Beyond Firefighters vs. Safety Matches

Growing the DevSecOps Talent Pipeline

Amélie Erin Koran - Technology Advocate

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It (Sort Of) Began Three Years Ago…

But Didn't' Start, Or End There

"FIREMEN VS. SAFETY MATCHES : HOW THE CURRENT SKILLS PIPELINE IS WRONG"

Amélie Koran

Deputy CIO - Director of Digital Services

U.S. Department of Health and Human Services - OIG

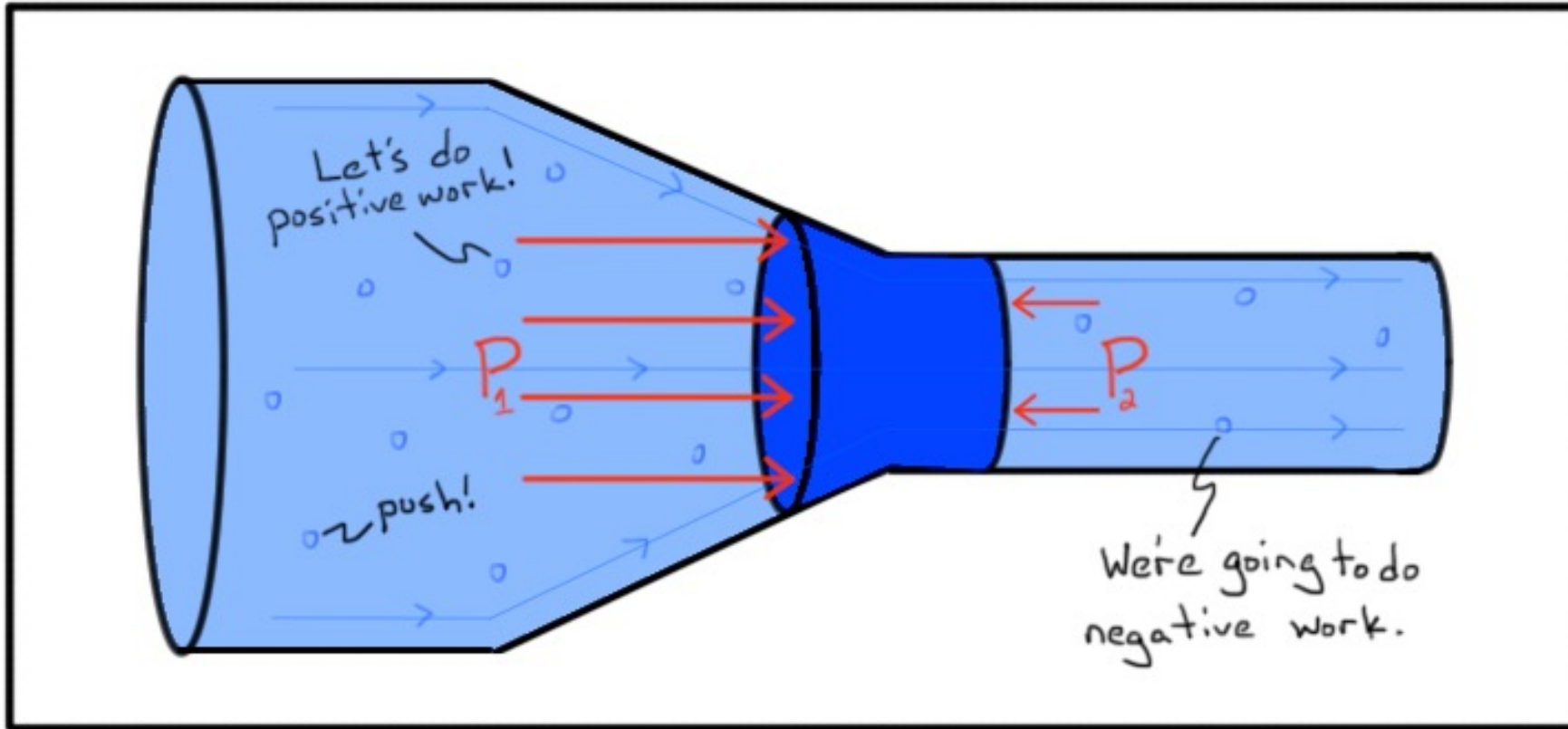ShmooCon XV - January 19, 2019

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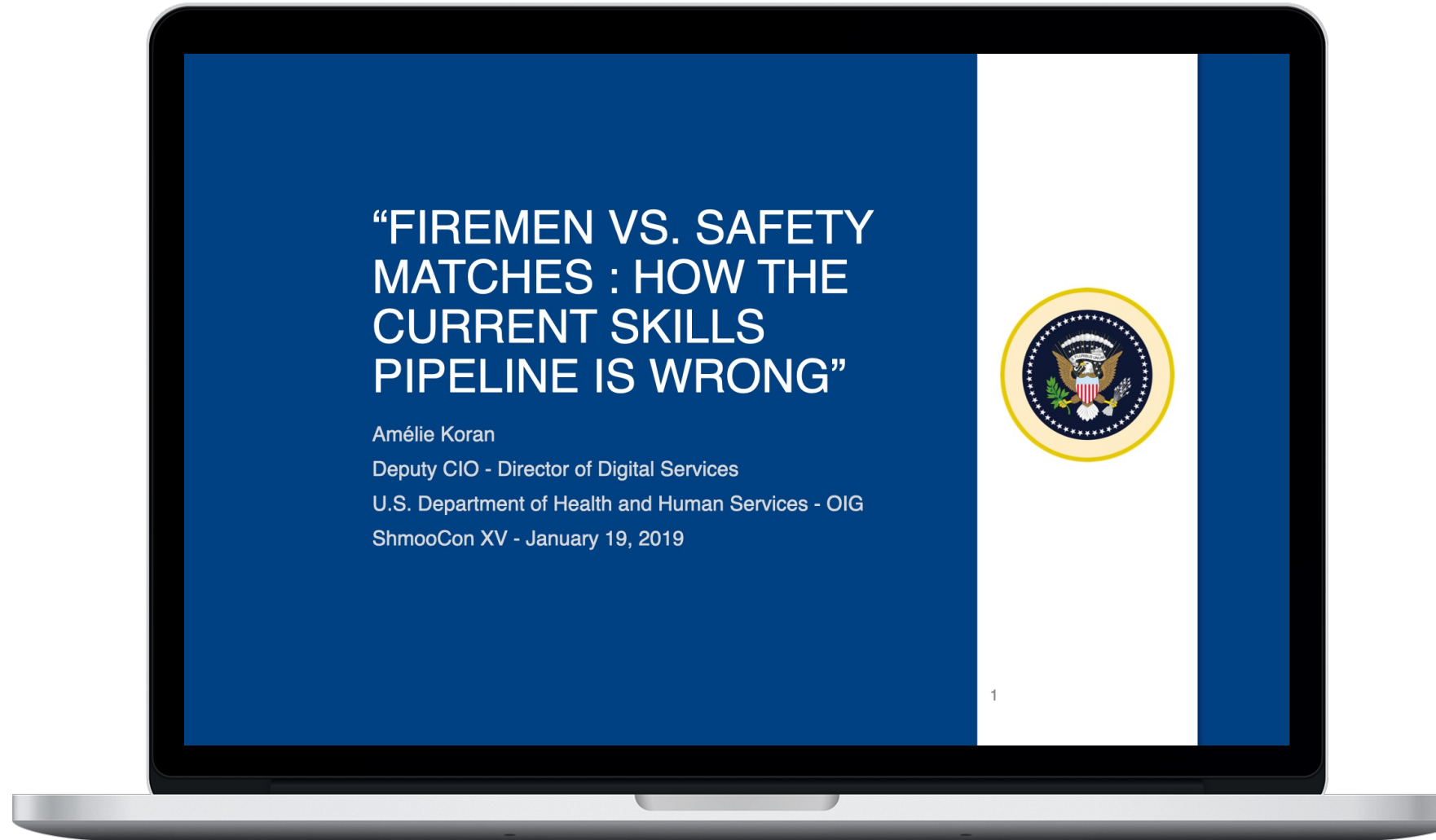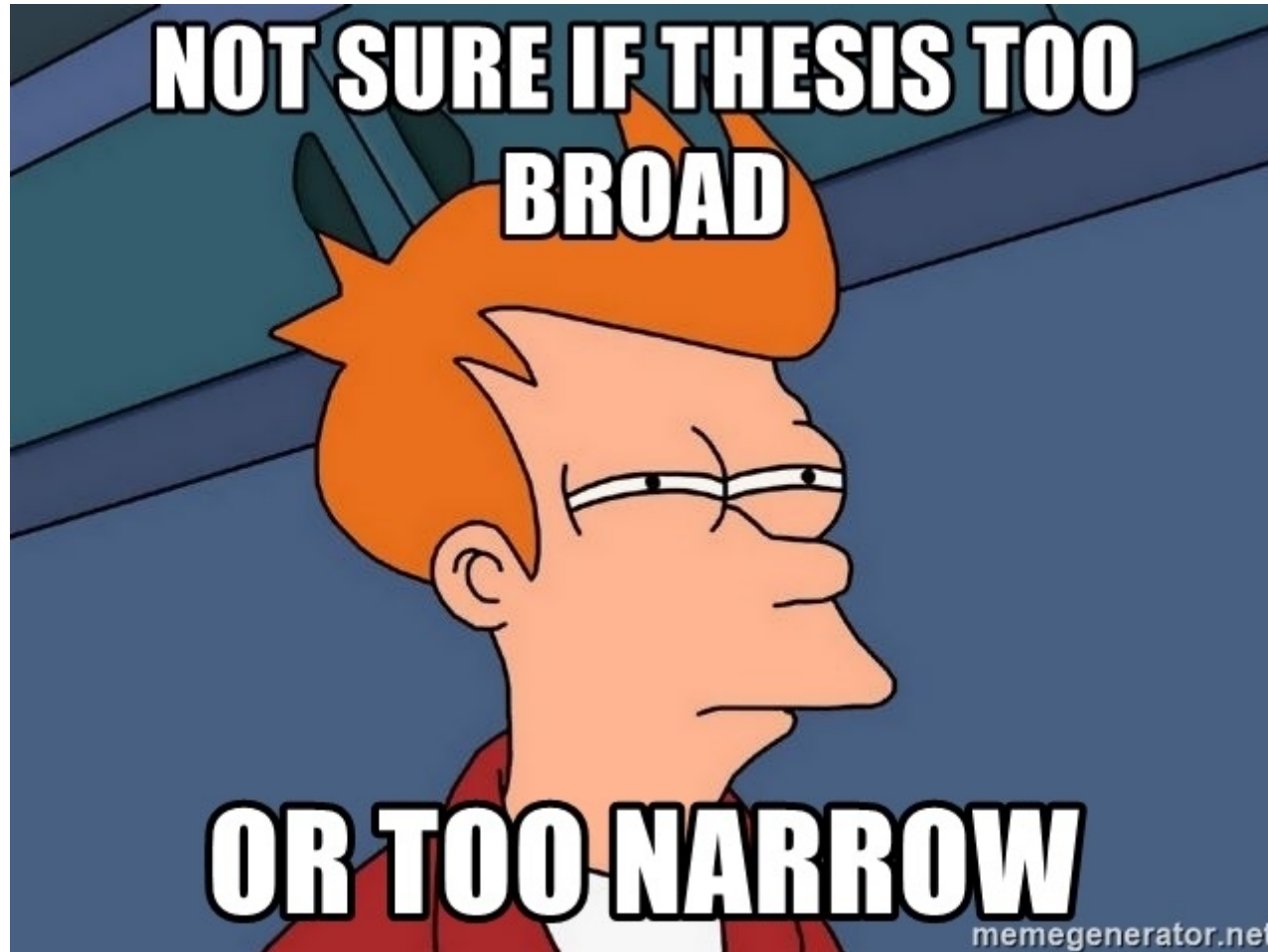
It was, in fact… not fine

