



Solving the Identity Skills Gap

What Skills are Needed and How Can We Grow New Talent



Miki Brotzler

Product Manager
Customer Authentication
National Australia Bank



Kevin Streater

Vice President
Knowledge Delivery & Community
ForgeRock



IDPro®



IDPRO®

IDPro – A brief history

- Kicked off in 2016 by a speech by Ian Glazer at EIC
- One-year incubation with the Kantara Initiative
- Formally launched as an international organization in 2017
- A place that identity professionals to belong, network and share knowledge
- Gives a voice and recognition to the practitioners.



IDPRO®

IDPro – Our mission

To foster ethics and excellence in the practice and profession of digital identity.

- Focuses on supporting the individual professionals and budding practitioners.
- Provides a place for identity professionals to belong, network and share knowledge
- Gives a voice and recognition to the practitioners.

IDPro – 3 Areas of Focus

- Body of Knowledge
- Members' Community
- CIDPRO®



Body of Knowledge



Membership



CIDPRO

1: **Body of Knowledge (BoK)**

- Available online to members and public
- Vendor-neutral compendium of curated articles by SMEs
- Forms basis of learning and certification for IAM practitioners
- Current: Issue 10 with over 30 articles
- Translated to other languages, starting with Spanish
- Always on the lookout for more authors!

2: Members' Community



Slack channels &
Meet-ups



Monthly newsletters



Event information and
webinars



Discounts for events
and certification



Skills survey

3: Memberships

- **Corporate:**
for companies that product digital identity-related technologies and services
- **Individual:**
for single IAM professionals and students of IAM, of all levels

Organizations join IDPro to

1. Hire and retain talent.
2. Offer employees an IAM career path.
3. Grow employee skills.
4. Participate in industry networking.
5. Give back to the IAM community.

CIDPRO™

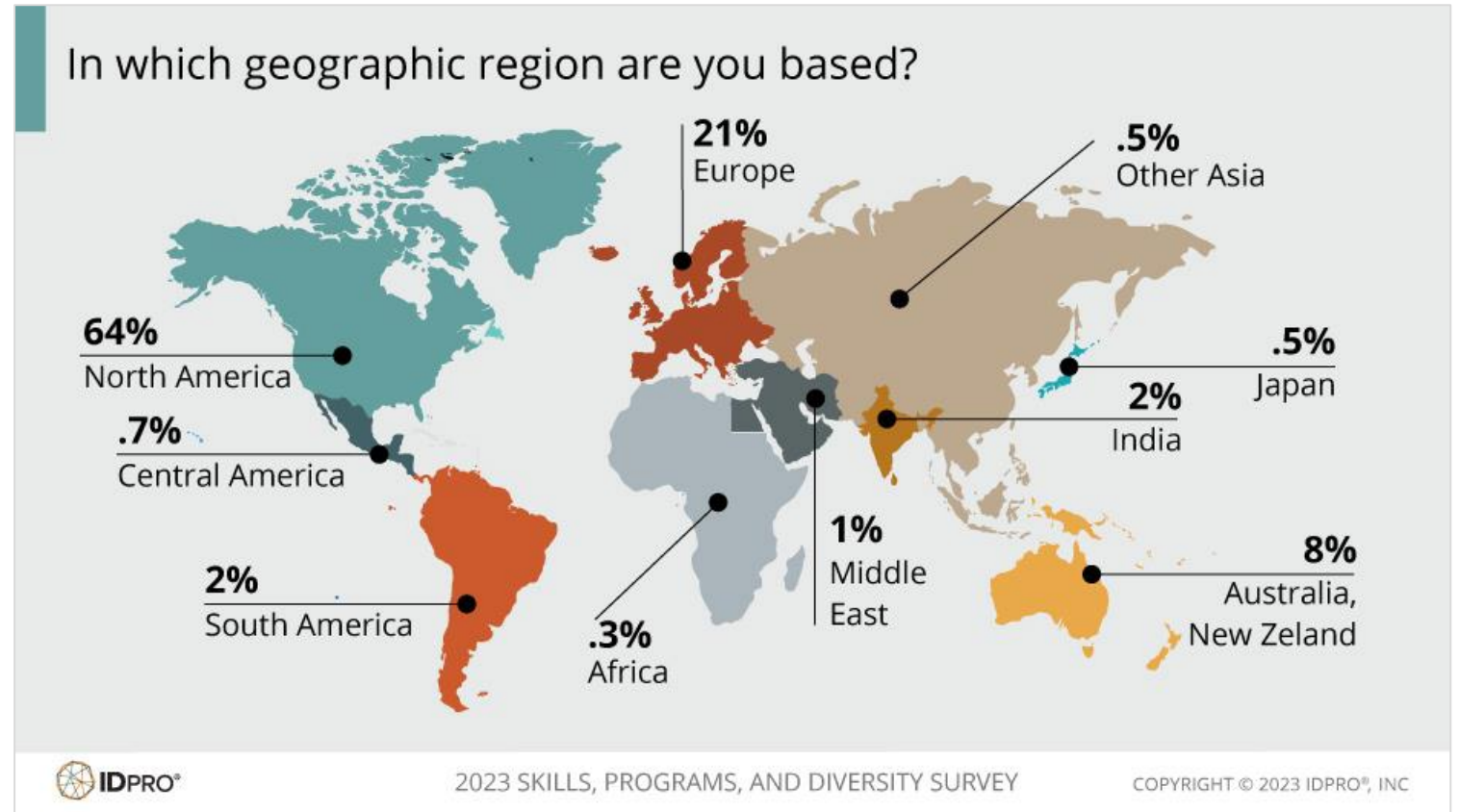
- Brainchild of founding members Sarah Cecchetti and Ian Glazer
- **CIDPRO** (*Certified Identity Professional*) provides identity professionals – and employers – a method for validating essential IAM industry knowledge.
- **CIDPRO** is a long-awaited, rigorous, vendor-neutral certification program.



