

NICE

NATIONAL INITIATIVE FOR **CYBER**SECURITY EDUCATION



NICE OVERVIEW
2014 Delaware Cyber Workshop
6 May 2014

- **2008 - Comprehensive National Cybersecurity Initiative #8**
 - “...we must develop a technologically-skilled and cyber-savvy workforce and an effective pipeline of future employees.”
- **2009 - 60-Day Cyber Review**
 - Promote cybersecurity risk awareness for all citizens;
 - Build an education system that will enhance understanding of cybersecurity and allow the United States to retain and expand upon its scientific, engineering, and market leadership in information technology;
 - Expand and train the workforce to protect the Nation’s competitive advantage;

March 2010: NICE formed

“...a national campaign to promote cybersecurity awareness and digital literacy from our boardrooms to our classrooms, and to build a digital workforce for the 21st century.”

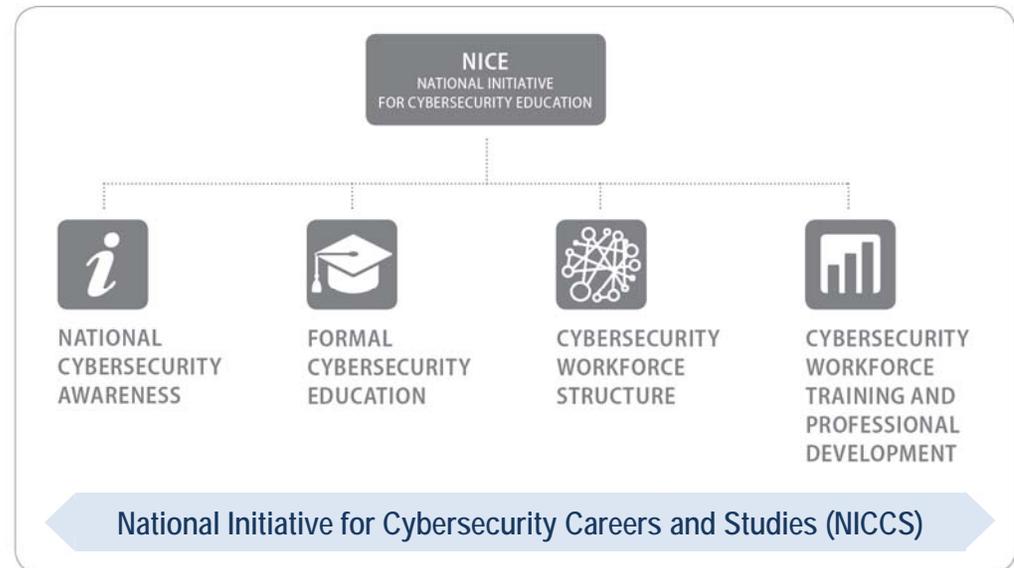
President Barack Obama
29 May 2009



A NATIONAL PROBLEM

- The Nation needs greater cybersecurity awareness.
- The US workforce lacks cybersecurity experts.
- Many cybersecurity training programs exist but lack consistency among programs.
- Potential employees lack information about skills and abilities for cybersecurity jobs.
- Resources exist for teachers and students about cybersecurity but are difficult to find.
- Cybersecurity career development and scholarships are available but uncoordinated.
- Lack of communication between government, private industry, and academia.