Tech Talent Bernoulli

Source: https://www.khanacademy.org/science/physics/fluids/fluid-dynamics/a/what-is-bernoullis-equation
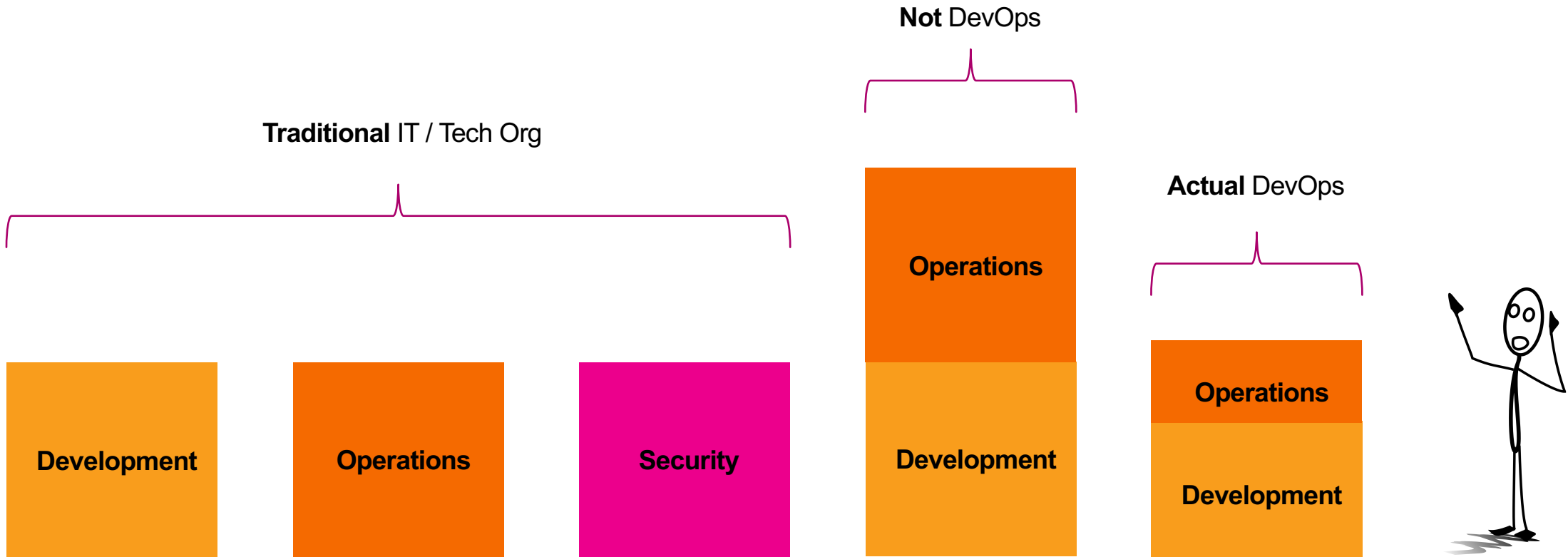
Let's Douse The Problem With SREs

So What Is It?

