

# CYBERSECURITY WORKFORCE DEVELOPMENT FOR SMALL DISTRIBUTION UTILITIES: CHALLENGES AND SOLUTIONS

TUESDAY: SESSION 3, TRACK 3

## SESSION CHAIRS

---

- Abraham Ellis, Sandia National Laboratories
- Emma Stewart, National Rural Electric Cooperatives Association

## PRESENTERS

---

- Delaine Orendorff, National Rural Electric Cooperatives Association (NRECA)
- Olga Lavrova, New Mexico State University (NMSU)

## SESSION ABSTRACT

---

The electric utility sector is increasingly working with industrial control systems (ICS) and Intelligent Electronic Devices (IED) on both sides of the meter. Utilities that serve small cities and rural areas face a particularly difficult challenge in attracting and keeping staff with the technical skills required to configure, upgrade and manage these increasingly complex systems, and there are limited options to increase these skills in existing staff. Workforce development related to cybersecurity are particularly challenging and pressing given the increasing dynamic nature of application space. This session will discuss approaches to establish a robust and sustainable workforce development programs to increase the technical capacity of existing staff of small and rural electric distribution utilities.