

Information for **Employment Partners**



PURPLE TEAM
AUSTRALIA

WHY BECOME AN EMPLOYMENT PARTNER?

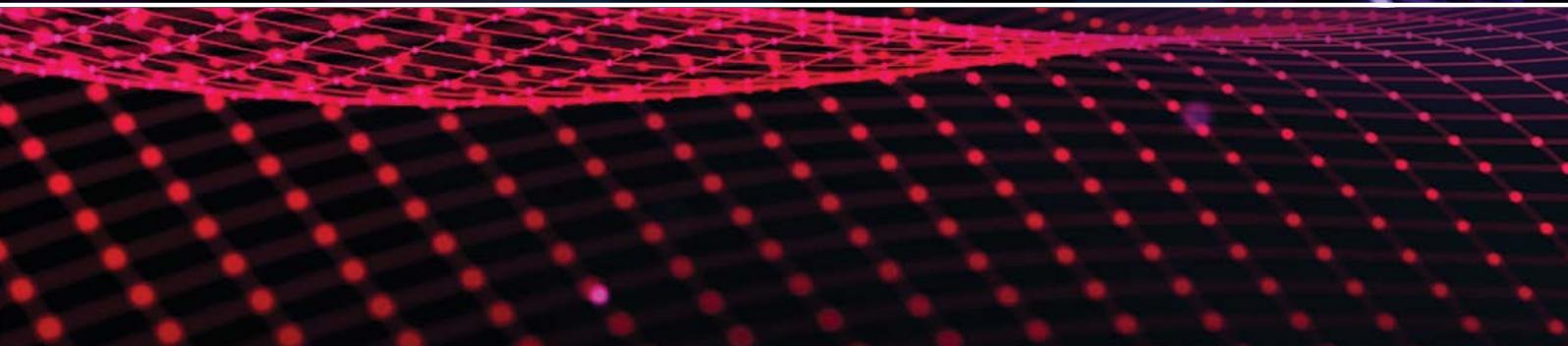
The shortage of job-ready cyber security talent in Australia represents a significant challenge to the economic growth of our country. Research demonstrates that it's driven by tough competition for talent, a skills gap, lack of diversity and an ever-changing threat landscape.

The Purple Team Australia Program has been designed, developed and implemented by partners who understand the challenges facing Australia's cyber skills shortage and underrepresentation of diversity in the industry. In its simplest form, Purple Team Australia is a cyber security talent pool upon which employers can draw upon interested candidates who are matched as being a right fit.

The Program employs a holistic solution to this challenge rather than a piecemeal approach, representing significant financial savings to you as an employer who:

- Conducts in-house advertising, interviews and selections for job vacancies
- Engages external recruitment agencies for job vacancies
- Delivers in-house training or engages external training as candidates were not job-ready and
- Manages ongoing staff turnover in a competitive recruitment market.

The six month Program encompasses a right person, right skills, right employer approach with our dedicated Talent Identification and Management Partner commencing their process from the moment your potential candidate submits their application to the day they are engaged by you. They understand your needs, the candidates needs and in a whole-of-person and whole-of-employer assessment process the Program delivers an 'Employment Match.'



Employment Match

Having the right skills set, the right person, and the right employer fit can bring a range of benefits to both the employer and employee including increased productivity, higher job satisfaction, improved employee engagement, improved employee retention, and an enhanced employer brand. By taking the time to listen, understand and document the candidates strengths, weaknesses, goals, motivations, short and long term career aspirations, personal circumstances and professional development needs, our aim is to match our students with the perfect employer.

The applicant's journey commences with the application, and if the criteria around citizenship and English language ability is met, an interview will follow with Uplifting People, the Talent Identification and Management partner for the program. During the interview if the applicant displays a positive character and demonstrates motivation to complete the program successfully, the applicant will be invited to complete a series of bespoke Cyber Security aptitude assessments; these will assess the applicant's suitability for the theoretical and practical components of the program as well as assessing cognitive and behavioural traits. If successful, the applicant will be enrolled into the PurpleTeam Australia Program.

To maximise the rate of success when matching potential candidates to employers a Student Profile will be shared with Employment Partners. The profile will outline a student's progress from their initial application to final assessment in the Program. Assessments will encompass qualitative and quantitative metrics and objective and subjective assessment from Talent Managers, Instructional Staff and Mentors. The aim of the Student Profile is to give Employment Partners a window into a potential employer, such as their aptitude, attitude, motivation, their journey, their needs, their strengths, weaknesses, their personal and professional development during the program to help align the student with the right employer.

Employment Partners are encouraged to be part of the In Residence Sessions, which are half day online sessions to help you promote your company and give a feel for what it's like to be part of your Cyber Security Team. We hope these sessions will offer students a window into your organisation and help identify the right environment for them to thrive.

