NCE Webinar Series



NICE Webinar: Witnessing an Evolution- The NICE Framework and its Role in Building a Better Cybersecurity Workforce

CALL FOR COMMENTS – due by January 31, 2022

- Proposed NICE Framework Data Update Process
- Refactored NICE Framework Ability Statements
- NICE Framework Competencies, NISTIR 8355 (Second Draft)

NEW RESOURCE

NICE Framework in machine-readable JSON Format



JUST ANNOUNCED



The NICE Framework: Evolution and Growth

Karen Wetzel, Manager of the NICE Framework



NICE Framework Evolution: A Quick Recap



NIST 800-181:
A National Framework



NIST 800-181: First Revision



NICE Framework
Data Review



Continued Growth



What started as an effort to align the federal cyber workforce is intentionally expanded as a national framework.

2020

Name changed in recognition that cybersecurity is a concern across the workforce; other community-suggested adjustments streamline use and increase efficacy.

2021

Focusing on reviewing the data to align with the 2020 revision, addressing gaps, and developing process to ensure responsiveness and community input.

2022

- Competencies list
- Task review and alignment
- Machinereadable
- Update process
- Accessible platform



2020 Revision

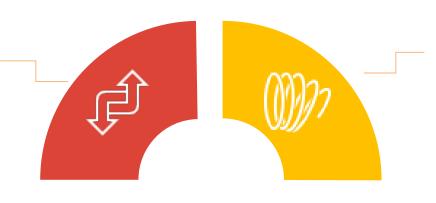
- Stakeholder community feedback gathered since 2017 and during 2019 comment period
- National Framework: Government, Private Industry, and Academia
- Most significant changes:
 - Deprecation of Specialty Areas
 - Deprecation of Ability Statements
 - Addition of Competencies



NICE Framework Attributes

Agility

Keep pace with a constantly evolving ecosystem.

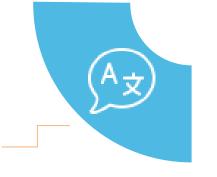


Flexibility

Account for your organization's unique operating context.

Interoperability

Exchange workforce information using a common language and framework model.





Modularity

Communicate about other enterprise risks and workforces (e.g., privacy) within and across organizations and sectors.





Data Review: Ability Statement Refactoring

- Mostly skills, a handful of knowledge and task statements, e.g.:
 - A0016: Ability to facilitate small group discussions.
 - Becomes: Skill in facilitating small group discussions.
- Addressing redundancies and duplicates, e.g.:
 - A0010: Ability to analyze malware.
 - S0131 Skill in analyzing malware.
- Alignment with <u>TKS Authoring Guide</u>, e.g.,
 - A0061: Ability to design architectures and frameworks.
 - Skill: Skill in designing architectures
 - Skill: Skill in designing frameworks

178 Ability Statements...

- 42 Knowledge Statements
- 93 Skill Statements
- 6 Task Statements

TKS Authoring Guide General Principles

- Flexible
- Consistent
- Clear
- Affirmative
- Discrete





Data Review: Skill Statements Review

TKS Authoring Guide alignment:

- Consistent phrasing, e.g.,
 - Skill in performing sensitivity analysis
 - Skill in performing fusion analysis
 (vs. the original "Skill in fusion analysis")
- Observable actions, e.g.,
 - Skill in recognizing relevance of information.
 - VS.
 - Skill in encrypting network communications.
- Include only one skill, e.g.,
 - Skill in identifying and extracting data of forensic interest in diverse media
 - becomes
 - Skill in identifying forensic data in diverse media
 and Skill in extracting forensic data in diverse
 media.

Also addresses:

- Redundancies or duplicates:
 - Skill in applying analytical methods typically employed to support planning and to justify recommended strategies and courses of action.
 - Skill in applying various analytical methods, tools, and techniques
- Verbs, e.g., using, utilizing, use ("Skill in using PKI" becomes "Skill in implementing PKI")

Skill: The capacity to perform an observable action. Skill Statements

- Begin with "Skill in" followed by a verb
- Represent observable actions
- Include only one skill in a single statement

Data Review: Knowledge Statements

- Limited to a single concept
 - Possible exceptions to the rule (e.g., "Knowledge of performance tuning tools and techniques.")
- Removal of parentheticals
 - Will introduce usage guidance field
 - Ex: Knowledge of key concepts in security management.
 (e.g., Release Management, Patch Management)

Knowledge: A retrievable set of concepts within memory.
Knowledge Statements

- Begin with "Knowledge of" followed by a concept
- Are limited to one concept in a single statement



Data Review: Competencies & Update Process

- NICE Framework Competencies NISTIR: Second Draft
 - Clearer definition
 - More clarity on Competencies vs. Work Roles
 - More application information
- NICE Framework Data Review and Update Process
 - Aim to implement in 2022
 - Provides insight into the proposed process
 - Answers questions



NICE Framework: Ongoing Improvements

Content Review & Updates

- December 2021:
 - Ability statement refactoring
 - Knowledge & Skill statements
 - NICE Framework Competencies (2nd draft)
- **-** 2022:
 - Task statements
 - Competencies List

NICE Framework Update Process

- December 2021: Overview release
- 2022 Launch

Machine-readable format

- December 2021: JSON & Schema
- 2022: Web access, tools, resources
 - Framework in Focus
 - Success Stories
 - Guides
 - Filling gaps (OT, Cybersecurity Awareness, etc.)

