMS data leaves leadership blind to real-time team proficiency.

02

Establish a Formal Skill Baseline

Define explicit role-and-level competency expectations for critical teams. Use established structures like the NICE Framework as a foundation to anchor your organization's custom capability profiles.

03

Map Existing Vendor Content

Audit your current training ecosystem and map existing course catalogs directly to identified skill gaps. Ensure high-precision deployment of your current tools to optimize employee time and eliminate training redundancy.

04

Benchmark Against Market Trends

Intersect internal talent density data with external labor market intelligence. Conduct a proactive cost-benefit analysis for the next 18–24 months to mathematically decide when to "Build" skills internally vs. when to "Hire".

05

Weight Training Results for Skill Yield

Move away from binary "pass/fail" tracking by weighting performance data based on course difficulty, focus, and level of effort. Inject these refined metrics back into your workforce data to maintain a dynamic operating picture of readiness.

Thank You!

Jeff Welgan
Chief Strategist & CEO

skill**rex**

