

FUNDING REQUEST TEMPLATE

Name of Working Group:

National CISO Committee on Information Protection (NCSIP)

Project Title:

Cybersecurity Talent Attraction and Retention Problem in Canada's Public Sector

Project Authority / Lead Contact:

Martin Dinel, Alberta – NCSIP Chair

Brief Description of Project (i.e. problem statement, value proposition, scope of work):

Cybersecurity teams across the Canadian public sector are facing serious staffing issues, having difficulties in identifying, attracting, and retaining qualified and experienced cybersecurity professionals.

This request is to identify funding and a partner to complete a study that may be leveraged to help resolve the above stated issue. The study should include a comparative analysis of the criticality of the problem across all jurisdictions, an analysis of cybersecurity compensation expectations across public and private organizations in each jurisdiction, and recommendations to improve the ability of our organizations to attract and retain cybersecurity talent for each jurisdiction.

Identified partner will work with jurisdictions' cybersecurity leads via the National CISO Subcommittee on Information Protection (NCSIP).

Project Deliverables:

Cybersecurity Talent Attraction and Retention Study across the Canadian Public Sector:

- Problem Analysis
 - Statistical analysis of the situation across each of the federal, provincial and territorial jurisdictions (turnover statistics and hiring statistics versus approved staff complement)
 - Qualitative analysis based on CISO interviews outlining particular roles that have been difficult to hire into, or to retain staff into, across all jurisdictions
 - Cybersecurity related roles and related compensations for each jurisdiction
- Environment Analysis
 - Study of non-government proper public and private sector cybersecurity salaries in each jurisdictions (targets: banking industry, energy and utility industry, other public agencies)



- Recommendations
 - Recommendations for each jurisdiction, based on Problem Analysis and Environment Analysis

Estimated Commencement Date:

November 2022

Estimated Completion Date:

February 2023

What specifically will the funding requested be used for?

Identify and select an appropriate service provider to perform the study within the required timeframe.

If consultants are to be hired, what is the selection process? Please include Scope of Work.

Hoping that a federal PQR can be leveraged to quickly identify a partner – if not, a Request for Proposals could be leveraged.

Are there additional materials attached to support this request? No

Amount of Requested Funding (excluding HST): \$150,000 (based on an estimate of 50 hours per jurisdiction and 13 jurisdictions, coming up to 650 hours to complete the work at a cost of \$225/hour)

If the ICCS is to provide Procurement and Contract Management support, a 10% of the total contract amount to be added to the total requested amount.

Is this new funding or supplemental funding?

New request for funding

Are you proposing to use surplus funding from other project(s)? N/A

If “Yes,” which project(s)?

How much? \$_____

Have the Joint Councils already provided any funding for this project? No

If “Yes”, How much? \$_____ When? _____

Have these funds been fully expended? N/A



If “No”, what is the remaining balance of these funds? \$ _____