NICE Framework: Ongoing Improvements

- Content Review & Updates

 December 2021 Strategic Plan: Expand Use of the NICE Framework
 - Ability statement refactoripocument and disseminate uses
 - Knowledge & Skill statements
 NICE Framework Competencies (2nd draft)
 Establish regular review and update process

 - **–** 2022:

Task statements

Explore tool development

- Competencies List ight areas that could be performed by automated
- **NICE Framework Update Process** techniques
 - December 2021: Overview release Expand international outreach
 - 2022 Launch

ema

sources

Awareness, etc.)

For More Information



nist.gov/nice/framework



NICEFramework@nist.gov



nist.gov/nice/community



@NISTcyber





Q & A



Witnessing an Evolution - The NICE Framework and its Role in Building a Better Cybersecurity Workforce at Nova Southeastern University



Yair Levy, Ph.D.

Nova Southeastern University
College of Computing and Engineering
Professor of IS and Cybersecurity

Director of Center for Information Protection, Education, and Research (CIPhER) - https://InfoSec.nova.edu/

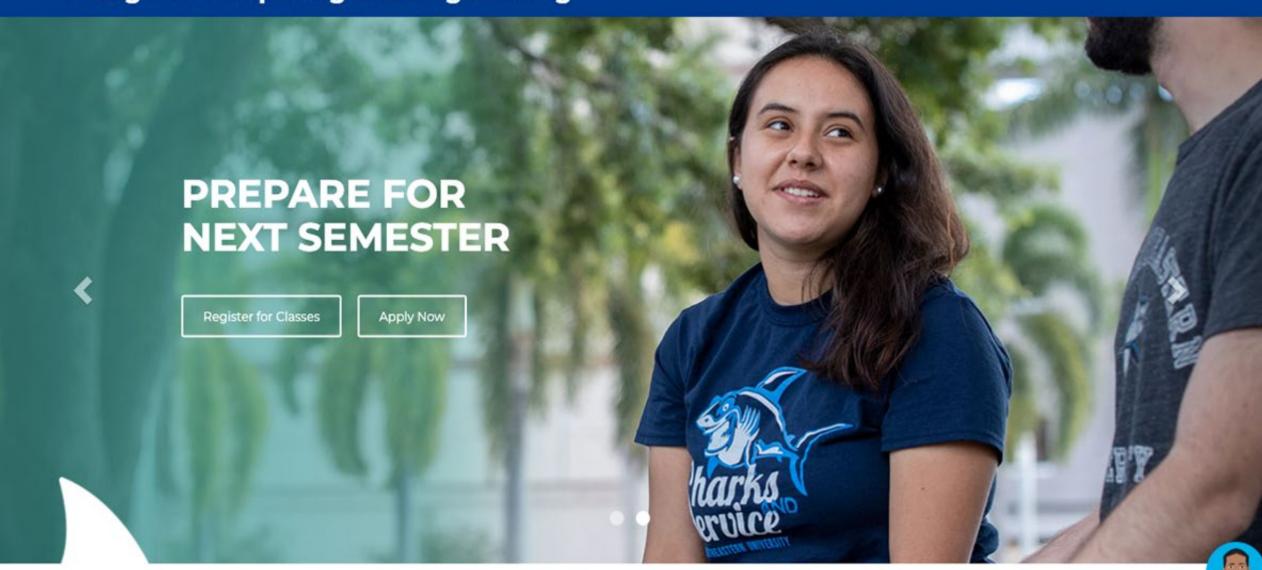
Proud NSA National Center of Academic Excellence (NCAE) in Cybersecurity
- Cyber Defense (CD) since 2005!



