Intern Down for What?!
About Me

• I do security stuff
• Managing Security Consultant at GuidePoint Security (I manage Intern program)
• OWASP Orlando – Founder/Co-Leader
• B-Sides Orlando – Founder/President
THERE ARE SOLUTIONS

Even to the hardest problems.
The Problem

• Junior InfoSec folks can't find jobs
• Companies can’t find qualified employees to do InfoSec
• I dunno, call me crazy, maybe there’s a gap we can fill?
Who Else is Trying to Solve this Problem?

• Everyone is – but using old and ineffective techniques. Recruiters are vampires!
• InfoSec Mentors
• InfoSec Burnout – Jack Daniel
• Breaking into InfoSec – Multiple projects (DigiNinja, Brian Krebs, many more)
When I say Intern

You probably think

• Coffee
• Copies
• <insert remedial task>
What interns really look like
You are not a special snowflake

• Do you really think these kids can’t do the work?
• Don’t make the work harder than it needs to be.
• Leave your ego at the door
• If interns fail its not their fault, its YOURS.
Interns are probably smarter than you

• They grew up in a different world than you did
• Hacking is not esoteric, its becoming common
• What we did for fun as kids, gets kids today arrested
• Kids just wanna have fun, have fun with them!
• Create productive outlets for their creativity
• Help guide their moral compass
GREAT SUCCESS!
Intern Success

• My interns won NCCDC this year
• They placed top 5 at CSAW
• They consistently win or place top 5 in various coding and hacking challenges
• They producing amazing quality results for work we assign them
• It’s not me. Its THEM!
• It’s all about passion and vision
WOULD SODIUM TAKE A CHANCE ON THIS ELEVATOR?

NA
Take a chance

- Risk is pretty low
- Great way to do trial run on potential employees
- Pay your interns at least twice what they’d make at Starbucks
- Give them interesting work, yes even billable
- Plan out Intern projects beforehand
NOT SURE IF INTERN
OR SLAVE
YO MOMMA SO UGLY,

EVEN HELLO KITTY SAID GOODBYE.
What comes next?

- Keep the good ones at the end of the summer
  - Define progression plans
  - Be flexible with work schedules
  - Have reasonable expectations
- Some have potential but aren’t quite ready to be grownups. Provide feedback to those that don’t make it
  - Sometimes they can surprise you next year
- Run away from the really scary ones
  - Like really really far away.
Building Communities

• Grow the talent pipeline
• Do awesome stuff. Help others do awesome stuff.
• Get involved
  – Organize a low cost or free event that is n00b friendly
  – Give a talk at a user group or college club
  – Identify local talent and mentor them
  – Communicate programs like Google Summer of Code
  – OWASP provides lots of great opportunities for kids looking for interesting security projects
What are the best (and worst) ways you've seen companies try to engage you for internships?


Intern 2 - Guidepoint was good. The interview involved a lot of open ended questions, and it seemed like my interviewer wanted to see what I knew, and wasn't just reading off a list of questions

Intern 1 - Worst: The shotgun approach. Talking at students is cool, but companies need to talk to students

Intern 2 - The worst would probably be random phone calls and emails with very generic / pre recorded messages.
How can companies better reach their target audience when trying to create or grow their internship programs?

Intern 1 - Go to the target audience and teach them something cool. I want a company to come and demonstrate their own passion - without marketing BS.

Intern 2 - I think the best way to do so is reach out to extra curricular programs and announce they are looking for new interns. That, and target university students at security conferences. a lot of companies say they are hiring, but not many advertise they are actively seeking interns.
Questions?