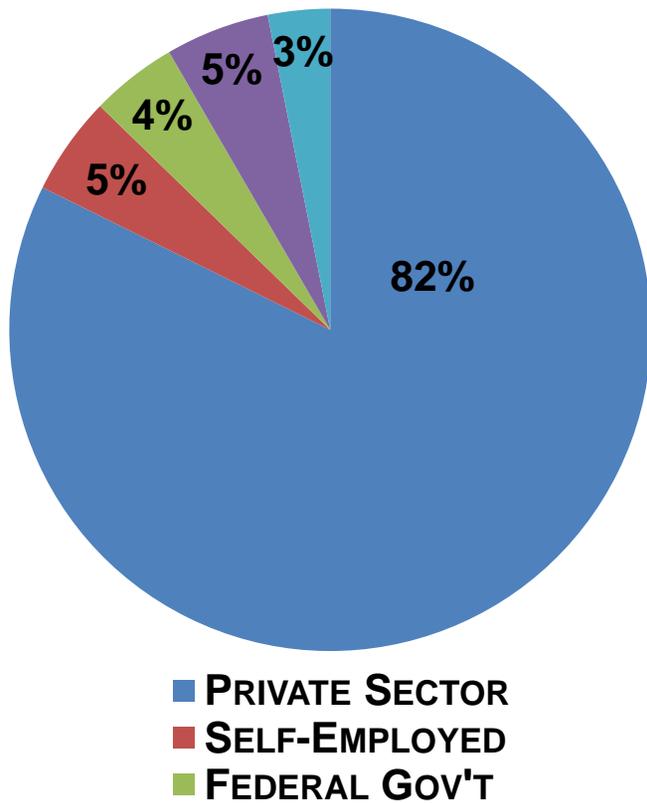
The National Initiative for Cybersecurity Education (NICE) was established to raise national cybersecurity awareness, broaden the pool of cybersecurity workers through strong education programs, and build a globally competitive cybersecurity workforce.



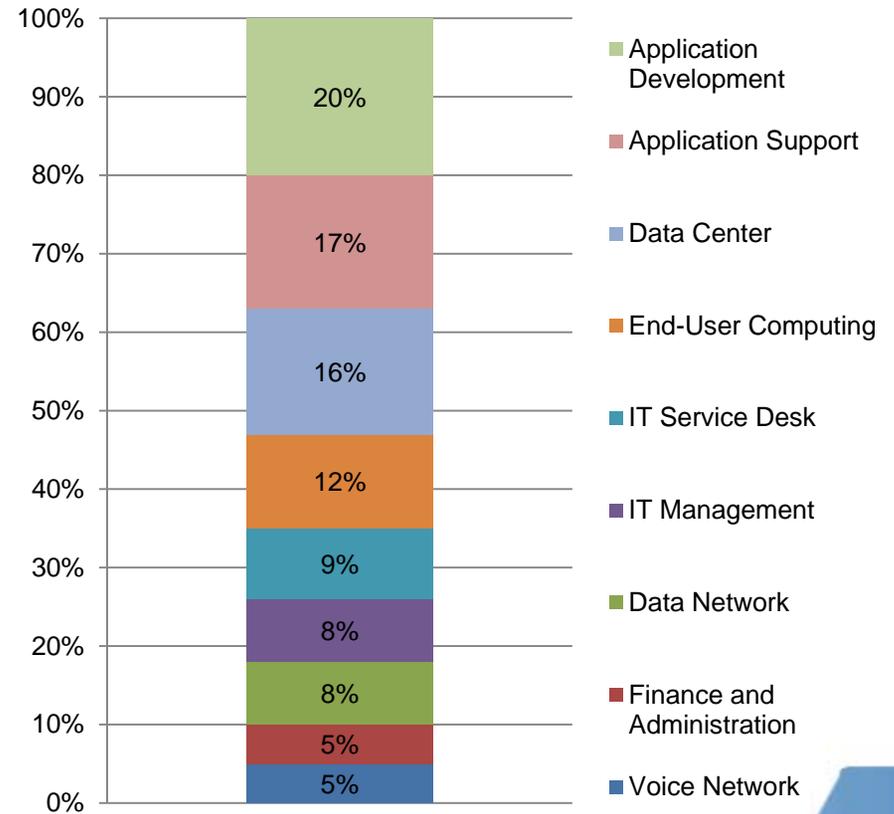
U.S. IT WORKFORCE STATISTICS

According to the U.S. Bureau of Labor Statistics, there are approximately 4.0 million people employed in the U.S. IT labor workforce.