New Various Edutheastern University (NSU) - Florida =



NSUF Oxida Nova Southeastern University (NSU) - Florida College of Computing and Engineering



Nova Southeastern University (NSU) - Florida

- NSU's College of Computing and Engineering
 (https://computing.nova.edu/) is recognized as a national leader in Computer Science, Information Technology, and Cybersecurity Education.
 - BS in Computer Science ABET Accredited
 - BS in Information Technology
 - BS minors in Cybersecurity or Data Analytics
 - MS in Cybersecurity Management NSA NCAE-C Designated Program
 - MS in IA & Cybersecurity NSA NCAE-C Designated Program
 - MS in Computer Science
 - MS programs in Information Technology, Data Analytics, Tech Leadership, and Information Systems
 - Ph.D. in Cybersecurity Management, Computer Science, and Information Systems



Nova Southeastern University (NSU) - Florida

- NSU was among the first in the State of Florida to be designated as a CAE in March 2005 and received CAE re-designation in 2009, 2014, and 2021 (https://infosec.nova.edu/)
- Cybersecurity Programs:
 - Ph.D. in Cybersecurity Management
 - MS in Information Assurance and Cybersecurity (30cr)
 - Focus on "Network Security Engineering"
 - NICE WF Cat: Protect and Defend
 - MS in Cybersecurity Management (30cr)
 - Focus on "Security Policy Development and Compliance"
 - NICE WF Cat: Oversee and Govern



The NCAE-C & NICE Framework



Program(s) of Study (PoS) Validation Requirements

b. NICE Framework crosswalk alignment

The applicant will state the cybersecurity PoS crosswalk alignment with the NICE Framework (a.k.a. NICE Cybersecurity Workforce Framework, NIST Special Publication 800-181, https://nvlpubs.nist.gov/nistpubs/SpecialPublications/NIST.SP.800-181.pdf). See categories on Table 1, p. 11 of NIST.SP.800.181: Securely Provision (SP), Operate and Maintain (OM), Oversee and Govern (OV), Protect and Defend (PR), Analyze (AN), Collect and Operate (CO), and/or Investigate (IN).

Requirement:

 Identify the NICE Cybersecurity Workforce Framework category(ies) that the PoS is best aligned to (May check more than one).



- Faculty and staff of College of Computing and Engineering (CCE) at NSU and NSU Career Development Office (CDO) staff (https://www.nova.edu/career/) collaboration
- Integration of the NCWF into the student advising process
 - Relevant job roles for the NSA NCAE-C designated programs
 - Identifying and listing NCWF Job Roles for each program
 - Exposure of the framework to the career advisors
 - Creation of a focused Career Development Newsletter
 - Development of sample student resumes
 - Entry level, five, and 10 Years of Experience resume samples



CYBERSECURITY MANAGEMENT

MASTER OF SCIENCE (M.S.)



Future Opportunities

Under the category of Oversee and Govern, within the National Institute of Standards and Technology, explore careers, such as

- chief information security officer (CISO)
- information systems security manager (ISSO)
- cybersecurity program manager (OPM#801)
- information systems security manager (OPM#722)
- IT program manager (OPM#802)
- cyber policy and strategy planner (OPM#752)



Integrating the NICE
Framework to
academic degree
'Program Sheet'



INFORMATION ASSURANCE AND CYBERSECURITY

MASTER OF SCIENCE (M.S.)

NSU Florida

Future Opportunities

Under the category of Protect and Defend, within the National Institute of Standards and Technology, explore careers such as:

- chief information security officer (CISO)
- information systems security officer (ISSO)
- cyber defense analyst (OPM#511)
- cyber defense infrastructure support specialist (OPM#521)
- cyber defense incident responder (OPM#531)
- vulnerability assessment analyst (OPM#541)



academic degree

'Program Sheet'





Center for Academic & Professional Success Newsletter

Computing & Engineering Edition

Visit Handshake

The Center for Academic and Professional Success (CAPS) is here to support our sharks by providing virtual advising appointments and communicating weekly updates on job and internship opportunities.

The below newsletter highlights industry specific opportunities, upcoming events, steps to schedule a virtual advising appointment, and information regarding our industry resume books, along with featured events hosted by the College of Computing & Engineering.

NSU College of Computing & Engineering Hosted Events





Hank Pym

3301 College Avenue, Davie, FL, 33314

(954) 262-7201, Hank@nova.edu

EDUCATION

Master of Science in Cybersecurity Management-(NSA/DHS designated program for Information Security Policy Development and Compliance, NSU's Center of Academic Excellence (CAE) in Cyber Defense Education) May 2020 Nova Southeastern University (NSU) Davie, FL

Bachelor of Science in Computer Science

May 2014

Nova Southeastern University (NSU)

Davie, FL

CERTIFICATIONS

CompTIA Security+ SY0-501

May 2017

Offensive Security Certified Professional: Offensive Security

August 2018

Certified in essential elements of computer and network security: Access Control and Identity management, Policies, Procedures, and Awareness, Physical Security, Perimeter Defenses, Network Defenses, Host defenses, Application Defenses, Data Defenses, Audits and Assessments

