

Intern Down for What?!

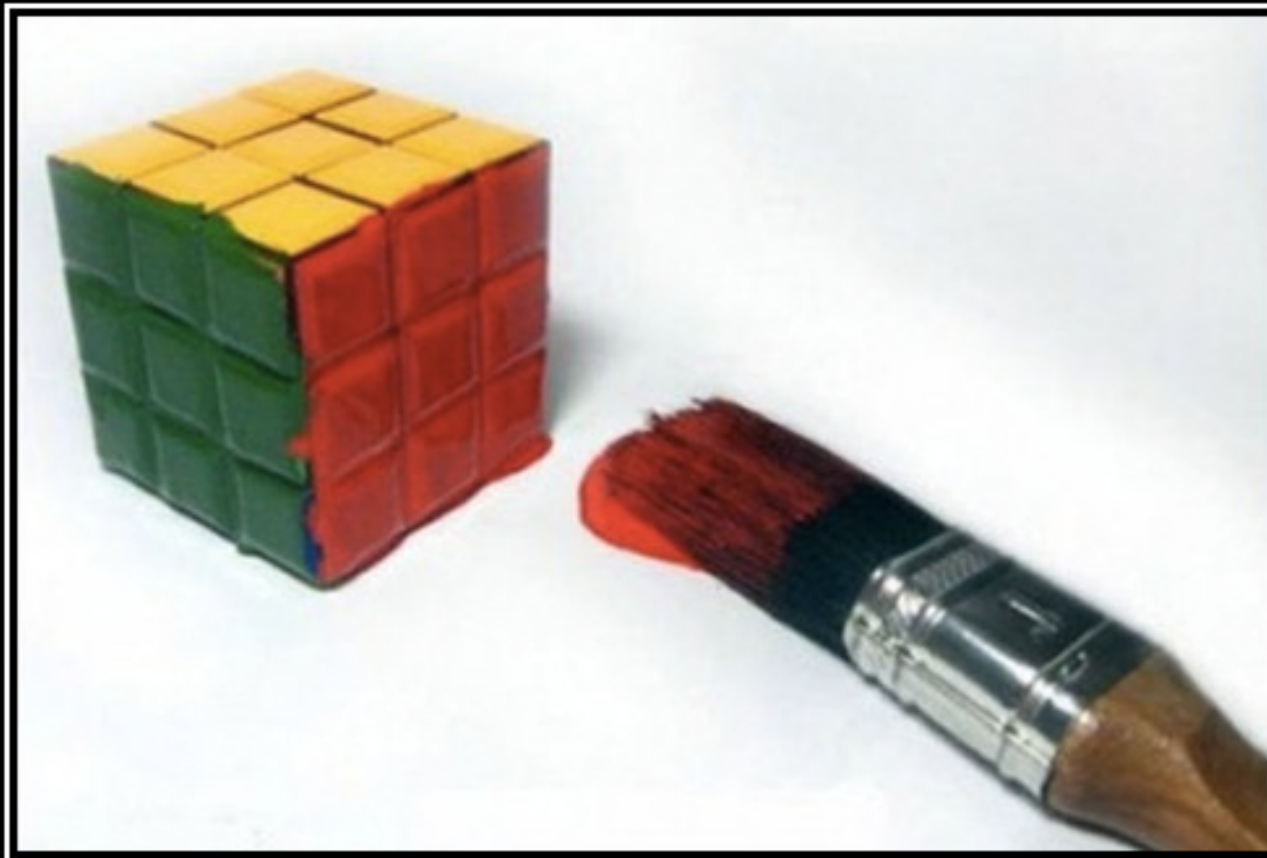
# 'Cuz Title



# 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 cant 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

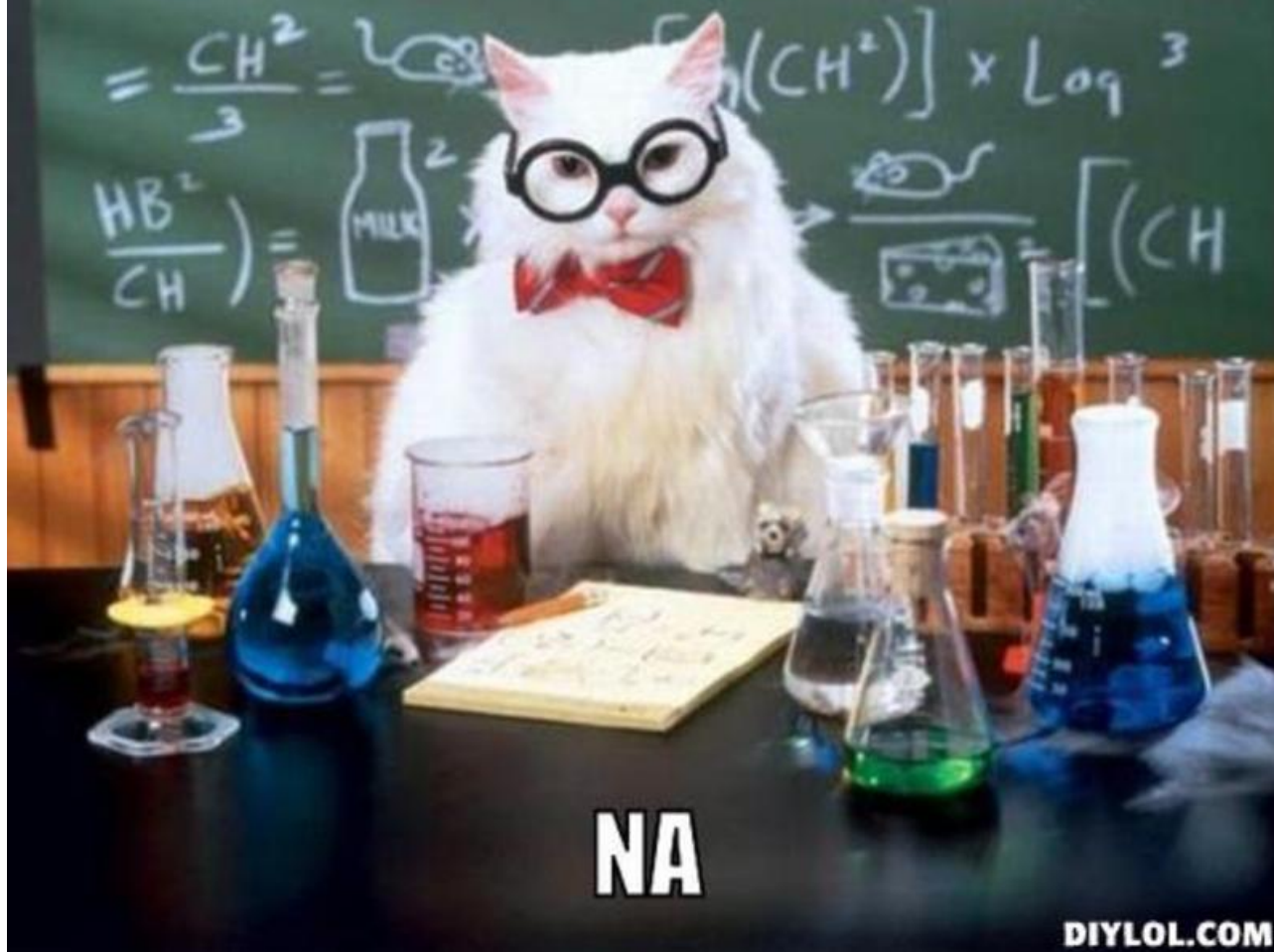
- They grew up in a different world than you did
- Hacking is not esoteric, its becoming common
- What we did for fun as kids, gets kids today arrested
- Kids just wanna have fun, have fun with them!
- Create productive outlets for their creativity
- Help guide their moral compass



# 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.**

BEINGLOL.COM



# 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

# Intern Quotes

What are the best (and worst) ways you've seen companies try to engage you for internships?

Intern 1 - Best: Direct engagement. The founder of GuidePoint invited me to lunch. Awesome.

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.

# Intern Quotes

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?