Key Insights from Skills Survey

2023 Skills Survey

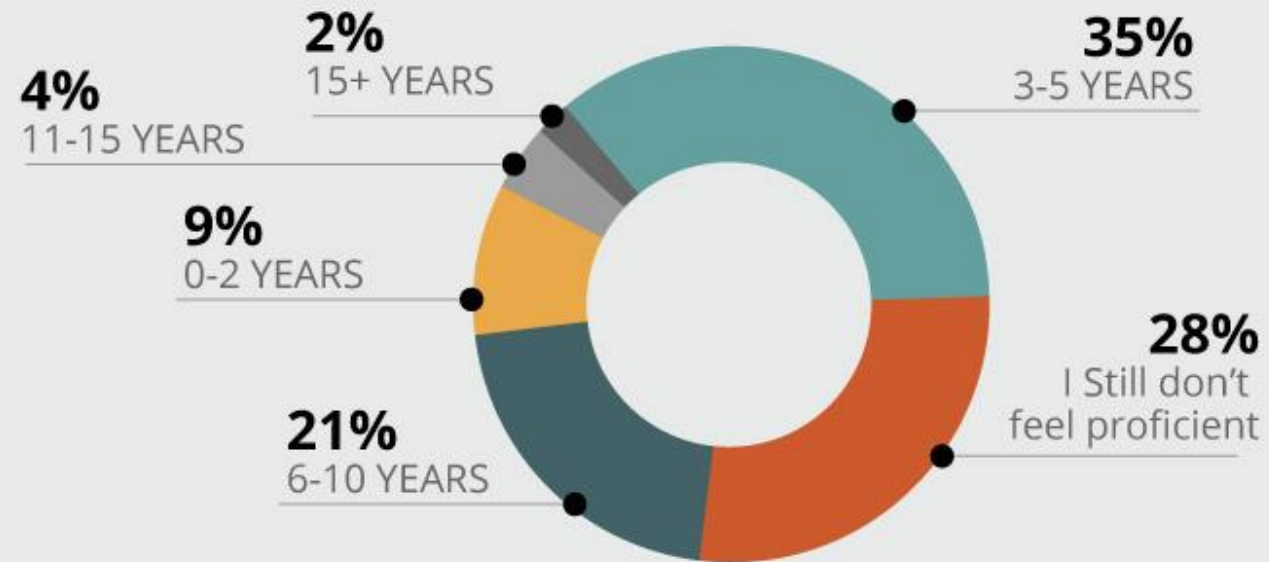
- 6th annual online skills and programs survey of the digital identity industry
- Responses from IDPro members and from non-members
- 331 total respondents



Top 5 Findings from 2023 Survey

- 1. Growing profession:** practitioners with 3-5 years experience up from 4th to 3rd place.
- 2. Those with 15+ years of experience:** still the majority but decreased by 10%.
- 3. Growth reflected in geographic distribution** – especially in ANZ
- 4. Growth in the industry:** High Tech followed by Consulting & Implementation Services. Government on par with Financial Services.
- 5. Authorization** back as a priority after a slight decline; authentication still a major organizational priority.

How long did it take you to feel that you're a proficient identity professional?



2023 SKILLS, PROGRAMS, AND DIVERSITY SURVEY

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Trends: Years to proficiency

| Years to Proficiency | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|-------------------------------|------|------|------|------|------|-------|
| 0 to 2 years | 2% | 5% | 6% | 9% | 9% | 9% ↑ |
| 3 - 5 years | 27% | 25% | 31% | 27% | 31% | 33% ↑ |
| 6 - 10 years | 38% | 34% | 26% | 26% | 27% | 20% ↓ |
| 11 - 15 years | 7% | 7% | 6% | 5% | 5% | 4% ↓ |
| 15+ years | 0% | 1% | 1% | 2% | 1% | 2% ↑ |
| I still don't feel proficient | 27% | 22% | 26% | 23% | 18% | 26% ↓ |

In which of the following areas do you have current or previous experience?

