

The background is a solid blue gradient. Overlaid on this are numerous thin, white, curved lines that flow from the left side towards the right, creating a sense of motion and depth. These lines vary in density and curvature, some forming gentle waves while others are more pronounced.

CYBER WORKFORCE

DIVERSITY, PIPELINES, BARRIERS

2022

MARTHA LAUGHMAN

- ❖ First Cybersecurity Mil Skillbridge Program
- ❖ First DOL Cyber Apprenticeship in MD
- ❖ First All-Female Cyber Apprenticeship
- ❖ Founding Board Member of WiCys Mil Affiliate
- ❖ NICE Working Group Member
- ❖ Executive Director of GA Cyber Bootcamp
- ❖ Served on 4 boards of Tech Start Ups
- ❖ Co-Founded Esport Non-profit for Mil Kids
- ❖ BS + MS Industrial Organizational Psyc
- ❖ PhD (ABD) Organizational Psychology
- ❖ Selected for Maryland DOL Gov Board



Why I do
what I do...

WORKFORCE SHORTAGE MEANS NATIONAL CRISIS

For the past decade it has been widely accepted the cyber workforce shortage is a national security concern. Government, community, industry and educational programs have been gaining in popularity as a solution.

Today, we still have 600,000 jobs unfilled.



CURRENT SOLUTIONS



APPRENTICESHIPS



BOOTCAMPS



2Y COLLEGES



STATES



YOUTH PROGRAMS



UNIVERSITIES



INDUSTRY



Military Transition

Smoothstack is partnering with WiCyS (Women in CyberSecurity) to support women veterans and their transition to cybersecurity careers



Veterans' Apprenticeship Program

HONORING HER SERVICE

ADVANTAGES

- ✓ All Women Veteran Cohort
- ✓ Customized Curriculum
- ✓ National Footprint
- ✓ Built-in IT Diversity
- ✓ Less than 5% turnover rate
- ✓ Women + Talent Pipeline
- ✓ Mentoring Program
- ✓ #buildyourownworkforce

Gain access to women veterans trained by Smoothstack, supported by WiCyS and selected by You.



We Create

Our team will work with you to create a custom program design for your needs



We Select

We select on merit-based principles, prioritizing skills and aptitude while removing hiring bias.



We Retool

We take candidates with existing skill sets and retool them to meet client specifications.



You Hand Pick

Interact with candidates and make your selection with the help of AI and data science.

TARGETED WORKFORCE PATHWAYS

#WICYS2021

24%



WICYS VETERAN APPRENTICESHIP PROGRAM



A. Arnold
Air Force Veteran



A. Renix
Army Veteran



A. Stephens
Marine Veteran



B. Vila
Army Veteran



H. Williams
Navy Spouse



I. King
Navy Spouse



J. Brooks
Army Veteran



J. Graham
Army Veteran



J. Rivers
Army Veteran



J. Sams
Army Veteran



K. Manzon
Army Veteran



K. Scott
Army Veteran



L. Sturgeon
Army Veteran



M. Brown
Army Veteran



M. Conahan
Air National Guard Veteran



M. L. Ludwa
Army Reserves Veteran



M. Rodriguez
Navy Veteran



N. Knight
Army Veteran



R. Pascua
Army Veteran



S. Simmons
Army Veteran



T. Simpson
Navy Veteran

Employer Partners: SentinelOne Bloomberg

WICYS.org

MICROSOFT

For the Microsoft Military Affairs team, advocating for veteran hiring is our top focus. Since 2013, MSSA is our 17-week training program...As we near a milestone 3,000 graduates.



200,000
transition
yearly

WHY I WROTE TWO PROPOSALS FOR FORTUNE 500 COMPANIES TO HIRE & TRAIN RAW TALENT OVERSEAS





GOLD STAR
GAMERS

★ [MAKE A DONATION](#)

[ABOUT US](#) + [PLAY](#) + [EVENTS](#) + [HELP US](#) + [FAQS](#) + [CONTACT](#)

[OUR PROGRAM](#)

[OUR TEAM](#)

[OUR PARTNERS](#)



HOPE & HEALING FOR MILITARY KIDS THROUGH COMPETITIVE GAMING

THIS IS THE MISSION OF GOLD STAR GAMERS





**A CHILD'S FACE WHEN HE SAYS 'GOODBYE'
FOR THE LAST TIME**

Gold Star Gamers helps these kids
rebuild after the traumatic loss.

HOPE AND HEALING THROUGH GAMING

- 100,000 kids have lost a military parent
- At-risk for PTSD
- Pull away from friends and school
- Fearful surviving parent will die
- Low self esteem
- 95% game
- Gaming is an important part of military family culture
- Kids game as a way to process emotions
- Kids need to communicate with others
- Kids need to build self esteem
- Kids need something to look forward to
- Kids deserve joy

Mentorship & Training Camps



Make-a-Wish





- ✓ Group Bonding
- ✓ Joy
- ✓ Mother-Son Relationships
- ✓ Goals & Motivation
- ✓ Communication
- ✓ 400,000 twitch views
- ✓ Most engaged esports event at stadium
- ✓ Request from other pro athletes to participate
- ✓ Kids continue to play together

What is next?

- ✓ Industry-Supported after school camps
- ✓ Veterans Day Event at Shenandoah University
- ✓ December Celebrity Virtual Event
- ✓ 25 gaming set ups to 25 kids that lost their parent last year
- ✓ Texas Spring Event

Want to help us continue the mission?

Martha@goldstargamers.org

A dad is someone who wants to catch you when you fall. Instead he picks you up, brushes you off and lets you try again.