Percentage of IT Workers by Sector



Percentage of IT Workers by Technology Domain



Proposed Mission, Goals

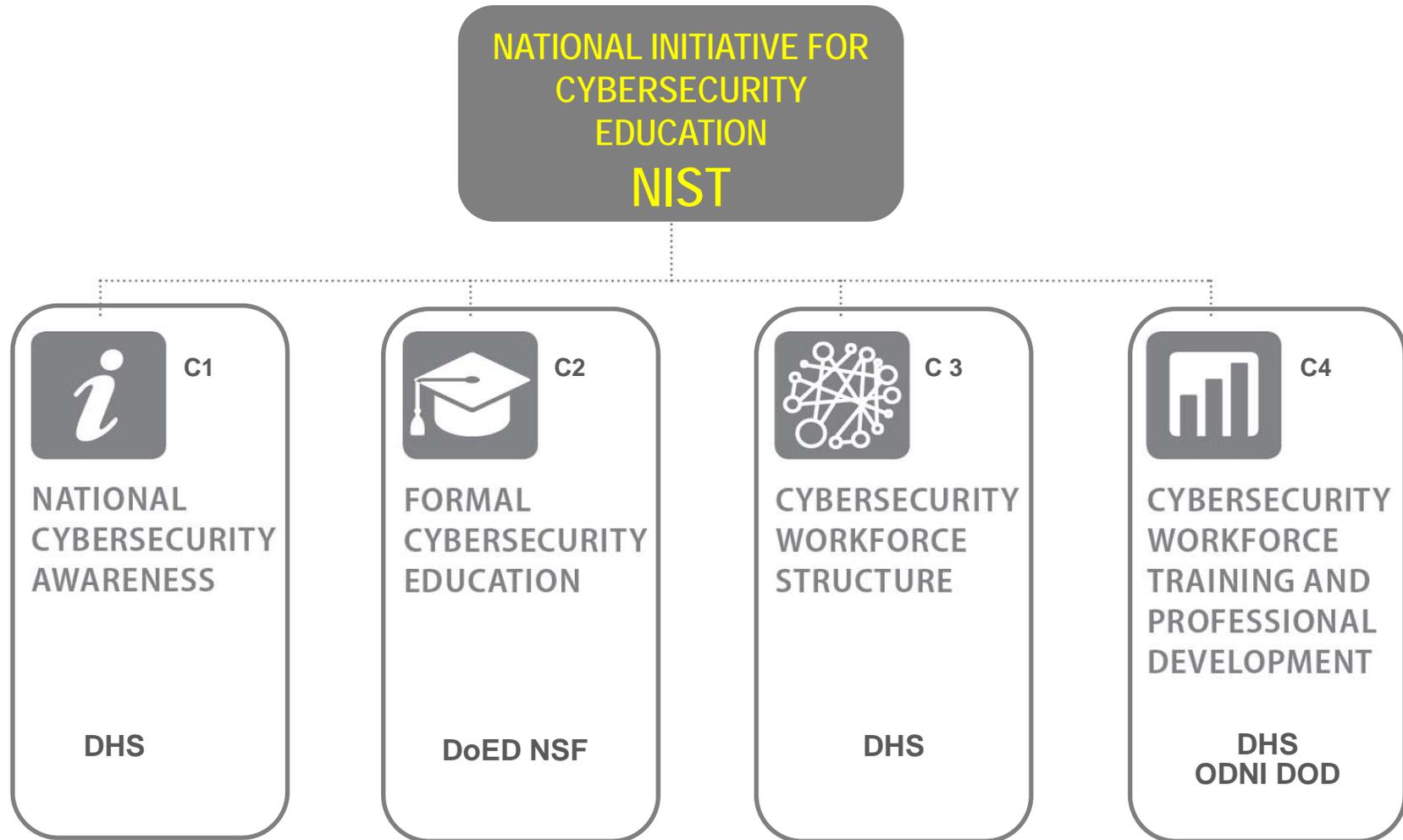
- **Mission Statement**

“NICE will enhance the overall cybersecurity posture of the United States.”