Top 8



Bottom 4



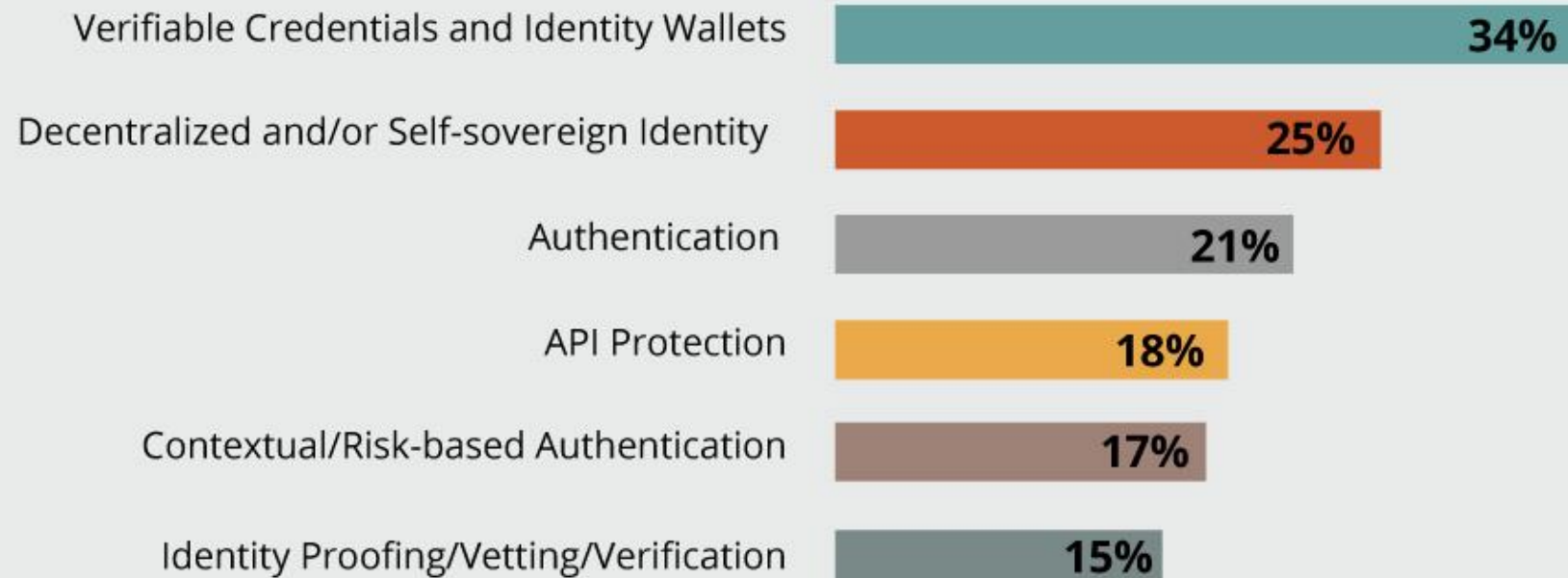
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Trends: Areas of Experience

| Area of Experience | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|-----------------------------------------------|------|------|------|------|------|------|
| Authentication | 84% | 81% | 76% | 75% | 80% | 83% |
| Web Access Management and/or Federation | 80% | 80% | 66% | 65% | 79% | 76% |
| User provisioning and Lifecycle Management | 79% | 79% | 67% | 72% | 74% | 64% |
| Directory Services including Active Directory | 75% | 75% | 70% | 65% | 70% | 61% |
| Role Management / Role-based Access Control | - | 72% | 62% | 69% | 72% | 69% |
| Authorization | 95% | 61% | 63% | 58% | 60% | 71% |