PROFESSIONAL EXPERIENCE

Cybersecurity Analyst

January 2020-Present

Company X

Fort Lauderdale, FL

- Provide support to the security of company networks.
- Perform studies on customer data sets and infrastructure; document findings in reports, presentations, and technical exchanges.
- Provide forensic analysis of network packet captures, DNS, proxy, Netflow, malware, host-based security and application, logs, as well as logs from various types of security sensors.
- Identify gaps in IT infrastructure by mimicking an attacker's behaviors and responses.
- Compile detailed investigation and analysis reports for internal SOC consumption and delivery to management.
- Develop advanced queries and alerts to detect adversary actions.
- Develop tools to automate security related procedures.
- Scan networks and analyze reports for vulnerabilities, advise on patching and mitigation actions.
- Provides detection, identification, and reporting of possible cyber attacks/intrusions, anomalous activities, and misuse



NICE Framework – Core

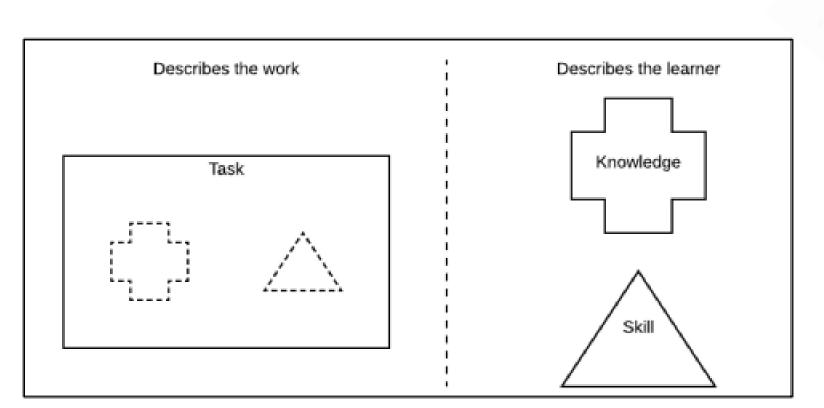


Figure 1 - NICE Framework Approach



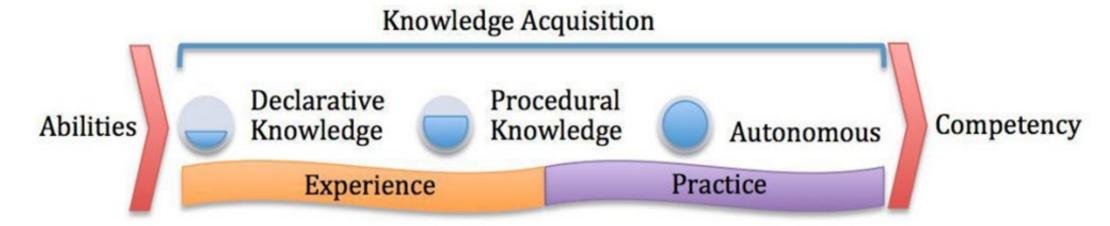
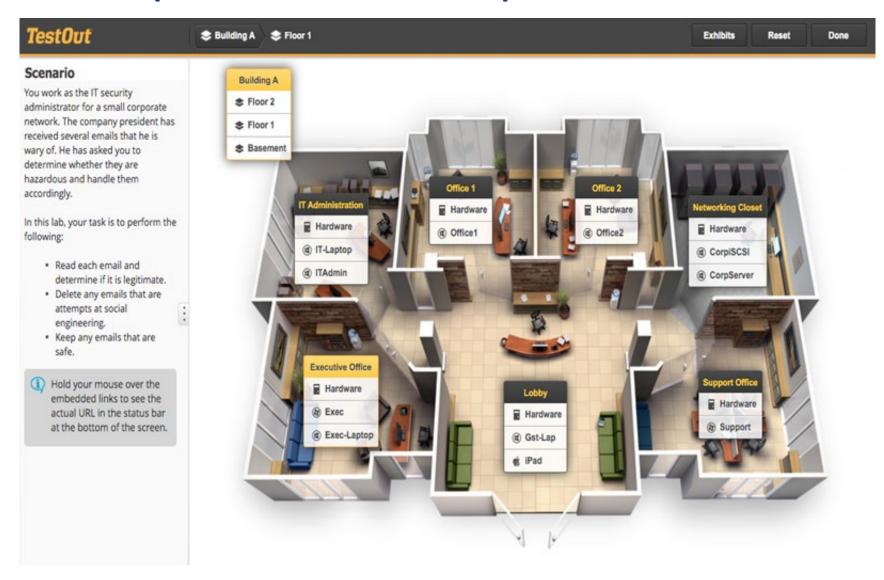


