



Capital Area
IT Council

Develop. Connect. Influence.
IT in Greater Lansing.

Andrea Ragan, Executive Director

Capital Area IT Council

- ▶ Workforce & Talent Development (CAMW!)
- ▶ 2007- present
- ▶ Membership as high as 50+ local employers
- ▶ More than IT companies
 - ▶ Healthcare
 - ▶ Insurance & Finance
 - ▶ Manufacturing

www.CapitalAreaITCouncil.net

Why IT?

- ▶ Talent snapshot
 - ▶ 10,000 IT workers in greater Lansing and growing
 - ▶ Almost 1,000 openings every 90 days
- ▶ Global IT talent shortage corresponds with increasing demand
- ▶ Evolving skills gap accelerating
- ▶ Increasing awareness and access points to IT careers and education

Capital Area IT Council

VISION STATEMENT:

Capital Area IT council is a catalyst for connectivity and influence by uniting, developing, and promoting our IT Community to attract global talent and become a statewide and national leader in tech-based innovation.

Membership Events

Annual schedule of events

- ▶ Three (3-6) networking events
 - ▶ Happy Hour
 - ▶ Coffee Social
- ▶ Three (3) industry-related membership meetings
 - ▶ Lunch & Learn format
- ▶ Peer Groups
- ▶ Capital Comeback
- ▶ “Special” events: Talent Tours, et al
- ▶ Board and committee meetings

Measures of Success Today

- ▶ Clear understanding of how and why cyber threats are relevant to workforce/talent organizations.
- ▶ Ideas on how to protect your organization and client information.
- ▶ Information and resources to help identify resources for clients/job seekers to pursue information security positions.

WARNING



**CHALLENGES
AHEAD**

Cyber Security 101

- ▶ What are cyber threats?
 - ▶ Ransomware
 - ▶ Malware
 - ▶ Identity theft

- ▶ Why is this important to workforce/talent initiatives?
 - ▶ Threats and disruption not limited to techies
 - ▶ Relationship tensions
 - ▶ Client information
 - ▶ Increase in information security positions

Cyber Threats

- ▶ **Virus vs. Malware**
- ▶ **Malware vs. Ransomware**
- ▶ **Adware**
- ▶ **Trojans**
- ▶ **Worms (.exe)**
- ▶ **Unpatched Software**
- ▶ **Phishing**
- ▶ **Social Engineering**

Cyber Threats

- ▶ Virus vs. Malware
- ▶ **Malware vs. Ransomware**
- ▶ Adware
- ▶ Trojans
- ▶ Worms
- ▶ Unpatched Software
- ▶ Phishing
- ▶ Social Engineering

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Assess Vulnerabilities

CIA Model:

- ▶ **CONFIDENTIALITY**

- ▶ Who may see the information?

- ▶ **INTEGRITY**

- ▶ Is the information correct?

- ▶ **AVAILABILITY**

- ▶ Is the information available and useful?

***Non-repudiation**

Security Policies

- ▶ USDOL: Regulatory Compliance and Oversight
 - ▶ Compliance with federal regulations on personal identifying information, authorization and accreditation, contingency and disaster recovery plans, incident response, interconnection security agreements, memorandums of understanding, privacy impact assessment, risk assessment, security controls monitoring, etc.
 - ▶ Is this enough?
- ▶ ***HACKERS ARE FASTER & BETTER THAN EVER!***



Climb Higher Up the Tree

Don't let your organizations be the low-hanging fruit!

- ▶ Train. All. Employees.
- ▶ Database security management
- ▶ Network and hardware security
- ▶ Spyware & malware protection
- ▶ Mobile device security (or policy)

Climb Higher Up the Tree



Information Security Careers

- ▶ LMI indicates position postings are up >20% since 2014.
- ▶ IT related degrees/certificates often applicable to security careers.
- ▶ Find your education partners (i.e. community colleges, career centers, proprietary trainers) and start the conversation!
- ▶ Review accreditation statuses of desired programs and make your case.

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