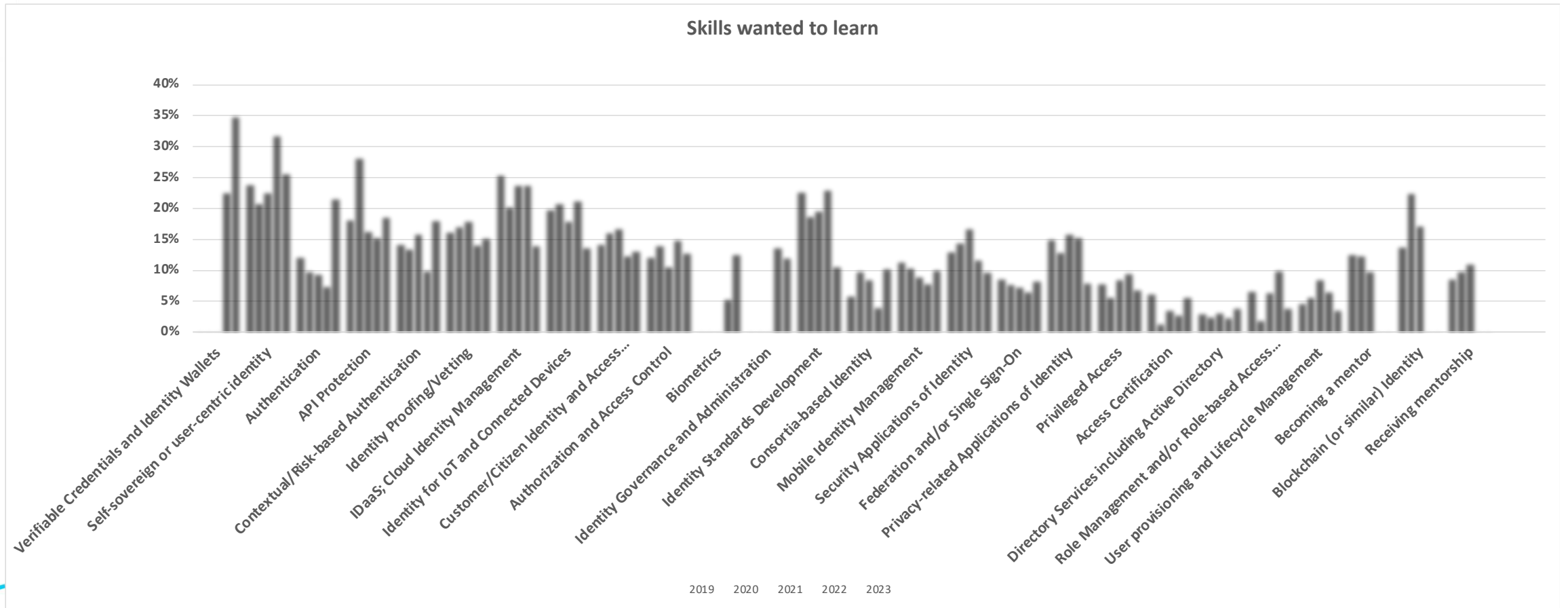
What are the top 6 identity-related areas you are interested in learning about in the next 18 months?



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Trends: Skills people wanted to learn



Technical Skills that were most useful

| Technical Skills | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|------------------------------------------------------|------|------|------|------|------|------|
| System Architecture | 85% | 72% | 65% | 56% | 50% | 62% |
| Cybersecurity incl. threat modeling & cloud security | - | 42% | 40% | 45% | 44% | 44% |
| Programming | 42% | 43% | 41% | 38% | 41% | 39% |
| Project and Program Management | 50% | 30% | 31% | 33% | 36% | 34% |
| System Administration | 29% | 25% | 31% | 33% | 30% | 30% |
| Cloud Architecture | - | 22% | 19% | 24% | 24% | 24% |
| Technical Writing | 29% | 23% | 22% | 22% | 25% | 23% |
| Networking and/or Network Management | 21% | 13% | 20% | 23% | 19% | 16% |
| Data Modelling | 25% | 13% | 16% | 11% | 18% | 12% |
| Data Science | 10% | 4% | 4% | 5% | 3% | 5% |
| Database Administration | 8% | 6% | 7% | 7% | 6% | 5% |
| Finance and accounting | 2% | 6% | 5% | 3% | 4% | 4% |

Non-Technical Skills that were most useful



61% Lateral thinking and problem solving



39% Ability to work in a team



31% Adaptability



30% Oral communication and presentation



30% Business Awareness



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Which do you think would have been most useful to you to ensure your professional success?



23%
Receiving
mentorship



14%
Peer to peer
networking opportunities



16%
Certification in one
or more areas of identity



14%
Vendor-neutral
technical training materials



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Demonstrating IAM Proficiency with CIDPRO

Reflections on the IDPro Skills Survey

The IDPro Skills Survey suggests that:

- Identity professionals are looking to reach proficiency by the 3 to 5 year mark
- Developing new identity experts is a multi-sector challenge
- Domain specific skill gaps are central to success especially authentication, authorization and federation
- There are many critical supporting skills such as systems architecture, cyber security threat modelling and cloud security, programming, project management and systems administration

A Path to Proficiency

Essential Knowledge
Foundations of IT systems
administration and security
e.g. CompTIA Network+

Foundational Knowledge

Attacks, Threats, and
Vulnerabilities
Security Architecture and Design
Security Implementation
Security Operations and Incident
Response
Governance, Risk, and Compliance
e.g. CompTIA Security+ & CASP+

Occupational Knowledge

Identity & Access
Management Skills
Supporting Skills
such as Cyber
Security and Project
Management



Introducing CIDPRO

Why this Certification and why now?

