



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

Employee Services

Monday, July 17, 2017

**MEMORANDUM FOR: HUMAN RESOURCES DIRECTORS**

**FROM:** MARK D. REINHOLD, ASSOCIATE DIRECTOR, EMPLOYEE SERVICES

**Subject:** Strategic Recruitment for Cybersecurity Model Release and Ideation Challenge

The U.S. Office of Management and Budget (OMB) released the Federal Cybersecurity Workforce Strategy (the Strategy) on July 12, 2016 ([See OMB Memorandum M-16-15](#)). The Strategy details Government-wide actions to identify, expand, recruit, develop, retain, and sustain a capable and competent workforce in key functional areas to address complex and ever-evolving cybersecurity threats. To address the growing workforce shortage and establish a pipeline of well-qualified cybersecurity talent, the Strategy offered recommendations and guidance to identify cybersecurity workforce needs; expand the cybersecurity workforce through education and training; and recruit, hire, retain and develop highly-skilled talent.

Accordingly, the U.S. Office of Personnel Management (OPM), in collaboration with key agencies, developed a **Strategic Recruitment for Cybersecurity Model (Model)**. The Model provides agencies with a recruitment paradigm focused on building talent pipelines, cultivating and maintaining partnerships, monitoring recruitment activities, and sharing accountability.

OPM will communicate details of the Model during a live event at the OPM Campbell Auditorium in Washington, DC, on Tuesday, July 25, 2017, from 1:30 p.m. to 3:30 p.m. (EDT). Registration for the live event will be open to all interested Federal employees on a first-come, first-serve basis via Eventbrite, and the session will be available simultaneously via Webcast.

The release of the Model will be followed by a **Cybersecurity Recruitment Ideation Challenge (Challenge)**, a live event (no Webcast) in which a select group of stakeholders from multiple Federal agencies will collaborate via OPM-facilitated sessions to generate, develop, and share ideas and potential action steps to implement the Model in their respective agencies. The Challenge will take place on Tuesday, August 8, 2017, from 8:30 a.m. to 4:00 p.m. (EDT) at the office of the Partnership for Public Service in Washington, DC. Registration (by Eventbrite) will be limited to 64 participants and open to Chief Human Capital Officers (CHCOs), Deputy CHCOs, Human Resources Directors, and their staff or designees.

If you have questions or require additional information, please contact Carmen Andújar, Manager, Recruitment Policy and Outreach at [Carmen.Andujar@opm.gov](mailto:Carmen.Andujar@opm.gov).

cc: Chief Human Capital Officers and Deputy Chief Human Capital Officers