Figure 1. The Stages of Skill Development and Competency Attainment

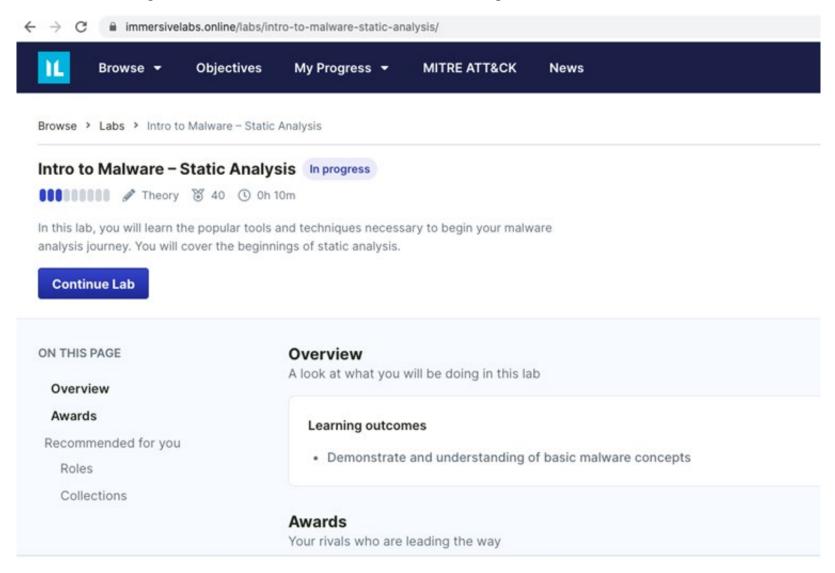
Carlton, M., Levy, Y., & Ramim, M. M. (2019). Mitigating cyber attacks through the measurement of non-IT professionals' cybersecurity skills. *Information and Computer Security*, *27*(1), 101-121. https://doi.org/10.1108/ICS-11-2016-0088

Carlton, M., Levy, Y., & Ramim, M. M. (2018). Validation of a vignettes-based, hands-on cybersecurity threats situational assessment tool. *Online Journal of Applied Knowledge Management*, *6*(1), 107-118. https://doi.org/10.36965/OJAKM.2018.6(1)107-118

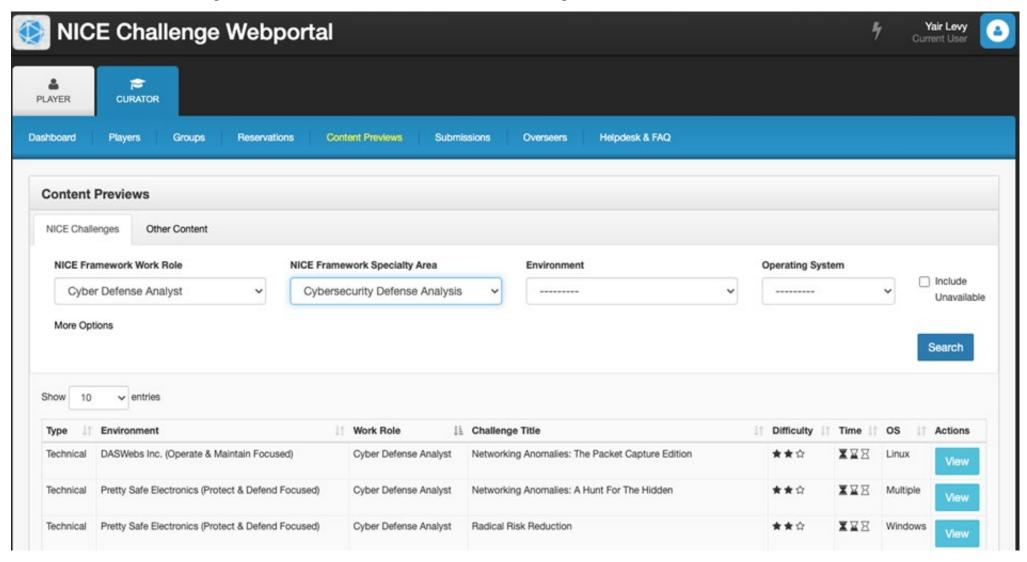














Witnessing an Evolution - The NICE Framework and its Role in Building a Better Cybersecurity Workforce at Nova Southeastern University (NSU)

? The future?



Future in Skills and Competency Assessments

	Awareness	Training	Education
Attribute	Seeks to make users aware of what security is and what to do in some situations	Seeks to train users how they should react and respond when threats are encountered	Seeks to educate users as to why the reactions are needed and what preparations should be in place
Level	Offers basic information about threats and responses	Offers more detailed knowledge about detecting threats and teaches skills needed for effective reaction	Offers the background and depth of knowledge to gain insight into how processes are developed and enables ongoing improvements
Objective	Can <i>recognize</i> threats and formulate simple responses	Can respond effectively using learned <i>skills</i>	Can engage in active defense and use understanding of the objectives to make continuous improvements
Teaching Method	Media videos Newsletters Posters Informal training	Formal training Workshops Hands-on practices	Theoretical instructions Discussions/seminars Background reading
Assessment	True/False or multiple- choice questions (<i>identify learning</i>)	Problem solving (apply learning)	Essay/research paper/presentations (interpret learning)
Impact timeframe	Short-term	Intermediate	Long-term