- Identity management is a multi billion-dollar global industry with growth expected to double in the next five years
- Identify professionals will benefit from a foundational and consistent measurement of knowledge
- Organizations looking for talent will be better able to assess a candidate's level of knowledge and expertise

Why has IDPro established a new credential?

- By launching a foundational Certification Program, IDPro is supporting its mission to globally foster ethics and excellence in the practice and profession of digital identity, and to be the tide that lifts all boats.
- A rigorous, vendor-neutral certification for identity and access management is one of the most valuable things we can deliver.
- IDPro's intention to build on the foundational exam by adding incremental and specialized certifications as well as badging in the future

Benefits of IDPro Certification

| Candidates | Industry |
|----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Stretch (expand) IAM knowledge by identifying and filling gaps | Provides a focused development path for employees |
| Validate personal experience and expertise | Baseline of proficiency demonstrated supports recruiting |
| Credibility and employability within industry through proven vendor-neutral foundational knowledge | Credibility of certified employees with customers, solution partners and vendors |
| Demonstrates commitment to industry and to learning | Vendor-neutral and foundational industry knowledge increases talent pool for all |
| Recognition of knowledge and achievement through public Certification and Badging | Addresses IAM skills shortages in key area such as software development, implementation and security architecture |

Comparator Exams

Supportive/Complementary

- Project Management Professional (PMP)
- Cyber Security Professional (CISSP)
- Certified Information Security Manager (CISM)
- Vendor Exams

Related with different focus

- Identity Management Institute Exams (CIAM, CAMS etc.)
 - Governance orientated
- CompTIA Exams (Network+, Security+)
 - IT technician focused
- IAPP Exams (CIPM, CIPE, CIPT)
 - Privacy orientated

Target Candidate

Certified Identity Professional Credential

CIDPRO is designed for digital identity professionals, with a least two years experience working in digital identity, who want to:

- Expand their IAM knowledge by identifying and filling skill set gaps
- Validate personal experience and expertise
- Earn credibility and enhance employability
- Demonstrate commitment to the industry and to continued learning
- Be recognized for skills and achievements through public Certification and Badging