The Personal Stack - DevOps

Not DevOps

Traditional IT / Tech Org

Actual DevOps

Operations

Development

Operations

Development

Development

Operations

Security

The Personal Stack - DevSecOps

Not DevSecOps

Traditional IT / Tech Org

Actual DevSecOps

Development

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Development
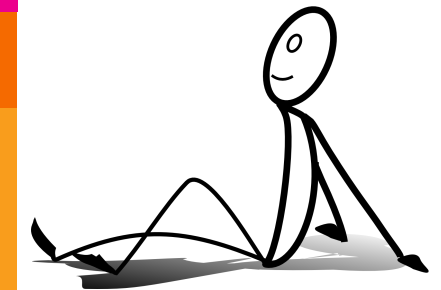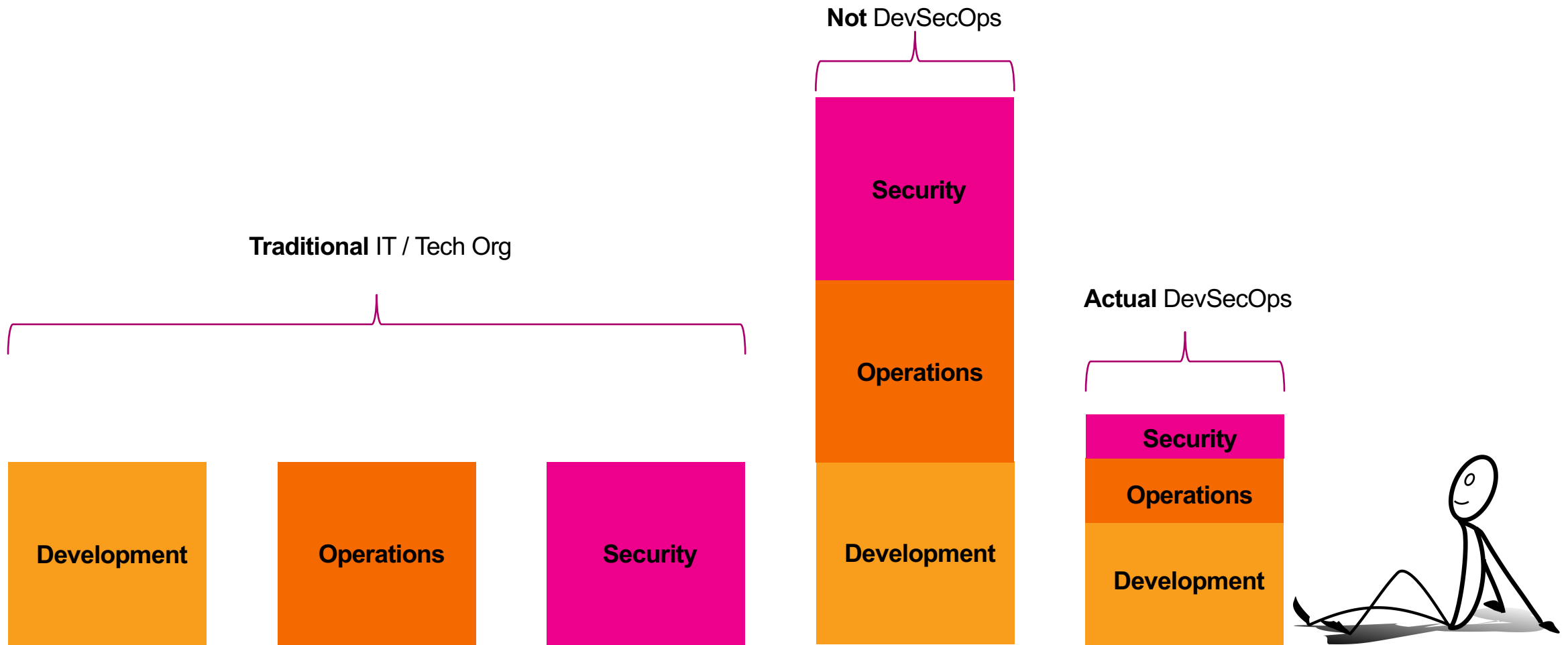
Working In Your Element
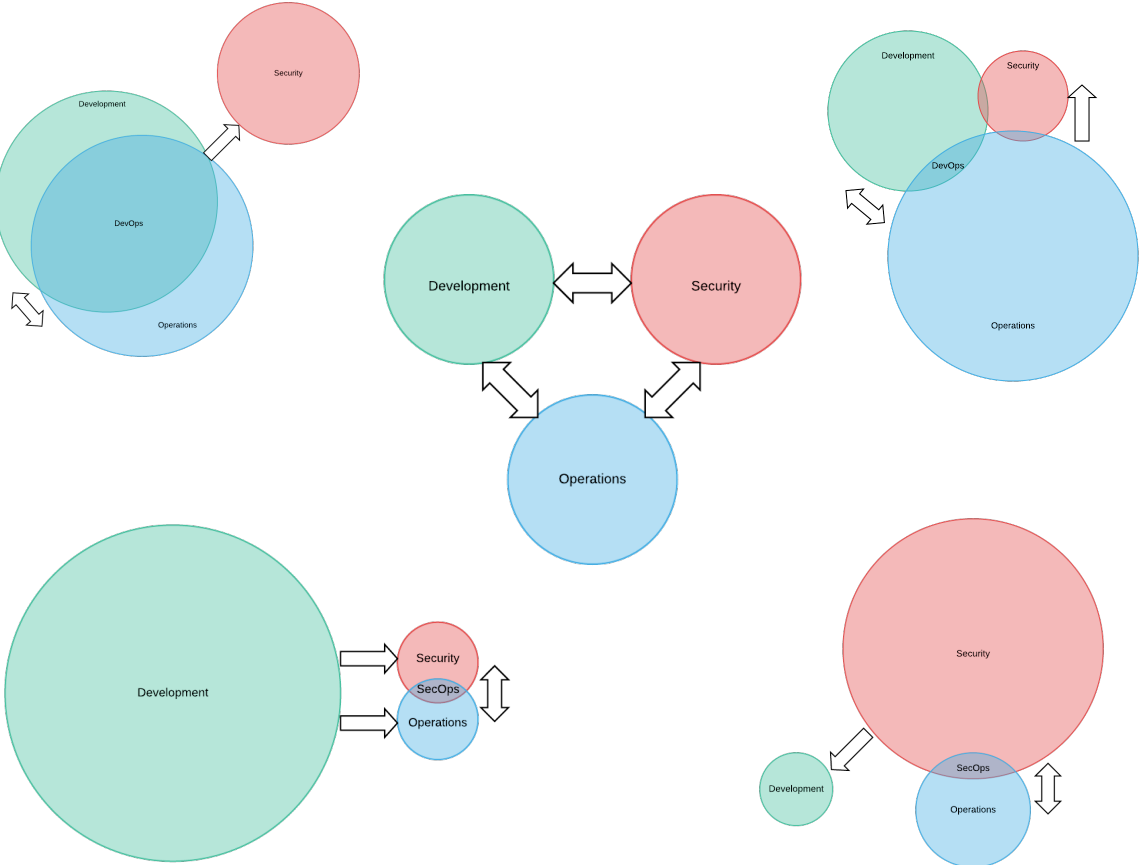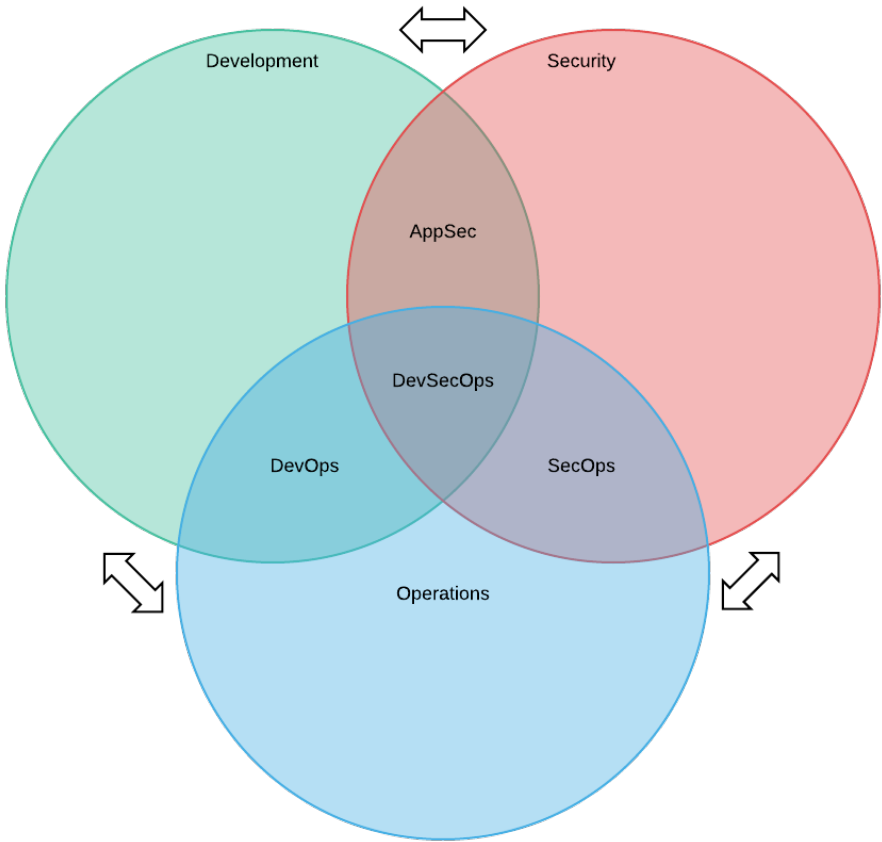
Balance vs. Burnout

