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Re-imagining your cyber workforce

The talent shift to alternative
pathways



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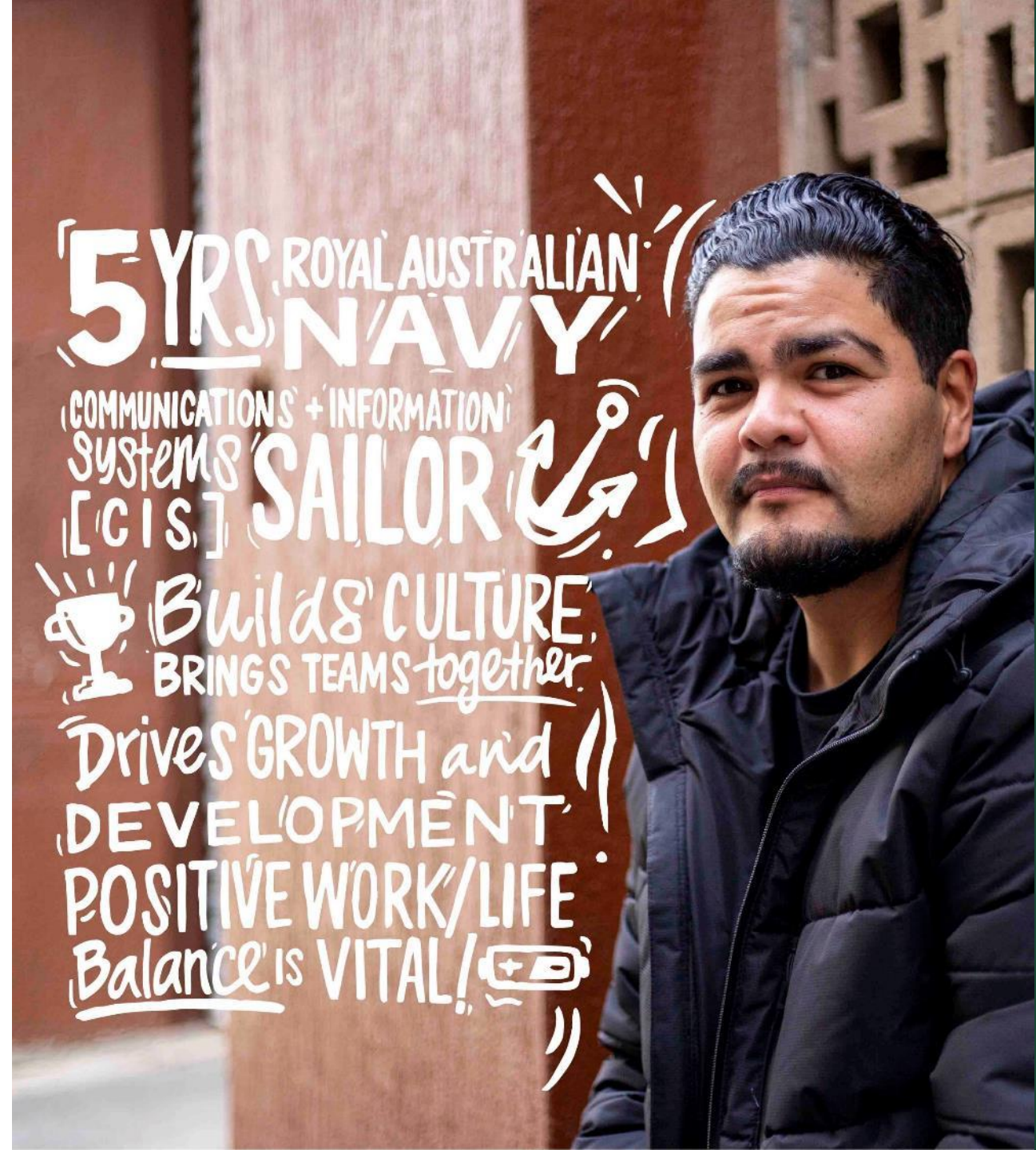
Rethinking how we build the workforce of the future

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Talent creation

Our diverse talent pool of more than 100,000 is made up of people from underrepresented groups including GED graduates, military veterans, neurodivergent individuals, First Nations peoples, and women in tech.

We take a holistic, skills-based approach to talent creation, aligning each candidate's natural cognitive abilities, existing skills and ideal culture fit with an organization's requirements, then delivering rapid training programs to make them job ready.



We future-proof workforces by creating productive teams



Market leading psychometric and aptitude assessments match individuals to new digital careers.



Globally accredited training makes individuals rapidly proficient in high demand tech roles.



Certified individuals are matched to a team, deployed into your organisation and hit the ground running.



Continuous learning helps employees become experts and keeps your team ahead of market requirements.



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Panel discussion



Dan Maslin
Group CISO

Nicki Doble
Principal Advisor

Andrew Webster
Global CISO

Tainui Kingi
Cyber Risk Analyst



What to take away

- **Traditional hiring models are no longer enough**

The talent shortage demands new thinking—alternative pathways like veteran and career-changer programs are proving essential to closing the cyber skills gap.

- **Diverse backgrounds drive better security outcomes**

Career changers bring maturity, unique perspectives, and critical thinking that enhance decision-making and team performance in cyber roles.

- **Seek out innovation and best practice**

From the work Monash is doing to Singapore – seek out and learn from how others are leading the way in workforce transformation—offering adaptable models for scalable, skills-based hiring.

- **Reskilling success stories show what's possible**

Candidates like Tai demonstrate that with the right support and training, individuals from non-traditional backgrounds can thrive in cyber roles and add immediate value.

- **Start small, think big—make the shift now**

Whether you're building your first pilot program or expanding a new talent pipeline, now is the time to rethink who you're hiring and how you're assessing potential.



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Thank you



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