Employer Considerations

To achieve greater inclusion of First Nations Australians in the workplace, it's important for organisations to be mindful and consider adopting culturally appropriate practices and policies that recognise and respect their unique needs and perspectives. This may include providing cultural awareness training, offering flexible work arrangements, and providing opportunities for leadership development and career progression. PTAP program partners can help employers to navigate some of the unique cultural and social considerations associated with this demographic and are on hand to offer help and guidance.

ABOUT THE PROGRAM

Purple Team Australia Program has been developed as a collaborative partnership across industry, education and not-for-profit sectors between:

- Cybermerc Pty. Ltd.
- Baidam Solutions Pty. Ltd.
- AustCyber
- Anomali
- Australian Women in Security Network
- Uplifting People; and
- University of Tasmania,

The Purple Team Australia Program focuses on four key challenges to achieve success:

Collaboration – the right delivery partners to add value to the participants and the program outcomes

Increased Diversity – a bespoke training program, built from the ground up, that addresses challenges faced by First Nations peoples and women, to ensure maximum participation

Remote and rural areas – providing access to those outside of traditional metropolitan opportunities

Employment – work experience placement with interested employers with a view to employment to ensure a 'right skill, right person, right employer' fit.

Program Aim

Within the cyber security industry, professionals in defensive roles are commonly referred to as 'blue team' and offensive professionals are known as 'red team'. The concept of the Purple Team Australia Program combines blue and red teams, working together in partnership to support Australia's national interest, security and prosperity.

The aim of Purple Team Australia Program is to:

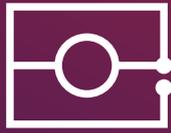
- increase the quality and availability of job-ready cyber security professionals in Australia;
- attract participation from women and First Nation Australians into the cyber security industry; and
- ensure the development of a cyber security workforce that meets industry needs.

BENEFITS OF BECOMING AN EMPLOYMENT PARTNER

Becoming a Purple Team Australia Employment Partner will provide you with access to a talent pool that provides fresh perspectives, expertise and diversity of thought from women and First Nation Australians, alignment with your organisational values, assist you to attract and retain cyber security professionals and helping to build a sustainable pipeline of cyber security talent for the future.



Students have learned the latest best practices in cyber security, which can help you safeguard your business against cyber threats and attacks.



Gain a better understanding of First Nations Australians and build stronger relationships with First Nations communities.



Actively seeking First Nations Australians and female candidates for your vacancies provides access to a wider pool of skilled cybersecurity professionals, who might not otherwise have considered a career in cyber security.



In building a more diverse cybersecurity team, employers create a more collaborative and productive work environment.



Employers participating in the program provides networking opportunities and potential partnerships with other organisations, including other employers and educational institutions. This can help create a more collaborative and innovative cybersecurity industry in Australia.

HOW TO APPLY

Thinking of becoming an Employment Partner?

If you can answer YES to the following questions, we'd love to hear from you!

- ✓ We have, or will have entry-level cyber security vacancies
- ✓ We can commit to the Employment Match process
- ✓ We can commit to providing an inclusive workplace for potential candidates
- ✓ We would like to be advertised as an Employer of Choice on the Purple Team Australia website

To become an Employment Partner, please register your interest via Apply Now on the website and a Talent Manager will contact you with further information on undertaking the Employment Match assessment.

You will be advised if successful through the Talent Manager. If successful, you will receive your Purple Team Australia Employer Pack which will include Program Schedule and further information plus Program merchandise.

If you'd like to know more about Purple Team Australia and feel you have the right environment to support the next generation of Women and First Nations Australians Cyber Security professionals, please reach out.

If you're ready to apply, head to www.purpleteam.au/applynow

For further information or if you would like to speak with our Talent Managers email info@purpleteam.au

Take the first step towards a more secure and diverse future for your business and join the program as a Purple Team Australia Partner.

PROGRAM INFORMATION

Program Delivery

The Purple Team Australia Program is a six month program commencing in June 2023 and participants will be provided with:

- Self-paced online learning, instructor-led teaching sessions and instructor-led in person sessions
- Delivery through University of Tasmania and Cybermerc Learning Management System
- Additional learning and support through:
 - Fortnightly mentor sessions
 - Monthly in person or online 'Expert in Residence' events
 - Regular sessions with Talent Manager for job readiness
 - Specialised vendor training and certification
- In-Residence sessions online and in-person with potential employers
- Dedicated Talent Manager to assist in employment readiness.

The program will culminate with a National Capture The Flag Challenge finale and Graduation Ceremony in Canberra during a three day conference.