- **Goals**

- Raise national awareness about risks in cyberspace
- Broaden the pool of individuals prepared to enter the cybersecurity workforce
- Cultivate a globally competitive cybersecurity workforce

Internal Component Structure



A SOLUTION

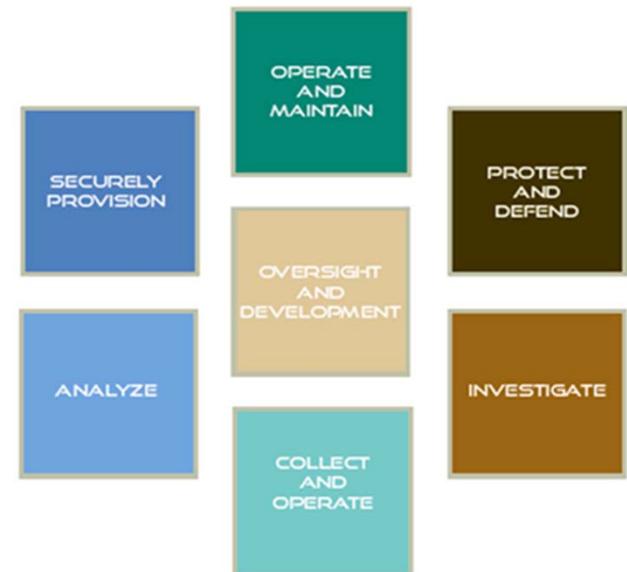
NICE developed the National Cybersecurity Workforce Framework (the Framework) to codify cybersecurity work and to identify the specialty areas of cybersecurity professionals.

The Framework establishes:

- A common taxonomy and lexicon for cybersecurity workers that organizes cybersecurity into 31 specialty areas within 7 categories.
- A baseline of tasks, specialty areas, and knowledge, skills and abilities (KSAs) associated with cybersecurity professionals.

The Framework assists with strategic human capital efforts, including:

- Workforce planning
- Recruitment and Selection
- Training and Development
- Succession Planning



CYBERSECURITY
WORKFORCE
FRAMEWORK

National Cybersecurity Workforce Framework

Securely Provision	Specialty areas responsible for conceptualizing, designing, and building secure information technology (IT) systems, i.e., responsible for some aspect of systems development.
Operate and Maintain	Specialty areas responsible for providing support, administration, and maintenance necessary to ensure effective and efficient information technology (IT) system performance and security.
Protect and Defend	Specialty area responsible for identification, analysis and mitigation of threats to internal information technology (IT) systems and networks.
Investigate	Specialty areas responsible for investigation of cyber events and/or crimes of information technology (IT) systems, networks, and digital evidence.
Operate and Collect	Specialty areas responsible for specialized denial and deception operations and collection of cybersecurity information that may be used to develop intelligence.
Analyze	Specialty area responsible for highly specialized review and evaluation of incoming cybersecurity information to determine its usefulness for intelligence.
Oversight and Development	Specialty areas that providing leadership, management, direction, and/or development and advocacy so that individuals and organizations may effectively conduct cybersecurity work.

