Office of University Programs (OUP) Workforce Development Initiatives

Science and Technology

The Office of University Programs Workforce Development initiatives enable Department of Homeland Security (DHS) Centers of Excellence (COEs) to engage with and cultivate the next generation of homeland security professionals and provide growth and development opportunities for the current workforce.

STUDENT INTERNSHIP OPPORTUNITIES

Homeland Security Professional Opportunities for Student Workforce to Experience Research (HS-POWER)

HS-POWER provides substantive work-based learning opportunities to graduate and undergraduate students majoring in a broad spectrum of homeland security related science, technology, engineering, and mathematics (STEM) disciplines as well as DHS mission-relevant research areas. Interns gain quality research and work experience with DHS Components, federal research facilities, and other STEM-focused entities nationwide. HS-POWER also provides interns with invaluable opportunities to cultivate relationships with DHS personnel, researchers, and fellow students.

When to Apply: Approx. October – December

HIGHLIGHTS: CENTER-DEVELOPED TRAINING OPPORTUNITIES FOR THE DHS WORKFORCE

DHS-Tailored Workshops:

The Center for Accelerating Operational Efficiency (CAOE) is available to host and facilitate **specialized workshops to create synergy between DHS, leading researchers, and industry experts** using real-life case studies in a working-group format. Workshop goals are individualized and vary by the requesting Component or office, but the events are often used as an opportunity to develop new solutions and/or identify ways to effectively mitigate risks. Two examples of CAOE-facilitated workshops are: "The Future of the Risk Sciences in Homeland Security Workshop" and "Privacy-Enhancing Technologies (PETs) Workshop."

Epidemiology 101 and Epidemiology 102:

The Cross-Border Threat Screening and Supply Chain Defense (CBTS) and the Institute for Infectious Animal Diseases (IIAD), partnered to create Epidemiology 101 and Epidemiology 102 for Customs and Border Protection (CBP). This two-course curriculum provides field personnel important knowledge on animal and plant infectious diseases and disease epidemiology that is directly implemented in daily operations. The training has been **delivered to more than 27,000 CBP Officers and 2,700 CBP Agriculture Specialists.**

Training on Intelligence and Evidence Gathering in Darknet Environments:

The Criminal Investigations and Network Analysis Center (CINA) is developing a training that will teach law enforcement agents how to collect and analyze darknet data. The training will be able to guide the **exploration of potential policing approaches and applications to a wide range of online crime.** The training is being developed in response to the rapid development of complex illicit supply chain structures that support the flow of illegal goods and services within the underground economy. Investigators need training in cost-effective intelligence and evidence gathering from darknet environments to be able to evaluate threats generated by malicious online actors and collect extensive evidence regarding their operations on darknet platforms.

HIGHLIGHTS: CENTER-DEVELOPED TRAINING OPPORTUNITIES FOR THE DHS WORKFORCE (CONT.)

Cyber Secure Dashboard and CyberTalent Bridge: An Integrated Platform for Cybersecurity Requirements Management and Workforce Recommendations:

The Critical Infrastructure Resilience Institute (CIRI) developed an integrated platform of online Software as a Service (Saas) applications that offer **unmatched capabilities for small to medium sized enterprises** to plan required cybersecurity tasks, choose the most effective workforce to be assigned to those tasks, understand the skills gaps within the organization, and plan for appropriate workforce development and recruitment. This project will transition to market, bundling Cyber Secure Dashboard and CyberTalent Bridge as an integrated platformed, licensed SaaS to commercial and governmental entities.

Training on the Plan Integration for Resilience Scorecard (PIRS)™:

The Coastal Resilience Center (CRC) developed the Plan Integration for Resilience Scorecard (PIRS)™, a method for analyzing local plans a community may use for climate and hazard resilience response to uncover inconsistencies. **PIRSTM highlights areas that need improvement to ensure that all plans are working together.** CRC partnered with the American Planning Association to offer training on PIRS™ though interactive eLearning modules. Planners and allied professionals learn how to effectively collaborate across local agencies and departments to collect and evaluate local plans and their impacts on community resilience.

Maritime Cybersecurity Training Course:

The Maritime Security Center (MSC) developed and regularly hosts the specialized, instructor-led Maritime Cybersecurity Training Course for small cohorts of U.S. Coast Guard (USCG) personnel. During FY22, MSC's training course was **delivered to more than 70 participants from all nine USCG districts in cyber risks, vulnerabilities, and mitigations within the context of the maritime transportation system.** In promoting a culture of cybersecurity awareness, MSC's courses support the USCG's workforce cyber training goals as discussed in the USCG Cyber Strategic Outlook (2021) and addresses workforce imperatives outlined in the National Maritime Cybersecurity Plan (2020). These trainings were so successful that they have been extended to assist maritime operators in the industry.

Training and Education Research and Implementation Strategies for Homeland Security Intelligence Community:

The National Counterterrorism Innovation, Technology, and Education Center (NCITE), a DHS Center of Excellence, is **examining which technologies are best for a developing the workforce in counterterrorism and targeted violence,** and which technologies in the commercial sector could benefit the DHS and U.S. Intelligence Community (IC) workforce. This research will provide a baseline for homeland security intelligence and training and education, and recommendations on how best to implement these developmental activities within the current workforce structure to build the next generation of analysts and IC leadership.