Promise #6:
COMMUNITY INVOLVEMENT & DEVELOPMENT

DEFINITION: : Organisations have an important role to play in the communities in which they operate. Community involvement helps to strengthen civil society. Organisations that engage in a respectful manner with the community and its institutions reflect and reinforce democratic and civic values.

STATEMENT OF INTENT: Shearwater is committed to doing positive good through our operations. We recognise the importance of establishing mutually beneficial relationships with the communities in which we operate. This is an integral part of our commitment to create a safer connected world. Our cybersecurity work benefits the public as it overlays with other community interests such as personal and physical safety, privacy, law enforcement and intelligence gathering. These are all essential to keeping the public safe. Furthermore, our educational engagement efforts help foster the next generation of cybersecurity professionals which is in the long-term interests of Australia as cyber threat levels continue to rise.

SCOPE: Our community involvement and development commitments extend to the following areas:
1. Community Involvement;
2. Education and Skills Development;
3. Innovation; and
4. Social Investment.

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1. COMMUNITY INVOLVEMENT

Shearwater is committed to raising cybersecurity awareness in the broader community. We achieve this by providing, free of charge, a range of seminars and educational talks to various schools, colleges, universities and communal organisations.

The focus of community involvement efforts is to help members of the public protect themselves from some of the most common cybersecurity threats, such as phishing emails, fraud and identity theft.

2. EDUCATION AND SKILLS DEVELOPMENT

Australia faces an acute shortage of skilled cybersecurity professionals. Shearwater believes it is incumbent upon all cybersecurity organisations to make a positive contribution to encouraging more people to enter the industry. A major focus of our efforts in this regard is directed towards students.

We run a number of educational programs including:

· Assistance for tertiary students to undertake major projects through the

Shearwater Associate Program

· Internships and work experience

· Apprenticeships/Traineeships

· Free webinars and information sessions

· Hackathons to build penetration testing skills.

We also have a Memorandum of Understanding (MoU) with the Royal Australian Air Force to provide vocational training to augment their existing penetration testing capabilities, through a work placement with Shearwater.

We have also launched a TAFE ACT traineeship program. This combines formal cybersecurity education with on-the-job training at Shearwater. Combining work with study is a powerful way to build a pipeline of skilled cybersecurity professionals.

3. INNOVATION

Shearwater is dedicated to developing new solutions to existing and future problems. We invest resources in innovation initiatives that help address cybersecurity challenges.

In addition to our long-established heritage and track record in innovation and commercialisation, Shearwater innovations are often spearheaded by Shearwater Associates – tertiary students who undertake major projects within Shearwater and receive assistance from our in-house experts.

Shearwater provides project ideas, project supervision, and mentoring for students completing their studies.

4. SOCIAL INVESTMENT

Shearwater offers selected pro bono consultations for particular causes, and a not-for-profit (NFP) commercial rate for certain charitable organisations to enable them to stretch their scarce financial resources further and focus on core business activities.

Shearwater makes various donations to charities, including the Red Cross. We participate in events associated with various health and educational/research charities.

Individually, Shearwater staff support a number of communal, charitable and philanthropic undertakings through donations including cash, goods, services and time. Shearwater supports staff in social investment through volunteer leave provisions.