Program Learning Outcomes

Purple Team Australia Program consists of four units to ensure students attain basic knowledge and skills in:

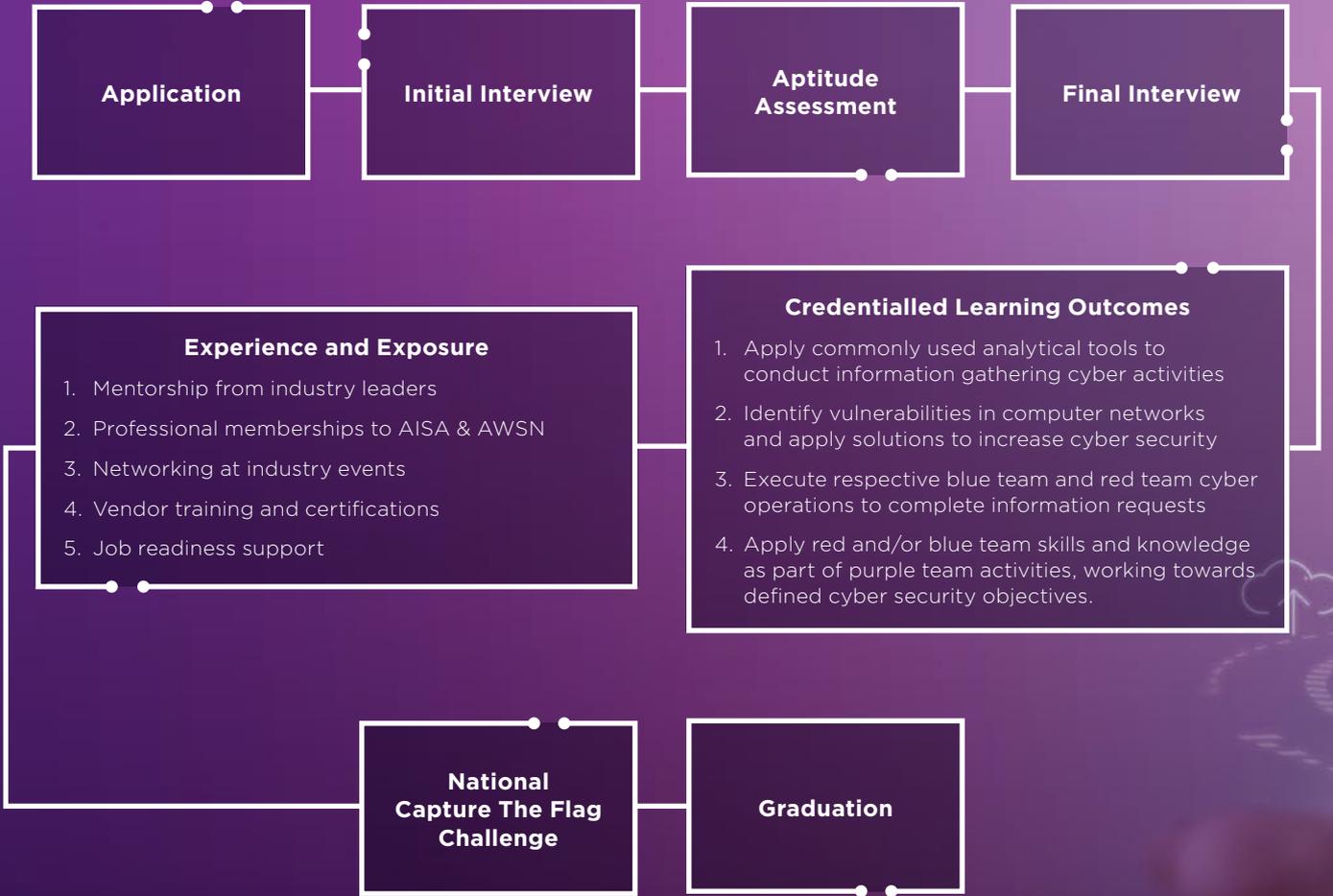
- IT and Cyber Security Essentials
- Blue Team Operations
- Red Team Operations; and
- Purple Team Operations

Upon completion students will attain the following Learning Outcomes:

- Apply commonly used analytical tools to conduct information gathering cyber activities
- Identify vulnerabilities in computer networks and apply solutions to increase cyber security
- Execute respective blue team and red team cyber operations to complete information requests
- Apply red and/or blue team skills and knowledge as part of purple team activities, working towards defined cyber security objectives.

Program Employment Pathway

The Program aims to have students ready to enter the cyber security workforce at an entry level position and set them up for success in a cyber security career.



Program Schedule

Purple Team Australia will have two intakes: June 2023 and June 2024 with 160 students participating in each intake over a six month program.

Employer Partner Applications are now open with a closing date of 10th May 2023. A closing date is essential to ensure we have happy homes for all 160 participants and are mindful that prospective employers may need time to build the foundations in place to offer a supportive and flexible environment for their new employee. However, we may extend application due dates on a case by case basis.

The program concludes with a Graduation Ceremony on 29 November 2023 in Canberra with Employer Partners receiving VIP invitations and opportunities to network with all students and may be chosen to address the attendees.

Program Costs

If you would like to be a Purple Team Australia Employment Partner and offer employment to one of the students the fee is \$7,999 + GST.