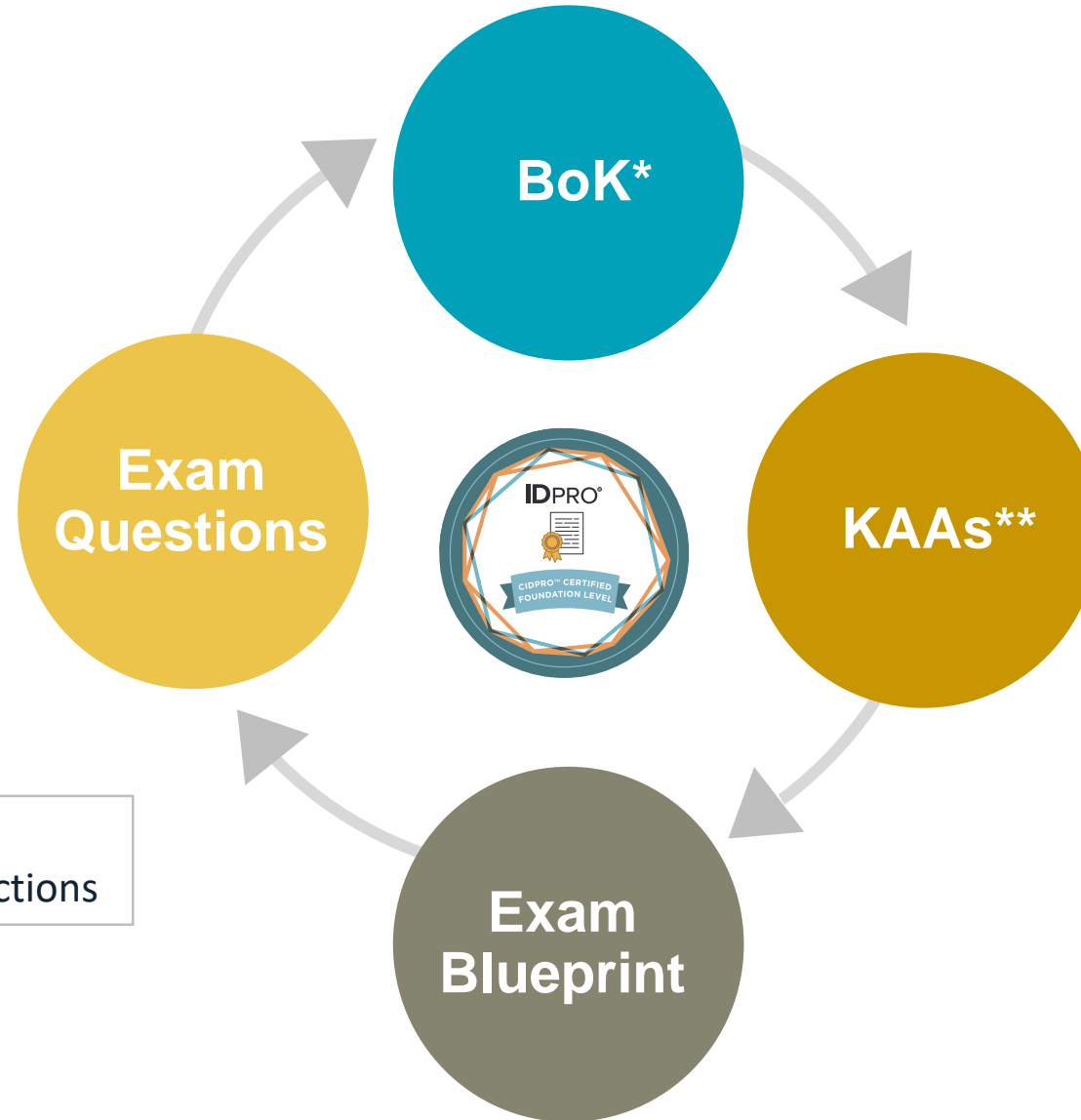
Candidates for CIDPRO Credential

CIDPRO is industry sector agnostic and vendor neutral, and designed for individuals working or planning to work in roles such as:

- Security architects configuring systems and creating policy.
- Access Management and Authorization professionals
- Software engineers and software developers (coders).
- Technology professionals working in mobile or cloud-based solutions and services
- Identity System Administrators
- Information Risk Management professionals
- IAM, Privacy and Cybersecurity consultants
- Identity Verification and Authentication, Identity Theft and Identity Lifecycle Managers

CIDPRO – The Details

CIDPRO Development Process



*Body of Knowledge

**KAAs = Knowledge Area Abstractions

Certified Identity Professional (CIDPRO)

Evaluation Objectives:

1. Basic elements of an identity solution
2. Identifiers, identity lifecycle and identity proofing
3. Security for identity
4. Rules and standards
5. Operational considerations

CIDPRO – The Details (1)

OBJECTIVE 1: Explain the basic elements of an identity solution

- 1.1 Explain identity system components
- 1.2 Determine appropriate architectural patterns for identity
- 1.3 Differentiate the identity requirements of customer, workforce, and partner audiences
- 1.4 Identify the difference between the management of non-human and human identities
- 1.5 Explain the implications of privacy, ethics, and bias in relation to identity solutions

OBJECTIVE 2: Describe identifiers, identity lifecycle, and identity proofing

- 2.1 Demonstrate an understanding of the role of identifiers in the identity lifecycle
- 2.2 Describe the characteristics of a digital identity lifecycle
- 2.3 Identity proofing and identity binding

CIDPRO – The Details (2)

OBJECTIVE 3: Know the core concepts of security for identity

- 3.1 Demonstrate and apply an understanding of fundamental authentication core concepts
- 3.2 Demonstrate an understanding of fundamental authorization core concepts
- 3.3 Demonstrate an understanding of fundamental access management core concepts
- 3.4 Explain the cryptographic essentials of identity systems
- 3.5 Describe common security exploitations, vulnerabilities, and best practices
- 3.6 Demonstrate an ability to do high-level threat modelling on common identity architectures

OBJECTIVE 4: Describe the rules and standards that relate to identity

- 4.1 Demonstrate an understanding of the different levels of legal rules that apply to identity systems
- 4.2 Explain various approaches to compliance for identity systems
- 4.3 Enumerate and describe core IAM standards and standards bodies