32

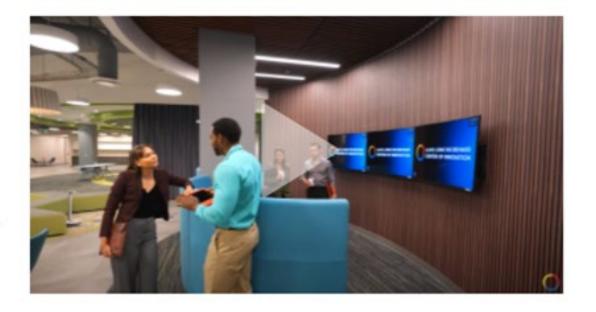
NSU Florida



Alan B. Levan | NSU Broward Center of Innovation

Powering the Innovation Ecosystem

The Alan B. Levan | NSU Broward Center of Innovation is a public-private partnership between Nova Southeastern University and Broward County acting as an economic and education development engine linking the South Florida innovation ecosystem.



The Levan Center supports the Founder's Journey from birth of an idea through successful exit or global expansion providing programs, events, and wraparound services to entrepreneurs and early-stage startups for the buildout and scaleup of their business.







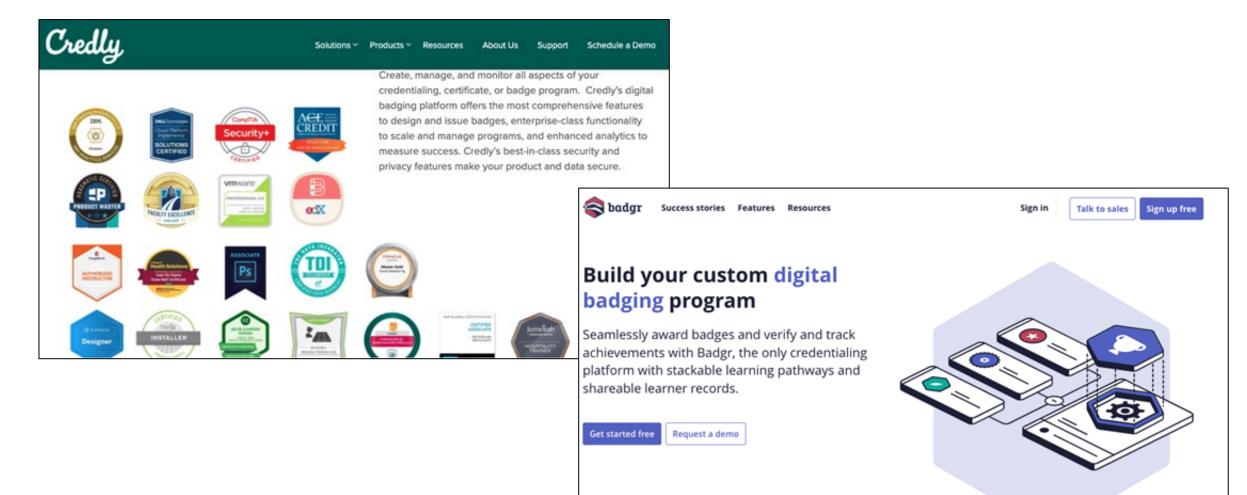
Alan B. Levan | NSU Broward Center of Innovation





https://www.nova.edu/innovation/

Future in Skills and Competency Assessments





Thank you!

Contact: levyy@nova.edu

https://www.caecommunity.org/
community-of-practice/cyber-defense



Q & A



BUILDING AND MEASURING CYBERSECURITY SKILLS



yberQ

Mapping Cyber Range activities to the NICE Framework

Steve Graham – Sr. Vice President

EC-Council

ABOUT EC-COUNCIL

2001: EC-Council was founded.

2003: Launched the Certified Ethical Hacker (CEH) course and certification.

2005: EC-Council's first federal customer – Federal Bureau of Investigation (FBI).

2010: Achieve first U.S. Department of Defense (DoD) Accreditation for CEH.

2004-21: Developed over 20 hands-on, tactical Cybersecurity certification courses along with several leading cybersecurity education brands. 4 Courses accredited by the U.S. Department of Defense (DoD).

Certified Ethical Hacker

EC-Council Global Brands

































EC-Council

Teaching Cybersecurity for Over 20 Years

Accreditations / Mapping



















Accepted and Trusted Globally By







































And many more...



