**NICE Working Group**

**Meeting Minutes**

**Date: March 22, 2017 Time: 3:30 PM EST**

**SharePoint Page:** <https://nistgov.sharepoint.com/sites/NICEProgram/NICEWG>

1. **Roll Call and Ground Rules** 
   * Danielle Santos, NICE Program Manager, welcomed members to the meeting. The NICE Working Group is setup to provide a mechanism for collaboration between academia, government and industry.
   * During this meeting the Adobe Connect chat box feature should be utilized to provide feedback and ask questions.
   * Danielle noted that participation in the NICE Working Group (NICEWG) is not intended for advertising and promotional purposes and to keep this in mind when participating and using the chat feature.
2. **NICE Program Office Updates**
   * Rodney Petersen, Director of NICE, welcomed everyone to the March NICE Working Group meeting. Rodney provided updates on three specific matters relevant to the NICE Program office.
     + The NICE Program office held a workshop on Tuesday, March 21st for Veterans in Cybersecurity which aligns with NICE Strategic Plan Goal 2.4: Grow creative and effective efforts to increase the number of women, minorities, veteran, persons with disabilities, and other underrepresented populations in the cybersecurity workforce. The workshop brought together thought leaders to better understand the landscape and discuss current programs. Identifying challenges and opportunities as well as how to disseminate best practices were discussed. A report on the effort, as well as other outreach programs, will be available in a few weeks. The program office hopes to hold similar workshops for both minorities and women.
     + Rodney noted that some of today’s standing items reflect the NICE Strategic Plan and demonstrate how NICE is advancing its goals and objectives. This morning the NICE team had a planning retreat where the focus was on values and seeking evidence. Members are encouraged to use data to make decisions. The program office is also focused on measuring results and values the use of metrics to determine priorities. Data and metrics are important in demonstrating both qualitative and quantitative results.
     + The program office continues to offer a monthly webinar series which are proving effective as a teaching tool. Last month the webinar was focused on building a career pathways system for cybersecurity. Next month’s webinar, ‘Rethinking Credentials for Cybersecurity Careers’, will be held on April 19th at 2:00pm. The webinars are a great way for working group members to engage with one another.
3. **Opening Remarks**
   * Academic Co-Chair, President Kathi Hiyane-Brown, welcomed members to the call. President Kathi was on a recent committee visit of Cyber Watch West and was reminded of all of the important work done by group members. There are also important linkages for business and industry involved in this effort. Academia has not fully realized the potential partnerships possible through business and industry. President Kathi encouraged her colleagues to take a step back and reflect on the vision the working group shares on promoting cybersecurity education. There is a constant interplay at the crux of future successes.
   * Industry Co-Chair, Andre Thornton, noted that cyber threats are increasing across industry, academia and government. Thus, this initiative becomes more and more important as well as the measurement of its success.
4. **Standing Items** 
   * **Fun Facts** – Bill Richardson, Compliagent, spoke to the “Cybersecurity Budgets in the Healthcare Sector”.
     + Compliagent is a Los Angeles based consulting firm providing privacy, security, regulatory compliance and IT services to healthcare and life science organizations nationally.
     + Mr. Richardson spoke to why healthcare organizations are still lagging on cybersecurity. The focus of the discussion was an article titled “Study: Cybersecurity Budgets, Staff Growing, but Many Organizations Still Lagging.” Most of the organizations discussed in the article are large. The companies that Compliagent works with are primarily small to medium sized with revenues that fall between 10 and 500 million.
     + Mr. Richardson feels that many of the findings in the article don’t quite correlate to real life and the results don’t necessarily address small to medium sized companies. Some of these findings include:
       - 2/3 of respondents have CISO positions.
       - 65% of reported organizations spend <6% on their IT budgets.
       - The majority of reported organizations have <5 employees dedicated to IT security.
     + The following are a few reasons suggested by the author for why healthcare cybersecurity and compliance are still lacking:
       - Organizations do not have a budget for cybersecurity
       - Organizations do not understand cybersecurity
       - Their systems are too old and outdated
     + According to Mr. Richardson, cybersecurity represents a challenge many organizations cannot mitigate. There is a lack of cybersecurity training in smaller firms and also a lack of management and administrative oversight. Many feel that cybersecurity starts and stops with HIPAA. A lot of organizations believe that security requires large, expensive, monolithic systems.
     + See attached presentation and find out more here: <http://www.healthcare-informatics.com/news-item/cybersecurity/study-cybersecurity-budgets-staff-growing-many-organizations-still-lagging>
   * **Report Roundup –** Shannon Donahue, ISACA, reported on the ‘State of Cybersecurity 2017 (ISACA).’
     + For the last few years ISACA has been conducting a state of cybersecurity survey. If members have seen the report in the past it is worth noting that the survey was conducted differently this year.
     + The findings were broken out into individual reports under major header sections such as governance for information sector and current threats.
     + Over 1,000 security professionals were surveyed. Most of these individuals come from the technology or financial services industries. This is a global study as well.
