

Greetings,

As we continue our Secure Code Warrior training program, it is important to note the many opportunities and benefits the program can give to your development teams.

Shortly, we will be introducing our Certification Program. [RENAME AS NEEDED]

For more general information about these types of programs, [see this article](#).

For information specific to our program, please see [LINK INTERNAL KNOWLEDGE BASE]

## SOME DETAILS

Our Certification Program will use [NUMBER] levels to determine the skills a developer should possess as they reach each level.

To increase their level, developers will have to successfully complete an Assessment with a score of [NUMBER %] or higher. [THIS PART IS OPTIONAL TO YOUR ORGANIZATION]

All developers that successfully complete the first Assessment will be 'Level 1' in our program.

## WHY IT MATTERS

The goal of this Certification Program is to give developers an easy-to-follow, repeatable pathway to improving their secure coding awareness, increasing their overall skills, and offering them official recognition of their efforts.

We realize the significant commitment this involves, and developers are **not** required to follow this program. It exists for those seeking to personally improve and further their career growth. This engagement is key to building strong teams and retaining great developer talent.

Having a mix of different Certification Levels and skillsets will diversify your team's knowledge, understanding, ability to contribute solutions.

We are not implementing this *just* to have highly decorated developers, but for developers to have a hand in creating a positive skill-building culture they want to be a part of.

If you have interested developers, you can support them by taking them through the Certification Program requirements and assisting them with any upskilling or educational requirements needed to meet their next level criteria.

Please familiarize yourself with our Certification Program guidelines on our [LINK COMPANY KNOWLEDGE BASE/INTRANET/ETC].

If you have any questions, please feel free to reach out to [NAME, EMAIL] for assistance.

Good communication is central to a successful security training program. It can help generate interest from your developers while also keeping them in the loop with what's going on and what is expected from them.

The previous page shows an example of ways to explain the reasoning behind your Certification Program to the people who manage your development teams and also why this kind of program matters. This is one sample we use, but it's by no means the only way.

This message should help explain the program to the managers of your development teams, but they can also use parts of this message to relay details about Certification to the developers themselves.

Your Certification Program may have fewer or more Levels and your requirements may vary.

Before sending this type of communication, consider setting up an information page on your team or organization's internal knowledge base or intranet so that interested developers can read more at their own leisure.

There's a lot of room to adjust the above information to make it relevant to your organization and the path your security program is on.

A few things to keep in mind when creating communications:

- **Be clear** - Provide clear expectations and directions
- **Be concise** - Avoid information overload or too many subjects in one message
- **Be informative** - Offer relevant and helpful information Devs need
- **Be transparent** - Be open with your teams about what's happening and why
- **Be empathetic** - Show that you understand your Dev's busy schedules

Keeping these things in mind will help you lockdown the key information behind the message you intend to share with your teams.