National Cybersecurity Workforce Framework

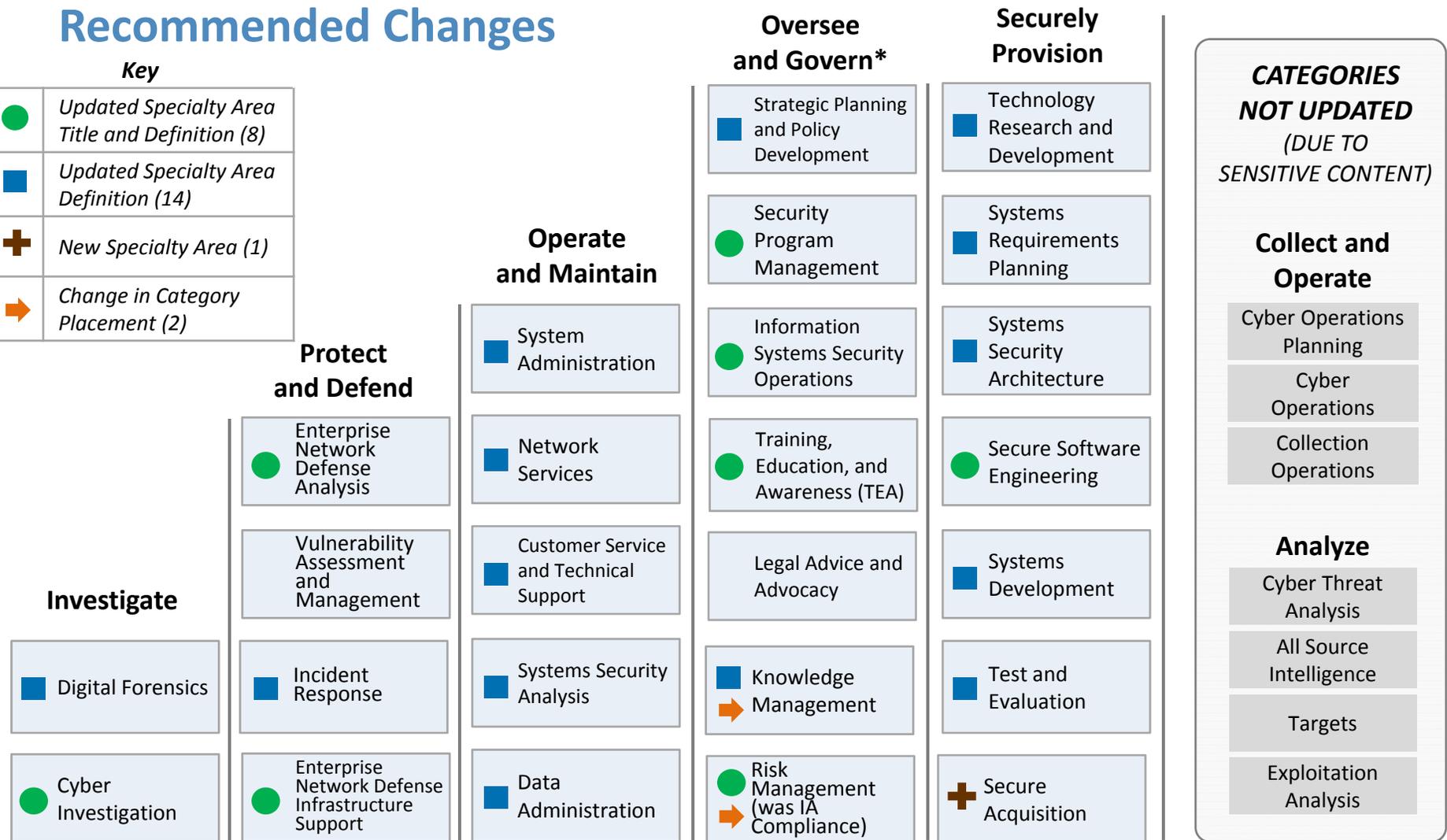
NATIONAL CYBERSECURITY WORKFORCE FRAMEWORK v1.0*							
Categories	Specialty Areas						
Securely Provision	Information Assurance (IA) Compliance	Software Assurance and Security Engineering	Systems Security Architecture	Technology Research and Development	Systems Requirements Planning	Test and Evaluation	Systems Development
Operate and Maintain	Data Administration	Knowledge Management	Customer Service and Technical Support	Network Services	System Administration	Systems Security Analysis	
Protect and Defend	Computer Network Defense (CND) Analysis	Incident Response	Computer Network Defense (CND) Infrastructure Support	Vulnerability Assessment and Management			
Investigate	Digital Forensics	Investigation					
Collect and Operate	Collection Operations	Cyber Operations Planning	Cyber Operations				
Analyze	Threat Analysis	Exploitation Analysis	All Source Intelligence	Targets			
Oversight and Development	Legal Advice and Advocacy	Strategic Planning and Policy Development	Education and Training	Information Systems Security Operations (Information Systems Security Officer [ISSO])	Security Program Management (Chief Information Security Officer [CISO])		