     + The findings did not show much improvement on workforce development over the last 3 years. The study finds a fundamental disconnect between employer expectations and what cybersecurity candidates actually bring to the table.
     + Hiring qualified cybersecurity professionals is still a struggle. Many organizations report taking six months or longer.
     + There is both a lack of qualified candidates and a lack of applicants. Employers are looking for more experience over certifications. Formal education is not a high priority for those hiring either.
     + See attached presentation and find out more here: [https://www.isaca.org/cyber/pages/state-of-cyber-security-2017.aspx?icid=bani\_1209644&appeal=bani](https://www.isaca.org/cyber/pages/state-of-cyber-security-2017.aspx?icid=bani_1209644&appeal=bani%20%20)
   * **Event Engagement –** Dan Manson, Cal Poly Pomona, provided highlights from recent and upcoming Competitions Events.
     + *Cyber Patriot:*
       - There are over 4,000 teams registered for CyberPatriot this year. CyberPatriot now covers all fifty states. The teams represent the best and the brightest in cyber. These students are getting hands on skills employers are looking for.
       - Through four grueling rounds of online competition, 12 Open Division teams, 13 All Service Division teams, and 3 Middle School Division teams have earned an all-expenses paid trip the Baltimore, Md. on April 3-5, where they'll battle it out for the title of National Champion.
       - Dan reviewed the finalist list that can be found through the link provided below.
     + *National Collegiate Cyber Defense Competition:*
       - There are over 200 schools participating. They are currently in the midst of regionals which include 10 regions. The nationals will be held in San Antonio from April 13–17, 2017.
     + *National Cyber League:*
       - This is a very exciting competition. The competition is integrated into the classroom with labs tied into the certified ethical hacker bodies of knowledge. Increasingly, colleges and high schools are incorporating this into their curriculum as a lab component. Registration is now ending for regular season. Every participating student receives a scouting report which demonstrates their competency. The more the students take advantage of this platform the more experience they will garner that employers are looking for.
     + Find out more here: [http://uscyberpatriot.org](http://uscyberpatriot.org/) and [http://nationalccdc.org](http://nationalccdc.org/)
   * **Strategy Stories** –Danielle Santos and Davina Pruitt-Mentle, NICE, spoke about NICE Outreach Efforts. The topics align to the NICE Strategic Plan Objectives:   
     1.3: Advance programs that reduce the time and cost for obtaining knowledge, skills, and abilities for in-demand work roles; 2.3: Inspire cybersecurity career awareness with students in elementary school, stimulate cybersecurity career exploration in middle school, and enable cybersecurity career preparedness in high school; and 3.5: Collaborate internationally to share best practices in cybersecurity career development and workforce planning.
     + *Davina Pruitt-Mentle* reported that she recently traveled to Hawaii where she met with representatives from the University of Hawaii system. Their goal is to get all of their community colleges on the same page of courses through a TAACT grant. Much of the focus of the trip was also to learn more about the landscape of cybersecurity programs and CTE in K12 and to develop the best CTE pathways.
     + They looked at CyberSeek data, existing models, and high school requirements and then crafted a draft CTE program for state approval.
     + Additionally, Davina had a full day of student and educator focus groups.
     + *Danielle Santos* traveled to Japan to attend an International Cybersecurity Summit at Keio University. The event was centered on cybersecurity and preparing the workforce. Individuals from academia, industry and government were brought together from around the world for collaboration. Primarily, the attendees were local to Japan.
     + The organizations came together to talk about preparing the workforce, history and curriculum in schools, as well as share best practices. Danielle specifically spoke about the work of the Human Factors team within the Workforce Management subgroup and the model they are currently building.
     + Danielle also attended the AFCEAD Technet annual event. This event primarily attracts U.S. military and Japanese Defense forces where people come together to discuss different efforts in cyber space. The primary focus of this year’s meeting was cooperation. The attendees discussed cybersecurity threat information sharing and how to help create a stronger overall cybersecurity workforce.
   * **Metric Moment** – Claudia Herrington, JobsOhio, reported on JobsOhio metrics.
     + Claudia is the Director of Compliance for JobsOhio. The mission of JobsOhio is to put Ohioans to work.
     + Claudia discussed why metrics are of great importance to her organization. By statute of the Board of Directors, JobsOhio is required to establish a strategic plan and evaluate their organizations success.
     + The organization is a novel concept striving to be overly transparent; particularly for the companies with which they are affiliated. The transparency can be found through the metrics. JobsOhio member companies measure their own success through metrics. JobsOhio would like to speak the same language as their companies in order to be effective.
     + Metrics provide a focus for staff on what to achieve each year.
     + Measuring metrics is a best practice of best in class companies.
     + JobsOhio is all about jobs creation so their metrics are derived from measuring jobs created, payroll created around the jobs, jobs retained, and payroll associated and fixed asset investment. A defining point is when a contract is executed.
     + A couple ways metrics are measured are through aligning metrics to an annual report and grant surveys.
     + Find out more here: <http://jobs-ohio.com/site/assets/files/2838/jobsohio_2016_annual_report.pdf>
5. **Subgroup Updates**