Source: Tantalus, oil on canvas by Giovanni Battista Langetti 1635-76; private collection

Source: Sisyphus, oil on canvas by Titian, 1548–49; in the Prado Museum, Madrid.

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Our Numbers Slide – Part I

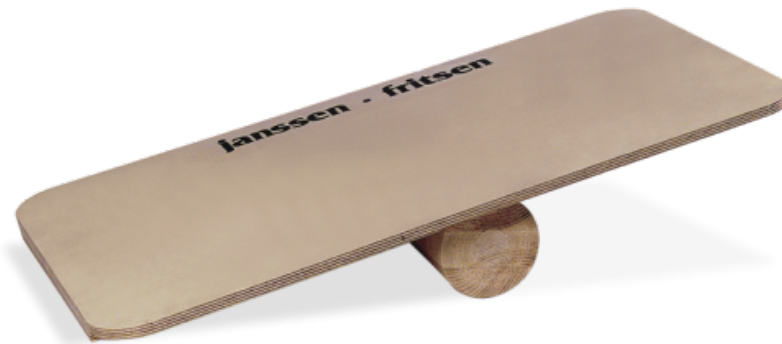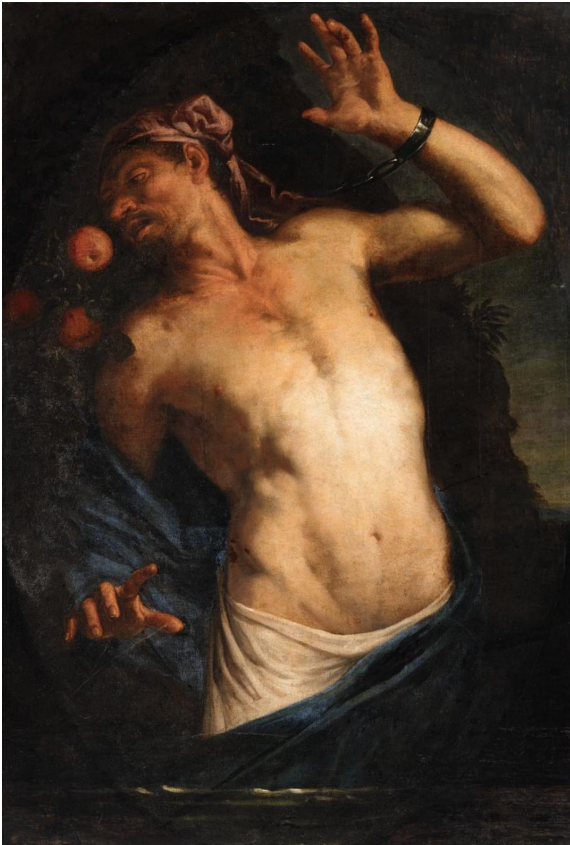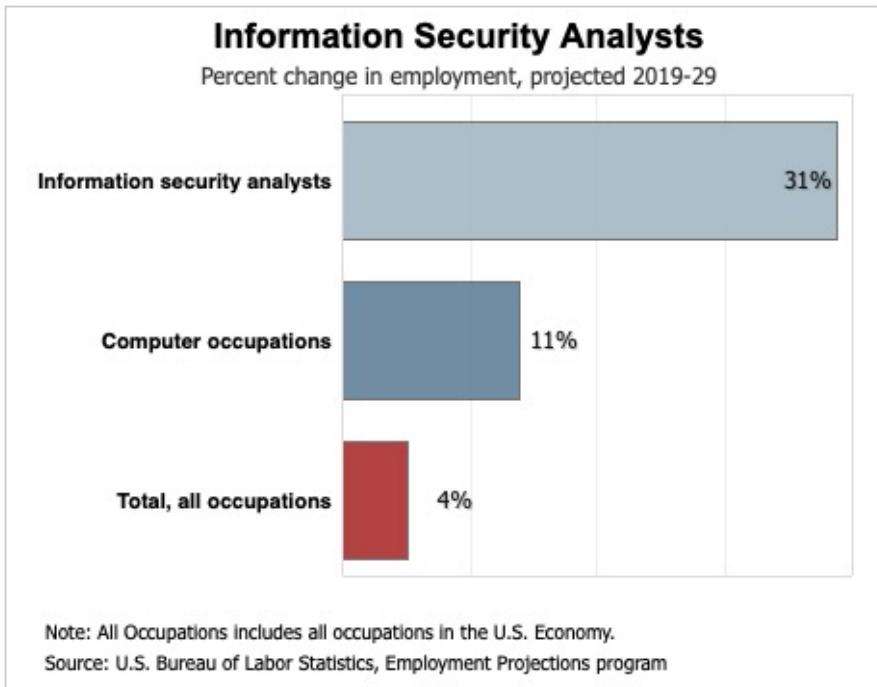**Information Security Analysts**
Percent change in employment, projected 2019-29

Information security analysts — 31%

Computer occupations — 11%

Total, all occupations — 4%

Note: All Occupations includes all occupations in the U.S. Economy.
Source: U.S. Bureau of Labor Statistics, Employment Projections program

Security Careers

Government Projections vs. Reality

Software Developers
Percent change in employment, projected 2019-29

Software developers and software quality assurance analysts and testers — 22%

Software and web developers, programmers, and testers — 17%

Computer occupations — 11%

Total, all occupations — 4%

Note: All Occupations includes all occupations in the U.S. Economy.
Source: U.S. Bureau of Labor Statistics, Employment Projections program