*The Framework consists of thirty-one specialty areas organized into seven categories. These categories, serving as an overarching structure for the Framework, group related specialty areas together. In essence, specialty areas in a given category are typically more similar to one another than to specialty areas in other categories. Within each specialty area, typical tasks and knowledges, skills, and abilities (KSAs) are provided. The entire Framework is available at <http://csrc.nist.gov/nice/framework/>.

Framework 2.0 Categories and Specialty Areas – Recommended Changes

Key

	Updated Specialty Area Title and Definition (8)
	Updated Specialty Area Definition (14)
	New Specialty Area (1)
	Change in Category Placement (2)



* The "Oversight and Development" Category name changes to "Oversee & Govern."

HOW THE FRAMEWORK IMPACTS ALL FOUNDATIONAL ACTIVITIES



Framework: A common language to define cybersecurity work. The Framework defines specialty areas, KSAs, and competencies.

- Key Activities*: *Version 1.0 Released (Aug 2012), LRM Process (Dec 2012 – Mar 2013), OPM Data Element Guidance (Oct 2012), Framework How-To Implementation Guide (Dec 2012), Framework Roll-out (Ongoing)*

Training Catalog / NICCS: An online web resource with a robust collection of trainings mapped to the Framework.

- Key Activities*: *Launch of the NICCS Portal (Dec 2012), Launch of the Training Catalog (Mar 2013)*

IT Workforce Assessment: Collect data to identify the current state of the information technology workforce, and to assess current cybersecurity capabilities.

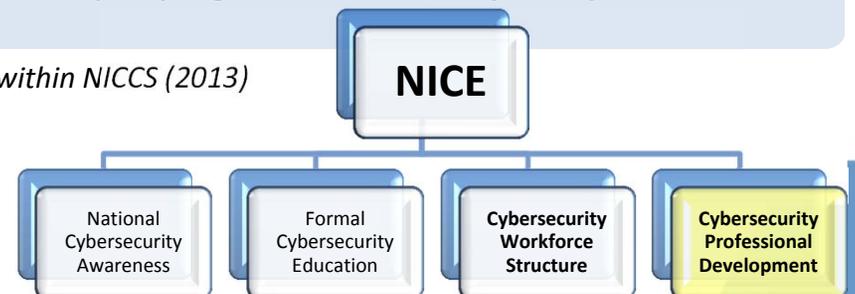
- Key Activities*: *Federal Pilot & Development (Oct 2012), Submit Federal Findings Report (Mar 2013)*

Training Gap Analysis: Ensure that available training is appropriate in terms of quality, need, and content.

- Key Activities*: *Workforce Current Training Needs Report (Mar 2013), Training Gap Analysis Report (Jun 2013)*

Professional Development Roadmaps: Develop resources which depict progression from entry to expert within each specialty area.

- Key Activities*: *Develop and Publish Professional Development Roadmaps within NICCS (2013)*



NICE

NATIONAL INITIATIVE FOR CYBERSECURITY EDUCATION

**Dates are subject to change based on availability of funding and resources.*

THE NATIONAL INITIATIVE FOR CYBERSECURITY CAREERS AND STUDIES (NICCS) PORTAL

Serves as the Nation's online resource for cybersecurity awareness, education, careers, training, and professional development.

