

About Booz Allen

Booz Allen Hamilton has been at the forefront of strategy and technology consulting for nearly a century. Providing a broad range of services in strategy and organization, technology, operations, and analytics, Booz Allen is committed to delivering results that endure.

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Cyber People Development

Recruits to Fill Mission Gaps

With increasingly complex and high-stakes cyber business demands, many organizations struggle to identify and develop the cyber professionals required to fill rapidly evolving talent gaps. Amid fast-paced cyber developments, organizations must fill diverse cyber roles with candidates who possess unique skill sets. Efficient and effective solutions for approaching the complicated task of attracting and retaining qualified cyber professionals are vital if organizations are going to fill key human capital gaps and achieve mission critical functions in cyber advancement and IT security.

Booz Allen Can Help You Be Ready for What's Next

Booz Allen Hamilton, a leading strategy and technology consulting firm, offers the technical acumen and operational expertise to successfully support your cyber mission. We work with organizations to develop, assess, and analyze a competency model to assist in determining which candidates best fill critical cyber mission gaps. Booz Allen's Cyber People Development offering also helps uncover new talent pools from outside organizations—a critical need in this highly competitive recruiting environment. We impart practical knowledge to our clients so that they can sustain a pipeline of Cyber People within their organization.

Our Approach

Booz Allen has worked with organizations to enhance Cyber People readiness and possesses extensive experience creating pipelines of qualified cyber candidates who can address critical operational needs. We have delivered Cyber People Development services across a breadth of organizations—including our own—with the help of a dedicated group of nearly 200 highly qualified human capital management consultants.

Booz Allen's Cyber People Development service helps clients create competency-based learning and development programs that make it easier for organizations to find the right candidates. We endeavor to define the most relevant Cyber People workforce metrics, personnel inventory projections, workforce structures, critical skills, and deployment schedule data from authoritative sources such as universities, professional associations, and targeted recruitment resources.



Ready for what's next. www.boozallen.com

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delivering results that endure

Our Cyber People Development offering includes the following capabilities:

- **Organizational Structure Analysis and Design Capabilities.** We create a recruitment strategy driven by the organization's mission and vision, design an optimal organizational structure or footprint, and ensure close alignment between an organization's structure and strategy through robust strategic planning and performance management processes.
- **Modeling, Simulation, and Forecasting Capabilities.** Booz Allen develops a workforce planning model with a baseline that identifies hierarchical and client-supplier relationships, a detailed plan to measure workload, and a defined delivery process for critical functions across the client organization.
- **Capability Planning and Development.** We draw from our defined cyber competencies and create a detailed matrix of role-specific competency requirements that are leveraged to address the organizational challenges of our client's workforce. These requirements serve to establish and sustain a pool of highly qualified cyber professionals who can benefit your organization.

Booz Allen's capabilities allow organizations to prioritize staffing requirements and optimally distribute current and future personnel inventory to business requirements. Our methodology forecasts probable staffing levels within an organization, future personnel shortages, and critical skills shortfalls, thus enabling organizations to respond to mission changes quickly and effectively.

Client Applications

Booz Allen has partnered with a variety of clients to assist in the engagement and development of mission critical candidates. The following examples showcase our experience:

- **US Department of Defense (DoD) Workforce Study.** DoD wanted to determine the workforce requirements for the total Defensive Cyber Workforce (DCW) across the Components. Booz Allen developed an integrated approach to describe how the Component's NETOPS, CND, and IA manpower met DoD, Joint, and Component defensive cyber capabilities. The study identified organizations with personnel who perform a cyber defense role. Baseline manpower data was developed from an analysis of representative units with DCW requirements to obtain a notional manpower requirement. Workload data was collected by surveying personnel against scenario-based drivers and applied to the notional workforce. Booz Allen identified key military and civilian skill areas where workload exceeded available manpower based on reported resources and provided a repeatable, reliable statistical process for estimating DCW workforce requirements across the DoD Component based on reported actual workload in response to real-world scenarios.
- **DoD Information Dominance Implementation Assessment.** DoD needed to establish how well it synchronized and integrated internally to establish information dominance requirements and capabilities. Booz Allen established a baseline of doctrine, guidance, operating rules, and business practices. To gather data and perform the required analysis, Booz Allen developed an "As-Is" Coordination Operating Model; deployed an online survey to characterize the decision process, key motivators, and information flow; and created a staff skills assessment to map competencies across the Component workforce and identify key gaps. The final report included 10 major findings and 6 recommendations to improve integration. The findings demonstrated DoD's significant progress in aligning and integrating its workforce compared with other benchmarked organizations.

Whether you're managing today's issues or looking beyond the horizon, count on us to help you be ready for what's next.