Here are the descriptions (of documents):

1. College program inventory for Cyber & Security, and general Computer/Information/Assurance (college credit programs only – current to 6/2/11)
2. Enrollment (E) and Graduate (D) data for instructional programs related to computer and cyber security occupations (credit programs at 2- & 4-year colleges, and training programs offered by private career schools and WIA training providers).
3. Noncredit continuing education courses related to cyber and computer security.
4. 5-yr comparison of graduates-to-projected occupational demand. Years 2006-2008 are on pages 1-7; years 2009-2010 are on pages 8-14.
5. Out-of-State institution inventory computer and cyber related programs.

Two walk-aways:

1. There remains a chasm between the data that higher education can provide and what employers appear to want. Higher education cannot provide real-time data; at best, it is a year old. For an industry evolving as rapidly as Cyber Security, year-old graduation data might benefit the industry only as trend data.

2. Cyber Security would be better served by reviewing the most recent higher education program inventories so that employers are aware of programs being offered (these are attached). In that way, employers may opt to meet with individual colleges to ensure that the programs contain the cyber security training that employer’s desire. Additionally, by being familiar with a current program inventory, employers will better be able to recruit graduates from programs from which employers are interested.

3. For a rapidly evolving industry (e.g., cyber security), current employer demand should be measured by the committee or an assigned participant. In that way, the committee is receiving and using employment and replacement data for which they have confidence. Due to the age of the data, the DLLR Maryland Projection of Occupational Demand is unsuitable for such an emerging industry.

… please ask the members/attendees to review the attachments while considering the following:

1. While it takes months to create a new degree or certification program (for-credit), it takes a significantly shorter amount of time to work with a college to develop a noncredit course or series of courses. The industry needs both new blood (college credit programs) and upgraded blood (noncredit continuing education for existing employees). Retirees are replaced by two means: promotions and new hires. While employers wait for higher education institutions to develop, enroll, then graduate people with skills for which employers are asking, current employees can be sent to colleges for continuing education/professional development. Groups of employers might consider joining ranks to send employees to jointly developed noncredit courses.
2. DLLR is expanding the parameters of apprenticeships – they’re not just for construction trades anymore. Consider contacting Jeff Beeson at DLLR-Apprenticeship to discuss how employers might construct an apprenticeship program for aspects of cyber security. One option would be to take a second-year community college student (or third/fourth year 4-year college student) and hire him/her as an apprentice at your business. You pay them apprenticeship wages for at least two years while they learn the industry skills and complete their education. At the end of their apprenticeship, you have the option to continue their employment with your business.