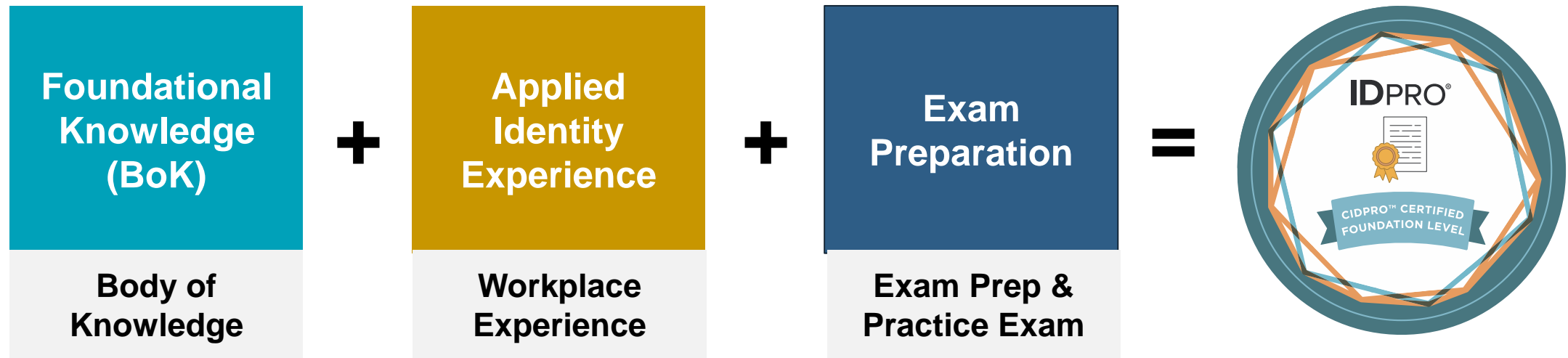
CIDPRO – The Details (3)

OBJECTIVE 5: Explain identity operational considerations

- 5.1 Describe the customer service considerations of identity solutions
- 5.2 Explain the operational requirements of privilege management in identity
- 5.3 Explain strategies for identifying and responding to identity operational event
- 5.4 Demonstrate an understanding of the impact of privacy on identity operations
- 5.5. Explain specific implications of operating of identity systems

How do you prepare to take CIDPRO?

CIDPRO Learning Path



CIDPRO Preparation Activities

Knowledge

- ✓ Review the IDPro body of knowledge
- ✓ Check out the CIDPro Reference Guide on the website
- ✓ Learn about the topics on the CIDPro objectives

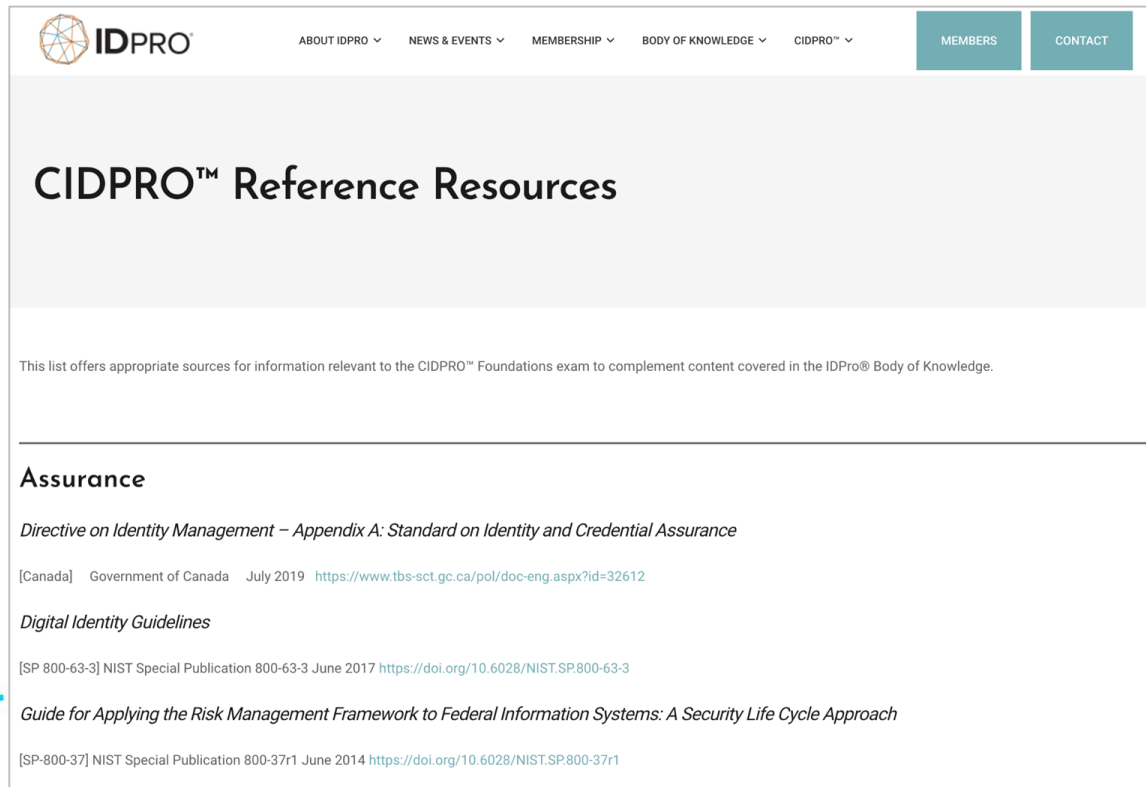
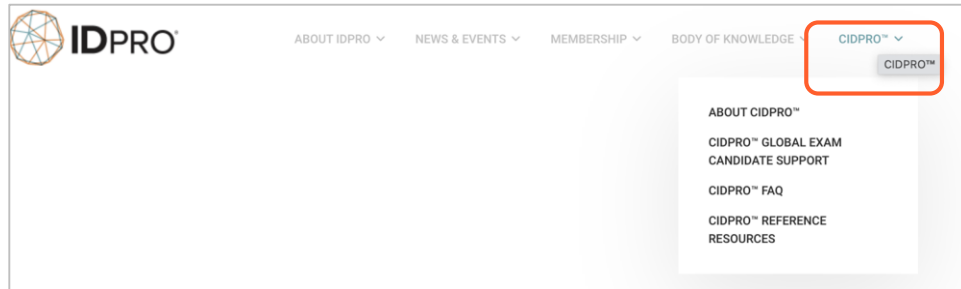
Experience