* **K-12** - Virginia Lehmkuhl-Dakhwe, co-chair, provided the K-12 update.
  + The K-12 Conference will be in Nashville, TN over December 4th and 5th. The planning committee is meeting tomorrow.
  + The K-12 group has decided upon two areas of focus for the year
    - Planning a Cybersecurity Awareness Week
    - A repository for lesson plans.
  + The group is currently thinking through activities for the awareness week as well as the best format for a lesson plan repository.
* **Collegiate** –Heather Monthie, Grand Canyon University, provided the Collegiate update.
  + - The Collegiate subgroup has formed two projects teams.
    - The first team is looking at different academic pathways aligned with the Cybersecurity Workforce Framework. The team is in the planning stages.
    - The second team is looking at different tools and technologies for students to demonstrate their skills set. The team has come up with a scope of work with both short and long term plans.
    - Heather will be meeting with the Phoenix RAMPS group next week. The intention is to let them know that the NICE Program and Working group is here and available to support them as necessary.
  + **Competitions –**Jessica Gulick, KATZCY, provided the Competitions update.
    - Jessica informed members that the Competitions group will be meeting this Friday, March 24th. The group will be laying out this year’s calendar in terms of calls for speakers to promote certain competitions as well as participating in webinars.
  + **Training and Certifications –** Linda Montgomery, Cyber World Institute, provided the T&C update.
    - Linda noted that she attended the Veterans workshop held by the NICE Program Office and complimented the staff on a job well done.
    - The newest project team met for the first time today with approximately 20 people involved. The group is mapping the certifications to the framework. It was very exciting to witness the debate but, fundamentally, there was great collaboration by the closing of the meeting. The group talked a lot about identifying and mapping and mapping resources and methodologies already in place.
    - The next steps will include everyone sharing their individual mapping efforts with one-another. The white paper will be tightened up which was developed on certifications to the framework. Additionally, they will look at current certifications and map to KSAs and finally drill down to work roles.

1. **Project Progress Reports** 
   * **National K-12 Cybersecurity Education Conference –** Amber Lindsay, iKeepSafe, spoke about the 2017 conference.
     + The conference is scheduled to be held from December 4-5 in Nashville, TN, at the Omni hotel.
     + The kick off for the planning committee is this week. The committee will prepare to launch the call for proposals at the end of the week.
     + Currently, the planning committee is building out keynote speakers for the conference to include Kim Ford from the Department of Education and Governor Hutchinson of Arkansas. Amber invited suggestions for additional speakers.
     + Additional information on the conference can be found here: <https://www.k12cybersecurityconference.org/>
   * **NICE Annual Conference** - Danielle Santos, NICE provided the 2017 NICE Annual Conference update.
     + Danielle announced that they have opened up the call for proposals submission period. Anyone is welcome to submit a proposal to speak at the conference.
     + They have identified a conference theme: Challenging the Status Quo. Along with the theme there will be 3 conference tracks. The 3 tracks are:
       - Developing Cybersecurity Talent through Education and Training
       - Nurturing Cybersecurity Communities through Collaboration
       - Professional Development
     + Each proposal submitted will need to identify which track they would like to fall under
     + The submission period is open for two more months
     + Remember to save the date: Nov 7th – 8th, 2017
     + Find more information here: <https://www.fbcinc.com/e/nice/default.aspx>
2. **New Business** – Laura Hatzes, NICE Associate, provided a demonstration of the NICE Website

* Laura Hatzes spoke about the NICE website migration and previewed the NICE beta website.
* The NICE website has migrated from its previous location to a web platform maintained by NIST Public Affairs. The transition required the migration of all the data from the existing website to newly created content pages in the new content management system.
* The website preview began from the NICE homepage. The left menu items include about, news, events, and resources. The following are brief descriptions of the menu items:
  + About – information on the NICE initiative and the program office staff. The NICE Strategic Plan can be located from this menu item.
  + News – NICE updates and news related to pertinent initiatives.
  + Events – Information about NICE events, sponsored events, affiliated events, and events relevant to the same subject matter.
  + Resources – Information and materials relating to the NICE initiative such as the Cybersecurity Workforce Framework and the NICE Working Group.
* The NICE homepage also features the latest news and events teasers. These featured items will be updated on a recurring basis.
* The program office has asked members to review the website and provide feedback. Find the website here: <https://www.nist.gov/itl/applied-cybersecurity/nice>
* Any comments can be sent to the following: [nist.nice@nist.gov](mailto:nist.nice@nist.gov)

1. **Summary of Action Items** 
   * The meeting minutes and presentations will be shared with the group once available.
   * Look out for the NICE Conference call for proposals.
   * Be on lookout for the K-12 Conference call for proposals.
   * Preview the NICE Beta website and provide feedback to the program office.
2. **Next Meeting Reminder**
   * The NICEWG will meet on April 26th.