

Building your future cyber workforce through civil service transformation

Ernst & Young LLP (EY US) Government and Public Sector
People Advisory Services

The potential for global catalyst events is greater than ever, and a workforce equipped with strong cyber capability is critical to navigate and protect against them. Still, cyber roles within government continue to be among the hardest positions to fill, with a limited supply of talent and strong competition from the private sector.

If government organizations are to meet the moment, they will need to define an ambition for their employees' needs and engage in a **civil service transformation** to take action in building the cyber workforce of the future.

Key questions to guide your cyber workforce ambition

How can you effectively compete for the cyber talent who will advance your organization's priorities?

How can you grow cyber capability across your workforce to build skills while executing on your mission?

How can you deliver an exceptional employee experience that allows your cyber employees to grow and thrive?

How can you evolve current processes and organizational structures to make the work easier and more secure?

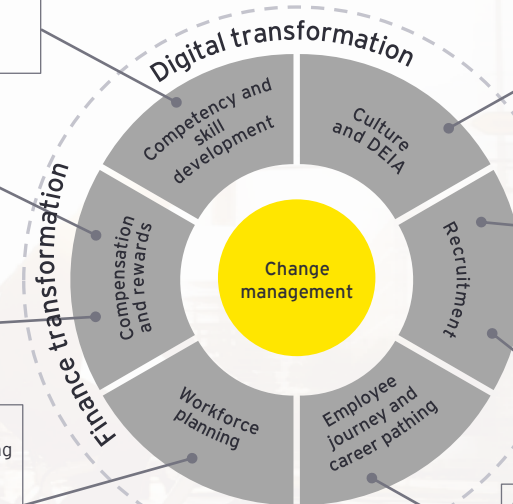
Example actions to start your cyber civil service transformation

Blank space skill-building: Deploy a professional development program during hiring downtime periods

Spot award program: Establish a spot award program to reward employees in real time for developing cyber skills or making outstanding contributions to cyber functions

Cyber pay scale: Design a new pay scale for critical cyber positions recognizing the value of these skills

Flexible work location: Reimagine where cyber talent can be located by re-evaluating the requirements around secure environments
Data-driven decision-making: Organize and clean existing people data and rethink data collection methods to better anticipate and plan for future workforce gaps



Neurodiversity program: Design a program for identifying, hiring and onboarding neurodiverse talent to fill critical cyber roles

Untapped university and high school pipelines: Create talent pipelines and grow brand recognition at non-target universities. Build recognition early through high school outreach programs and internships that appeal to talent pursuing mission-based work.

Interagency talent exchange: Design a system for determining agency-specific talent needs and create an interagency cyber rotation.

Cyber career pathing: Outline agency-specific career journeys for cyber professionals. Offer incentives for employees throughout the organization to build skill sets and grow cyber opportunities.

What can you do *today* to realize your cyber workforce ambition?

To learn more, please contact:



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