

# CWA Industry Workforce & Credential

## Mission

Founded as a division of iQ4 in 2015, the CWA (Cybersecurity Workforce Alliance) was formed to mobilize industry, government, and education, with a mission to “accelerate and scale the development of a next-generation Cybersecurity Student workforce who are more attractive to hire and can deliver productivity almost immediately upon being hired”. From a partnership between SIFMA (Securities Industry Financial Markets Association), and leading corporate CISOs and CUNY’s John Jay School of Criminal Justice, the CWA has resulted in massively scalable virtual internship and apprenticeship programs.

## Program

Program can be integrated/included with academic curriculum delivered as 4, 8, and 14-week credit-based courses, and compliant with internships, co-op, apprenticeship, and capstone initiatives. Equivalent OTJ hours:

### 4 week

100 OJT hours  
real-world foundational  
and soft skills

### 8 week

250 OJT hours  
deep emersion

### 14 week

350 OJT hours deep  
emersion and  
capstone deliverable

**25% of the CWA alumni have full-time careers in cybersecurity.** 98% had no background in the industry.

## Results

**Increase cybersecurity and risk awareness**

**Build a talent pipeline and pathways for students**

**Align the next gen workforce with market demands**

**Assessments** - combines academic rubric and maturity assessment models, multi-source includes; self, peer, tested, mentor, faculty, certified

**Taxonomy** - based on the NICE SP800-181 Taxonomy Framework and NIST Risk Methodology

**Skills** - Essential, Professional, Technical

**Data/Badge** - student participation, outcomes, assessments, project deliverables are automatically updated to the student passport and a digital badge officiates the credential, mentor CPE credit hours stamped and distributed

## Industry Partners

SIFMA, ISACA, InfraGard, FRBNY, IMS Global, PESC, The National Student Clearinghouse, US DOL, FCC, Woman in Cyber Leadership, Comtechtel CWA Industry Workforce & Credential

### U.S. Department of Labor Office of Apprenticeship

iQ4's and its CWA program are registered as part of the National Apprenticeship System in accordance with the standards of apprenticeships established by the Secretary of Labor.



**Industry Recognized Credential**

PROUDLY PRESENTED TO

**Ionatan Domenec**

For Graduating From  
**The Threat Within | 350 hours OJT**

In recognition of your cybersecurity expertise and commitment to further the awareness and experience of your youth, in the "Threaten Within", a Cybersecurity Epic Challenge. Your passion to change the way students and educational institutions align with industry were clearly demonstrated and will positively impact and effect the careers of the young workforce

Frank Cicio  
Title

Name, Lastname  
Title








## CWA Program Objectives

- Attract diverse, multi-disciplinary students to explore cybersecurity as an academic/career
- Offer credited virtual internships, co-ops, capstones and apprenticeship programs
- From K-12, College, Vocational Schools, Adult Learners, Military/Vets
- Provide students with career pathways and corporations with student pipelining
- NICE/NIST standards-based skills taxonomy and risk methodology frameworks.
- Scale mentor pool of subject matter experts in cybersecurity, CPE credential
- Provide the CWA Industry Recognized Credential and DoL Apprenticeship Certificate to each student after successfully completing an internship or apprenticeship

## Cybersecurity Workforce Alliance - Advisory Council Board:

- Chairman: David Cass: Vice President- Cyber & Risk at Federal Reserve Bank of New York Supervision Group
- Co-Chair: Dr. James Stellar: former acting President and Provost, University at Albany/SUNY
- Co-Chair: Frank Cicio: CEO/Founder iQ4 and the Cybersecurity Workforce Alliance, co-Chair NICE Framework Private Sector, FCC CSRIC WG7 Cybersecurity Workforce NCWF
- Co-Chair: Peter Meehan: SVP International & Partnerships, Co-Founder Cybersecurity Workforce Alliance (CWA), FCC CSRIC WG7 Cybersecurity Workforce NCWF
- Advisory Council Board: Robert Francis CISO NYS Dept of Fin Services (pending), Alan Mace, Chief Information Risk Officer Santander (pending), Dennis Paige Chief Technology Officer at FinClusive Capital, Teresa Durocher VP Head of Risk – Corporate Security and Resilience, Citizens Bank, Gopal Padinjaruveetil CISO AAA, Scott Jackson CISO Standard Chartered Bank, Cristian Hamilton, Global Security Leader, IBM Security | Managed Security Services, Alexander Stein, PhD Founder, Dolus Advisors, Chrysanthe Capone: Manager, information Security Awareness, American Express, Joe Tso CISO Scotiabank NA , Patrick Slattery Professor Fordham University and Board member of InfraGard NYC, Dave Solano: VP NY Metro InfraGard Members Alliance, Inc.

## Workgroup Co-Chairs

- Curriculum: Ian MacDonald Dean of Math and Sciences the College of St Rose, Judy Kahn Director John Jay Online, Patrick Slattery Professor Fordham University and Board member of InfraGard NYC, Joy Nuga CWA alumni Risk Analyst Goldman Sacks, and Ed Moskal: Past Chair and Founding Director MS Cybersecurity Saint Peters University

Mentors/Adjuncts: Dave Solano: VP NY Metro InfraGard Members Alliance, Inc., Teresa Durocher: VP Information Security (IAM), Citizens Bank, Edith Allyn-Page: Education Manager FS-ISAC, Joe Tso: CISO Scotiabank NA

- Scale/International: Paul Scales: Country Manager, Capgemini, Scott Jackson: Americas & Europe, CISO, Standard Chartered Bank, Angelo Corradino: Chief Strategy Officer iQ4, Joe Tso: CISO Scotiabank NA, Alex Abramov Head Security IT Risk NYB Mellon/past President ISACA NYMetro, Jeff Brown: CISO AIG/Co-Chair EVANTA, Cristian Hamilton, Global Security Leader, IBM Security | Managed Security Services
- Quality Control: Chrysanthe Capone: Manager, information Security Awareness, American Express, Gopal Padinjaruveetil: CISO AAA and Alexander Stein, PhD Founder, Dolus Advisors
- Product Development Advisory: Ian MacDonald: Dean Saint Rose College, Judy Cahn: Head On-line John Jay College Criminal Justice CUNY, Ed Moskal: Past Chair and Founding Director MS Cybersecurity Saint Peters University

## Board Emeritus

- CWA Chairman - Gopal Padinjaruveetil: CISO, AAA, Dr. Charles Camarda: Astronaut, Senior Advisor for Engineering Development, NASA laRC, Frank Sanchez: President Rhode Island College, Former Vice Chancellor CUNY, Leo Van Duyn: Cyber Security Training & Education, JP Morgan Chase, Co-Chair NCWF NICE SWG, Anne Lopes: Provost John Jay College of Criminal Justice/CUNY, Rick Torres: CEO National Student Clearinghouse, Tom Connors: TMT Cybersecurity Risk Partner, Deloitte, Joy Nuga: CWA Student Alumni Hunter/CUNY, Cybersecurity Risk, Goldman Sachs, Jennifer Rothstein Business Development Head, Insurance and Legal at BlueVoyant