- Builds an online portal for cybersecurity professionals and interested parties to gain knowledge related to their field.
- Raises cybersecurity awareness and will affect a change in the American public to adopt a culture of cyberspace security.
- Provides up-to-date material related to cybersecurity awareness, education, careers, and training programs.

www.niccs.us-cert.gov

The screenshot displays the NICCS portal homepage. At the top, there is a navigation bar with links for HOME, AWARENESS, EDUCATION, TRAINING, CAREERS, NEWS & EVENTS, COMMUNITY, and RESEARCH. Below the navigation is a large banner with the text "NICCS—Helping You Enhance your Cybersecurity Knowledge" and "NICCS is the One Stop Shop for Cybersecurity Information!". The main content area is divided into several sections: "Information for" (listing General Public, Students, Educators, Parents, etc.), "STAY SAFE ONLINE", "EXPLORE SPECIALTIES", "FIND COURSES", "WORKFORCE PLANNING", and "UPCOMING EVENTS" (listing various conferences and seminars). At the bottom, there are sections for "Education Resources", "Training Resources", "Talent Management", "Research", and "DHS and NICCS Partners".

NEXT STEPS

Your assistance is critical to defining and creating a high-performing cybersecurity workforce. Next steps include:

- Exploring the NICCS website and learning how your organization can become involved.
- Becoming familiar with the Framework and its significance in human capital planning.
- Identifying points of contact (POCs) and champions in your organization to identify how to best adopt the Framework.
- Using the following How-To Guide to decide how to tailor the Framework to your organization's workforce needs.
- Establishing an internal plan for adopting the Framework.
- Communicating the Framework with your network of colleagues.
- Linking implementation of the Framework to the Closing the Skills Gap effort.
- Developing Framework Version 2.0 began on June 21st, 2013, continues draft due summer of 2014.
- NICE 2.0 on the way, transition to be completed by end of FY14.

Steady-State Milestones

- Raised awareness about the risks of online activities
- Effective communication resources
- Annual NICE Workshop
- Activities focused on closing identified cybersecurity education, training, and awareness gaps
- Established metrics to measure progress

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WHITE HOUSE DEFINITION OF CYBERSECURITY

Cybersecurity professionals are involved in activities that include “...strategy, policy, and standards regarding the security of and operations in cyberspace, and encompasses the full range of threat reduction, vulnerability reduction, deterrence, international engagement, incident response, resiliency, and recovery policies and activities, including computer network operations, information assurance, law enforcement, diplomacy, military, and intelligence missions as they relate to the security and stability of the global information and communications infrastructure. “

-Cyberspace Policy Review, May

2009

FRAMEWORK CATEGORIES AND SPECIALTY AREAS

The Framework organizes cybersecurity work into 31 specialty areas within 7 categories. Each specialty area represents an area of concentrated work, or function, within cybersecurity. Below are the 7 categories (**bold**), with corresponding specialty areas.

Securely Provision

- Systems Requirements Planning
- Systems Development
- Software Assurance and Security Engineering
- Systems Security Architecture
- Test and Evaluation
- Technology Research and Development
- Information Assurance (IA) Compliance

Operate and Maintain

- System Administration
- Network Services
- Systems Security Analysis
- Customer Service and Technical Support
- Data Administration
- Knowledge Management

Collect and Operate

- Collection Operations
- Cyber Operations Planning
- Cyber Operations

Protect and Defend

- Vulnerability Assessment and Management
- Incident Response
- Computer Network Defense (CND) Analysis
- Computer Network Defense (CND) Infrastructure Support

Investigate

- Investigation
- Digital Forensics

Analyze

- Cyber Threat Analysis
- Exploitation Analysis
- Targets
- All Source Intelligence

Oversight and Development

- Legal Advice and Advocacy
- Education and Training
- Strategic Planning and Policy Development
- Information Systems Security Operations (ISSO)
- Security Program Management (Chief Information Security Officer [CISO])