- ✓ Gain experience as an identity practitioner in one or more areas relevant to the certification

Practice

- ✓ Review the exam objectives and identify knowledge and experience gaps
- ✓ Take the CIDPro practice exam

Where to get assistance



CIDPRO™ Objectives and Topics

Objective 1: Explain the basic elements of an identity solution

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CIDPRO Testimonials

Amazon

Demonstrated Results

- Team building
- Seniors get more recognition
- Juniors incentive to learn
- Recruiting and retention



Romain Lenglet

Chief Software Architect, SGNL

“CIDPRO fills a significant gap in the professionalization of digital identity as the importance of this essential discipline continues to increase within enterprise security.”



Special Offer

30% Discount on CIDPRO Exam

- \$750, now \$525 (save \$225)
- Purchase before May 30, 2023
- Take it on June 1, 2023 at Identiverse
- Use code: **CIDPRO_May2023**
- Buy at: <https://webassessor.com/idpro>

Questions? - certification@idpro.org





THANK YOU!

CIDPRO FAQs

FAQ (1)

- **What resources are available to help me prepare? Do I need to study?**

The IDPro® Body of Knowledge (BoK) is the foundational resources to prepare for the CIDPRO certification exam. Reading the BoK and reviewing the Key Terms is recommended.

- **How much preparation is required?**

This depends on previous education and experience per candidate.

- **Is it a multiple choice exam?**

Yes. All questions are multiple choice with one correct (or best) answer.

- **How do I take the exam?**

The exam is offered online and is proctored virtually.

- **What technology is required for me to take the exam remotely?**

A personal computer, internal or external video camera, and internet access are required. Additional details and set up support will be shared after registration.

- **How many questions are on the exam?**

There are 100 questions on the paper to complete in two hours

FAQ (2)

- **Exam Scheduling**

You can take the exams at times that work for you. When you register you select the times.

- **How much does the exam cost?**

The CIDPRO exam fee is \$750 USD.

- **How can I reschedule my exam?**

For online proctored exams, Contact Kryterion Technical Support via chat or webform at least 24 hours prior to the exam. A \$95 exam change fee will apply to reschedule within 24 hours of the exam time.

For onsite exams, contact Kryterion Technical Support via chat or webform at least 72 hours prior to the exam. A \$95 exam change fee will apply to reschedule within 72 hours of the exam time.

- **What is the exam cancellation process?**

Contact Kryterion Technical Support via chat or webform to cancel your exam. For cancellations within 24 hours (for online exams) and 72 hours (for onsite exams), fees paid are non-refundable. Extenuating circumstances, with supporting documentation, will be considered on a case by case basis for a partial refund. This also applies to registered candidates who do not attend their exam and did not provide notice.

- **Who do I contact with questions about registration?**

Contact Kryterion Technical Support via chat or webform.

- **When and how will I receive my test results?**

Results will be sent to candidates by email.

FAQ (3)

- **What will the exam score report email include?**

For those who passed an examination, scores are not provided. For those who failed an examination, the overall score, cut score, and a breakdown of scores by each domain will be provided.

- **What is a passing grade?**

The passing grade, or cut score, will be determined after the July testing window using a modified Angoff study, which is the most common method for determining the passing grade for certification examinations. It is a criterion-referenced method, which means the passing grade is determined based on the expectations of the level of knowledge and skills that are required to hold the certification.

- **What if I do not pass? What is the exam retake process?**

As a beta test taker, if you do not pass the exam, you may register to retake, at no additional cost.

- **What Certification will I earn?**

CIDPRO, Certified Identity Professional.

- **Does Certification include digital badging?**

Yes. After successful completion of your exam, you will be sent an email with instructions to claim your digital badge through Credly.

- **Can I have extra time if English is my second language?**

Yes. Contact us at certification@idpro.org to make arrangements.

- **Is continuing education required to maintain CIDPRO Certification?**

No, not at this time.