DevSecOps Careers

Government Projections vs. Reality

Source: https://www.bls.gov/ooh/computer-and-information-technology/home.htm

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Our Numbers Slide – Part II

National level

TOTAL CYBERSECURITY JOB OPENINGS ⓘ

521,617

TOTAL EMPLOYED CYBERSECURITY WORKFORCE ⓘ

941,904

The Number of Software Developers in the US By Different Sources

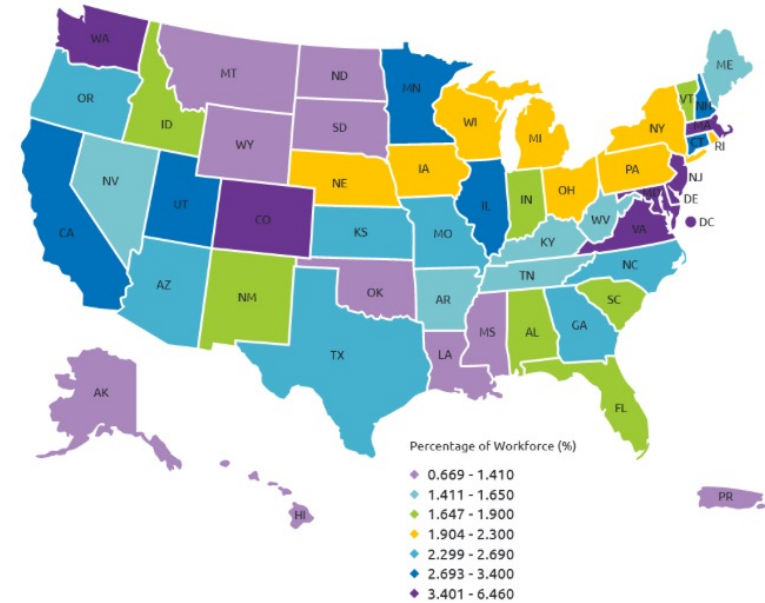|	2016	2017	2019
Number of Software Developers in the USA	4,4 million	1,36 million	4,2 million

HOW MANY SOFTWARE ENGINEERS ARE IN THE US? DAXX

Percentage of Workforce (%)
- 0.669 - 1.410
- 1.411 - 1.650
- 1.647 - 1.900
- 1.904 - 2.300
- 2.299 - 2.690
- 2.693 - 3.400
- 3.401 - 6.460

Source: daxx.com

Source: https://www.cyberseek.org/heatmap.html

Source: Daxx - https://www.daxx.com/blog/development-trends/number-software-developers-world

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Dr. Ian Malcolm Sez Da Truth

"I'll tell you the problem with the scientific power that you're using here: it didn't require any discipline to attain it.

You read what others had done and you took the next step.

You didn't earn the knowledge for yourselves, so you don't take any responsibility for it.

You stood on the shoulders of geniuses to accomplish something as fast as you could and before you even knew what you had you patented it and packaged it and slapped it on a plastic lunchbox, and now you're selling it, you want to sell it."

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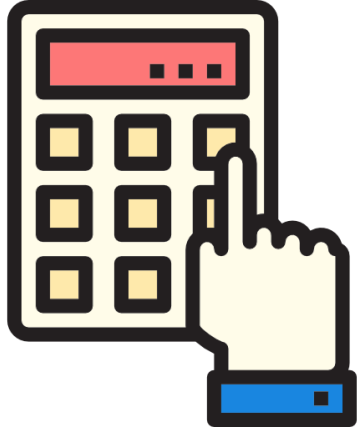
My Experiences… In Brief

A Refresher On "My Problems"

The Accountant
Problem

The SEAL
Problem

The Astronaut
Problem
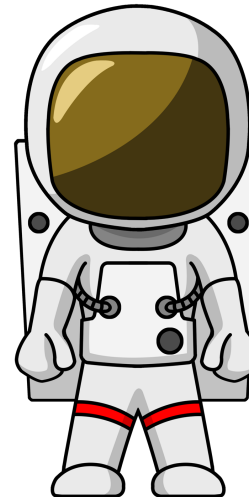
The Firefighter
Problem

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Your Mission… If You Choose To Accept It

But Also…

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Tactics, Techniques and Procedures

Teams are doing

They Need to Collaborate

So they can focus on:

- Compliance & Audit
- Privacy & Policy
- Engineering & Architecture

Forensics
Incident Handling / Response
Network & Endpoint Security
Standards & Governance

Security

Cloud Security
Vulnerability Management
Security Operations

Identity and Access Management
Project & Portfolio Management
Network Management
Policy & Training

Desktop & Mobile Management
Application Management
Telecom & Collab Management
Service / Help Desk

Operations

Storage Management
Database Management
Cloud Management

DevOps

DevSecOps

QA/QC & Test Management
Deployment Management
Data Management
Tools Management

Technical Writing
Project Management
Software Engineering & Architecture
Business Analysis
Training

Legacy Development

Development

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A Closure… But Not The End Of The Road

Thank You!

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