Executive summary

Program synthesis and main issues
Our program focuses on improving the learning experience and the efficiency of training / education related to security and safety areas, and has the following objectives: - Enforce current training approach for security and safety topics by privileging return of experience and testimonies; - Analyze and deliver a long life training system dedicated to safety and security, closed to company and people needs and customized according to user profiles and strategic workforce planning; - Define a new innovative way to teach progressively security and safety and both combined; - Offer opportunities to inexperienced people to easily assimilate these competencies by compensating the lack of theories, norms and techniques with reusable "use-cases"; - Compensate the future 10 years deficit of experienced people in charge of security or safety, in particular for SME by speeding up their level of experience.

Deliverables
Training product, composed of : - A classification of competency needs according to different trainee profiles; - A training path adjusted to different trainee profiles; - A method to define specific training courses on security and/or safety level based on field experience; - A set of e-learning training sessions based on testimonies that facilitate decision making; - A training social network / community to maximize our program durability; - A user-club association to promote program results.

The following paragraphs explain reflection elements that conducted to build this program.

Administration and Enterprise are extremely dependent of information and related processes, and that, in more and more business sectors. For example, healthcare industry is willing to protect personal patient data confidentiality and integrity, transportation sector wants to ensure reliability of on-board computers, and energy field of business rely on information to avoid any malfunctioning of a nuclear power plant… European Commission aware of this issue has created ENISA (European Network and Information Security Agency) to face it all over European countries.

Unfortunately, new threats and vulnerabilities are emerging: nowadays large scale attacks can be launched from everywhere in order to damage these ICT (Information and Communication Technologies) and can impact for example plane functions or a hospital capacity to correctly deliver treatments.

Therefore, substantial investments have been made in research, development of solutions, methods and standards during the last 20 years. As a result, we assist to an improvement of the level of protection against some of these threats but human part inside protective device is today clearly the fail in the chain.

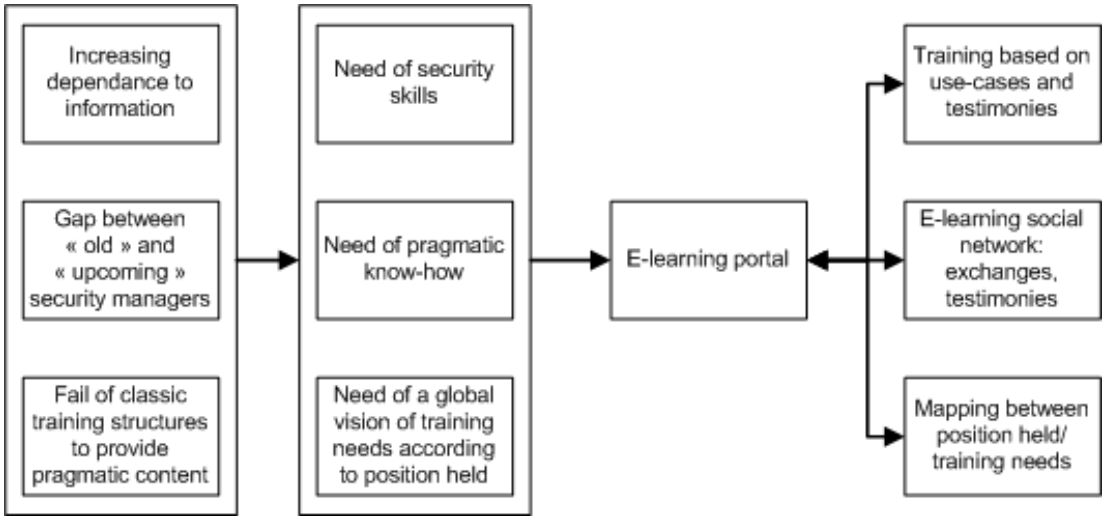
Today, there is a gap between those who hold security manager positions (the "old" generation) and those who will hold such positions in the near future (the "upcoming" generation). The first ones are still working in large companies and holding their position with full appropriate knowledge and relevant experience. They are mainly issued from military sector and are going to retire in approximately 5 years. The second ones, the "upcoming" generation of security/safety actors, are now holding their positions with probably full knowledge about security and safety aspects and/or are just graduated of security/safety masters degree (especially in SMEs); but they, certainly, have a lack of real and relevant experience and experiments, that would/should help them to take better and quicker operational and strategic decisions. The new generation of quite recently trained people will be able to take security manager responsibilities in only 10 years (approximately), notably because such security/safety master degrees are available on the market for only 5 years. So during the next 10 years, we will have to deal with this lack of experience and of helpful reusable "use cases" for relevant decision making.

Moreover, if classic professional training can propose them an improvement of their skills thanks to several learning sessions about standards, remains the difficulty to have knowledge basis containing real cases and which enables to take decisions with specific lighting. There is a huge amount of e-learning sessions that are available in Europe to train actors, but they are not sufficiently experience based.

This means there is a huge need to provide an access to pragmatic and highly illustrated (with professional use cases) training for professional and people that are out of labor market but would like to reintegrate it, an real-time access that provide a wide

spectrum of training contents, all classified by level of expertise (notion of "training progression") and according to a given student typology (notion of "student's training progression "). A mapping of training needs with position held by people is necessary in order to have the capacity to address very specific trainings depending, both, on the targeted expertise level and on the initial student profile (original training and initial knowledge).

Following diagram summarizes the assessments, expressed needs and solution provided by our program:



Added value and benefit for members

Our program, by associating innovation to skill transfer, aims to meet current labor market requirements and companies' safety and/or security needs.

Such companies are obviously blind-minded and have difficulties to adopt an effective sensitization approach about security / safety. As a response, our program can provide them a new kind of tools for skill improvement.

Companies contributing to our user club will have the opportunity to use program deliverables as member.