Our Programs























APPLICATION SECURITY

ENGINEER - JAVA















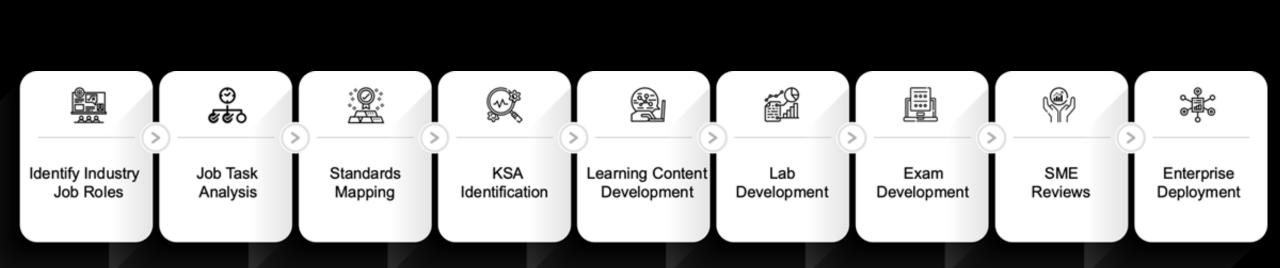


CERTIFIED

How Do We Do It?



THE EC-COUNCIL CONTINUOUS SKILL DEVELOPMENT CAPABILITY



EC-Council

Program Level NICE Framework Mapping

NCWF JOB ROLE

Cyber Defense Analyst

Job Role Description: A Cyber Defense Analyst uses data collected from a variety of cyber defense tools (e.g., IDS alerts, firewalls, network traffic logs) to analyze events that occur within their environments for the purposes of mitigating threats.

Maps To: Certified Ethical Hacker (CEH)

Mapping Summary: Performance-based learning and evaluation in CEH imparts specific KSAs that should be demonstrated by a Cyber Defense Analyst. CEH maps to this job role at a Specialist level (level 3) with a correlation coefficient of .9 on the framework Tasks and a correlation coefficient of 1 on the KSA proficiency descriptions.

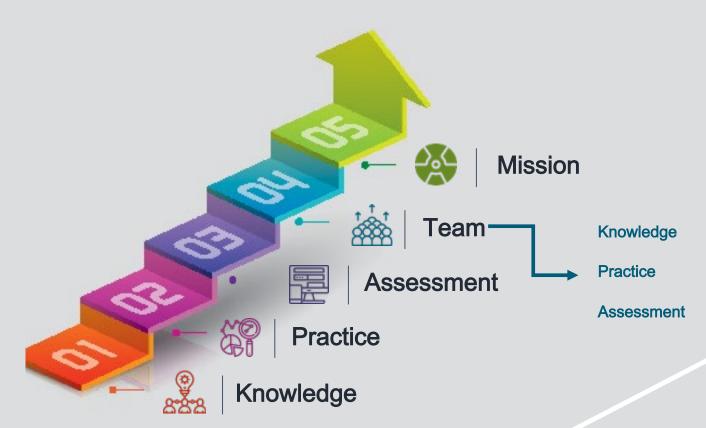
ID	Statement	Bloom's Action Verbs	CEH Exam Objectives	NICE Proficiency	Relational Coefficient
T0020	Develop content for cyber defense tools.	Develop, Synthesize	6.7, 7.9, 8.6, 9.6, 11.7, 12.6, 13.7, 14.8, 15.7, 16.2, 17.5, 18.8	4	100% or 1
T0023	Characterize and analyze network traffic to identify anomalous activity and potential threats to network resources.	Analyze	2.7, 3.7, 7.7, 14.4	4	90% or .9
T0043	Coordinate with enterprise-wide cyber defense staff to validate network alerts.	Validate	16.1, 16.2	3	70% or .7
T0088	Ensure cybersecurity-enabled products or other compensating security control technologies reduce identified risk to an acceptable level.	Test, Evaluate	1.6, 1.7, 1.8, 1.11, 6.7, 15.6, 16.1, 16.2, 17.5	4	100% or .1
T0155	Document and escalate incidents (including event's history, status, and potential impact for further action) that may cause ongoing and immediate impact to the environment.	Generate, Apply, Analyze	1.9	2	50% or .5
T0164	Perform cyber defense trend analysis and reporting.	Perform	1.1	4	100% or 1
T0166	Perform event correlation using information gathered from a variety of sources within the enterprise to gain situational awareness and determine the effectiveness of an observed attack.	Perform	2.2, 2.3, 2.4, 2.5, 2.6, 2.7, 2.8, 2.9, 2.10, 2.11	4	100% or 1
T0178	Perform security reviews and identify security gaps in security architecture resulting in recommendations for the inclusion into the risk mitigation strategy.	Perform	1.6	2	70% or .7
T0187	Plan and recommend modifications or adjustments based on exercise results or system environment.		N/A		
T0198	Provide daily summary reports of network events and activity relevant to cyber defense practices.	Provide	7.1	2	50% or .5
T0214	Receive and analyze network alerts from various sources within the enterprise and determine possible causes of such alerts.	Analyze	16.2	3	90% or .9

Cybersecurity Defense Analysis (DA)		Cybersecurity Defense Infrastructure Support (INF)		INF)	Incident Response (IR)			Vulnerability Assessment and Management (VA)		
	About NICE, NCWF and EC-Council	Methodology and Mapping Summary	Securely Provision (SP)	Operate and Maintain (OM)	Oversee and Govern (OV)	Protect and Defend (PR)	Analyze (Al	N)	Collect and Operate (CO)	Investigate (IN)



Applied Skill Mastery in Education with a Cyber Range

Redefining Skill Mastery with CyberQ



Knowledge gained from real/orld experience that updates the process over time.











