Cybersecurity Talent Alliance (CTA)

Terms of Reference

Cybersecurity Talent Alliance (CTA) Purpose

Cybersecurity is increasingly driving innovation and economic activity in Canada. It already contributes $1.7 billion to Canada's GDP and consists of over 11,000 well-paying jobs. With the global cybersecurity industry forecasted to grow by 66% by 2021, thousands of additional jobs could be created for Canadians in the years ahead. Leaders in business, government and academia, can work together to create new opportunities, drive investment, and foster leading-edge research and development

The Cybersecurity Talent Alliance (CTA) is a TECHNATION led effort to draw knowledge and commitment from all stakeholders to help address the skills gap in Canada related to cybersecurity.

The CTA purpose is to energize and promote a collaborative network, and provide a partner ecosystem for cybersecurity education, training and workforce development. The Alliance fulfills its mission by coordinating with government, academia, and industry partners to build on existing programs, facilitate change and innovation, and bring leadership and vision to increase the number of skilled cybersecurity professionals in both the public and private sectors.

The CTA provides a mechanism for participants to collaboratively design strategies, develop and promote concepts and initiatives, and pursue actions that advance cybersecurity education, training and workforce development.

CTA Vision

A secure digital nation, capable of advancing Canada's economic prosperity and national security through innovative cybersecurity education, training, and awareness, presented on a graduated scale that addresses the full spectrum of cybersecurity talent needs now and especially in the future.

CTA Mission

CTA will provide a platform and ecosystem of cybersecurity education, training and workforce development, and enhance the overall cybersecurity talent and skills position of Canada.

CTA Goals

1) Stimulate the development of strategies, approaches, and techniques to more rapidly increase the supply of qualified cybersecurity workers
2) Nurture a diverse learning community through creative efforts that increase the number of underrepresented populations in the cybersecurity workforce
3) Inspire cybersecurity career awareness, stimulate exploration, and enable preparedness with students in K-12
4) Provide support to organizations to address market demands by providing tools and techniques that enhance recruitment, hiring practices, development and retention of cybersecurity talent
5) Publish and raise awareness of the Canadian cybersecurity workforce framework and encourage its adoption
6) Facilitate research and foresight to identify and analyse data sources that support projecting present and future demand and supply of qualified cybersecurity workers

CTA Membership

Stakeholder support is central to the achievement of the goals. CTA members therefore represent a wide array of organizations that benefit or work in partnership to achieve the CTA goals. Members generally include provincial/territorial and federal government representatives, non-profits, academic institutions, professional associations, community groups and the private sector that are actively engaged in cybersecurity knowledge, talent, workforce planning and development. Membership will be open to representatives from all interested sectors. The Special Advisor has been selected by TECHNATION.

Role of CTA Members

Alliance members are a non-voting governance body who volunteer their time to support the TECHNATION Cybersecurity Skills Initiative. Members contribute to the success of the initiative by providing informed guidance and input on the draft deliverables, as well as offer outreach and support on program activities across the Member's organization and professional network. CTA members represent a wide array of organizations that benefit or work in partnership to achieve the CTA goals.

- Ensure that the Vision, Mission and Goals of the CTA are being fulfilled
- Prepare to actively participate in discussion items and provide the Members with solid, factual information regarding agenda item or discussion point
- Participate and support TECHNATION in the in the creation of the CTA Strategic Plan
- Participate in a Working Group if required
- Champion, advocate and be passionate about the cause/initiative

Frequency and Form of Meetings

The CTA agreed to maintain one face to face meeting per year and rely upon TECHNATION distributed updates to keep abreast of progress and upcoming program needs.

Ad hoc meetings will be called as demand dictates and can take the form of conference calls, in person meetings if geography allows, or through email communications to reach consensus and enable a recommendation to the full group. Beyond those meetings called by TECHNATION, the ad hoc meetings can be self governed by those drawn together to address the topic from the CTA.

CTA Structure and Structure of Sub-Working Groups

The CTA Working Groups provide a mechanism to develop concepts, design strategies, and pursue actions related to the CTA goals. The working groups are ad-hoc and will be identified through the CTA's strategic plan or as the need arises. They will meet regularly to provide an opportunity for consultation and information sharing.

A CTA recommendation was put forth during the inaugural CTA meeting, that was agreed by the CTA membership in attendance, that the Alliance would not take the form of Chair / Alliance Member structure.

In place of that structure, the CTA will come together to address specific issues or actions that arise as a result of the development of program artifacts or tools, or findings from activities underway under the program, or through the need of collaboration by members of the CTA to address a cybersecurity workforce development item. The makeup of these sub collaboration activities could draw all members, a subset of the whole member group or a small handful of CTA members depending on the topic.

TECHNATION Role and Relationship

TECHNATION will support the CTA in the following ways:

- Foster communication between CTA members by coordinating meetings, facilitating discussions, and disseminating information as requested and required (sub working groups) and for those meetings called by TECHNATION team members
- Assist in promoting the initiative and its efforts
- Coordinate with relevant provincial and federal government agencies and efforts related to CTA
- Develop and maintain the CTA website
- Organize activities to promote CTA and its initiatives

The CTA will be supported by TECHNATION staff. The CTA reports on annual basis on its activities to the TECHNATION National Board. The following roles from the TECHNATION Cybersecurity Skills Initiative will be ex-officio members of the CTA: TECHNATION Talent Leadership, Senior Program Director Cybersecurity, and Director, Cybersecurity Standards.

Consensus Building

Consensus building and collaboration are ways to ensure success of an interagency initiative, where stakeholders each have independent, but complimentary, objectives. The method for developing standards and guidelines for CTA is research and a consensus-based approach that leverages the expertise of the stakeholders.

Funding Support

There is limited funding available for travel related costs. From 2019 to 2021, TECHNATION will provide funding for travel costs to CTA representatives from not-for-profit organizations or academia. The request from CTA members not meeting this criterion will be assessed on a priority basis.

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