CyberTalent Employment Activation Programme (CEAP)

IT@Cork

Skill**net,**

Programme Overview

Before the Covid19 crisis, you already had a skill and resource gap in Cyber; now the challenge is even greater.

Through our CyberTalent Employment Activation Programme (CEAP) we have a unique approach to help your organisation intern new resources that are currently already in Ireland.

We have screened over 120 candidates to select the 10 most suitable for Cyber roles. We provide a profile of each of the 10 for you to interview and choose the best match for your company.

We have researched available tests and tools and have identified Immersive Labs (IL) and SHL (CCAT, Video interview) as world class and a perfect fit for this programme.

The programme was designed following research from it@cork Skillnet member companies and that is why it can be tailor-made to each company depending on your cyber role needs – you set the learning objectives and relevant modules in IL that fit the needs of your team and company.

"This means that the learning outcomes of the intern are specifically aligned to this role and can map perfectly to your skill requirements".

The Candidates

The candidates come from a diverse group of professional migrant women who are part of the Cyber4Women Migrant Women Initiative.

We have screened over 120 candidates to arrive at the 10 most suited for cyber roles. These candidates are available for interview (using SHL state-of-art video interview system) to choose the best match.

The screening included initial interview based on CV; those suitable progressed to completing a Commercial Cyber Aptitude Test (CCAT), the results of which, in combination with feedback results from an Occupational Psychologist, are compiled into an overall profile report.

CCAT - Commercial Cyber Security Aptitude Test

Developed originally by IBM and now available from SHL,
the Commercial Cyber Aptitude Test (CCAT) focuses on identifying "latent" ability rather than existing skill by assessing behavioural attributes and cognitive aptitude to acquire the technical knowledge required for success in a cyber role.

Basic technical competencies (error detection and Pattern matching) are also included in this test.

CCAT provides a vehicle to assess cyber potential of existing employees across the enterprise and external candidates, enabling rapid workforce scale while reducing hiring costs and increasing the quality of each hire in three key areas:

Selection : Identifying the highest potential candidates from the broadest pool
Training   : Improving the success rates of individuals selected
Retention: Identifying candidates with the greatest affinity to improve retention

Click here to learn about the Commercial Cyber Security Aptitude Test (CCAT)

Immersive Labs Cyber Academy

The Immersive Labs Cyber Academy was developed by security experts and instructors from the UK's intelligence agency, GCHQ.

It offers a unique approach to skills development by providing practical security labs, developed by experts and derived from world class threat intelligence.

The Immersive Labs platform reduces cyber risk by providing real time and highly relevant content directly to the browser.

The team recognised that passive classroom-based learning doesn't suit the people, or pace, of cyber security. Content needs to be timely and play to the strengths of the naturally curious and analytically minded who want to learn and not be taught.

In short, Immersive labs is an on-demand, gamified, and interactive security training platform where curriculum can be tailored to individual company needs either by defined job roles e.g. SOC/pen testing; or follow a general curriculum.
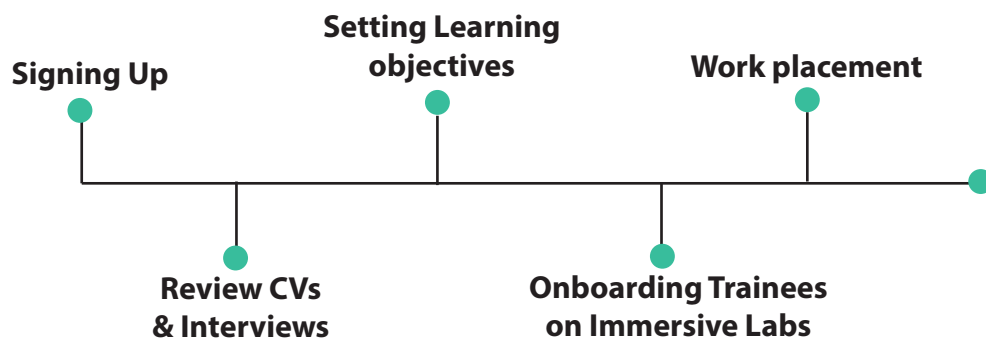
Each module has built in assessment that provide individuals with a personal dashboard that is compiled into a team league table.

To see the platform please see links to Immersive labs Lite Training Academy and Video below.

Immersive Labs Training Academy Lite Version Trial Seat

Immersive Labs Training Academy Overview Video

The Process

Signing Up

Setting Learning
objectives

Work placement

Review CVs
& Interviews

Onboarding Trainees
on Immersive Labs

Getting Involved

Are you looking for cyber intern who has been thoroughly screened for aptitude ☑
Willing to pay them intern rates for 3 month period ☑
Looking to hire them, based on performance, after internship is complete ☑

If the answer is **YES** next stages is:

Contact: Annette Coburn on skillnet@itcork.ie or on 086 0848704.

Programme Start Date

The programme will start on 1st July 2020. However, due to the Covid19 restrictions there is flexiblity for you to tailor the schedule to align to your company specific requirements, with control over the split on remote versus on site working.

IT@Cork Skillnet
Programme Partners

CJHNetwork

CJHNetwork is a consulting business with deep roots in Ireland and abroad.
As part of their network CJHNetwork partners with SHL and Immersive Labs.
This gives them access to both cyber tests and other tools that they make available
to assist clients improve selection as well as cyber upskilling solutions after selection.

CJHNetwork believes that people engagement and enablement is critical to success.
Their purpose is to identify and provide the best in people solutions and ensure that
these are effectively implemented.

Techfindr

Techfindr is a Cyber Security Talent Management Services company operating in Ireland
and Mauritius. Techfindr partners with companies worldwide providing recruitment
solutions, background checks and bespoke employee up-skilling training in cyber security.

Techfindr believes building a diverse workforce is key to a successful business.