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# **Bridging the Gap: Cyber Security Internships, Apprenticeships, and Workforce Pathways**

**NCyTE – October 17, 2025**



# Internships

- Connected to program completion
  - Capstone Experience
  - Woven through the program
- May be with only one company or more
- NOT shadowing but actual work experience
- Paid or unpaid
- Similar to an Apprenticeship



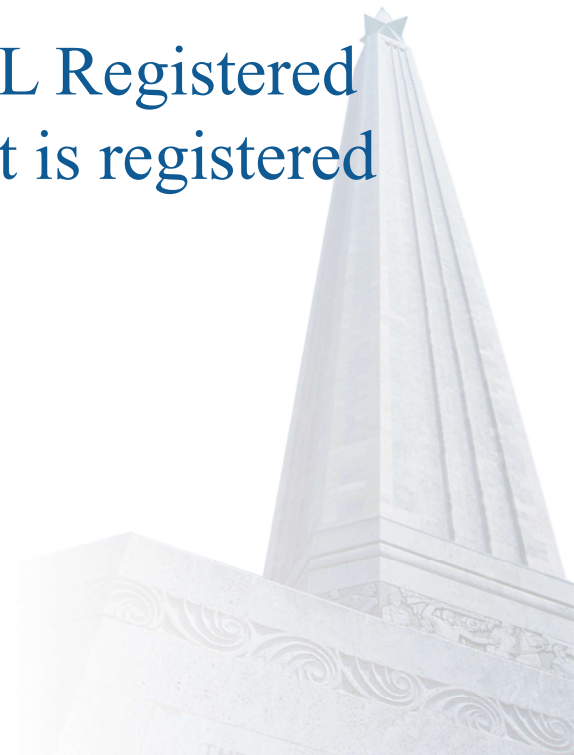
# What is an Apprenticeship?

- “Earn as you learn” opportunity
  - Combines classroom learning with workplace training.*
- Must have 3 components
  - Industry – Hires the apprentice
  - Education – either College or Company
  - Individual/Apprentice
- Must have 144 hours of related training instruction (RTI) and 2000 hours of on-the-job (OJT) training per year



# Department of Labor says:

A registered apprenticeship is no longer a “DOL Registered Apprenticeship but YOUR apprenticeship that is registered with the Department of Labor.”



# Different Models

- Company/Industry as the sponsor and the provider of the RTI
- Company/Industry as the sponsor and the college as the provider of the RTI - Either with Credit or Non-Credit Courses
- Company/industry as the sponsor; college provider for RTI facility; industry providing certified instructors
- College as the sponsor and the company/industry as the OJT partner
- Others.....RTI and OJT do not always have to occur simultaneously.

# Stairways & Landings ---A Journey

## Job Titles

Security Operations  
Governance, Risk, & Compliance  
Penetration & Ethical Hacking  
Incident Response & Response  
Security Architecture & Engineering  
Identity & Access Management  
Cloud Security  
Executive & Strategic Roles

## Certification

CompTIA Security +  
CISA, CRISC  
CEH, OSCP  
GCIF, GCIA  
CISSP, CASP  
CCSP, CISM  
CSSP, CISM



# Training & Education

Formal Education

Certifications

Boot Camps & Online Courses

Experience



# Industry Partnerships

Construction – Planning and Supplies  
Education – Student Information  
Health Care – Records, Pharmaceuticals  
Oil & Gas – PetroChem  
Sports – Sensitive Data  
Tourism – Operational Continuity  
Transportation – Land, Air, Water



# Developing Partnerships

Advisory Councils and Committees

Listening

*“Never say NO”*



# Q&A

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