CyberQ

Studio Admin

Injects

Import Target VM

Sku-Experiences

I User Admin

Templates

Skill Packs



Experiences with target ranges, flags, and guides are presented as simple thumbnails

















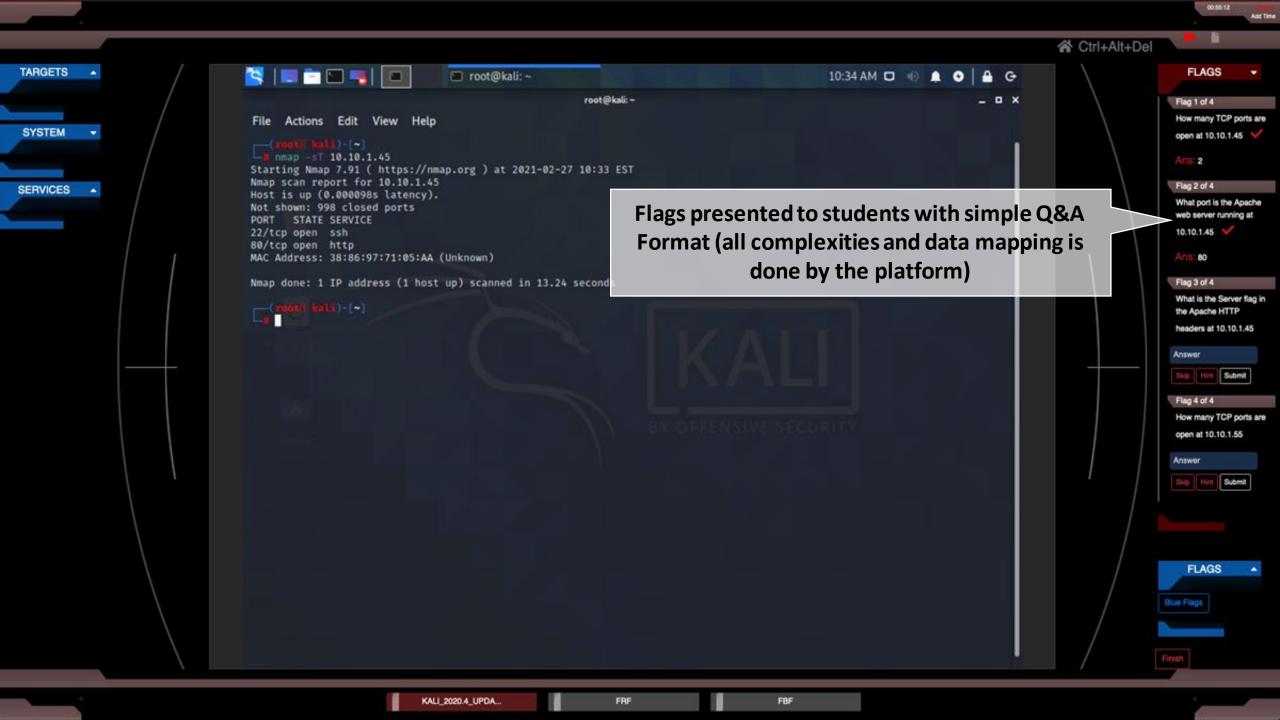












(CyberQ USA TPA Demo)











Studio Admin

Injects

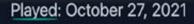
- Import Target VM

Sku-Experiences

User Admin

Templates

Skill Packs





Skills Report

techniques.

QWERTYUIOP v2



Rating

Skills Report maps directly to NICE Framework KSAT's and showed measured results of performance-based activity at the individual

	KSAT Level						
NIST/NICE Work	Role: Vulnerability Asse	ssment An	alyst				
ELEMENT	ASSIGNED	INC	OMPLETE	FAILED	COMPLETED		
Skill	6	0		0	6		
task	0	0		0	0		
Knowledge	4	0		0	1		
Ability	0	0		0	0		
SKILL			TIME	ATTEMPTS	STATUS		
Skill in the use o techniques.	f penetration testing to	ols and	0:06:46	6	completed		
Skill in the use o techniques.	f penetration testing to	ols and	0:00:35	1	completed		
Skill in the use o techniques.	f penetration testing to	ols and	0:01:10	3	completed		
Skill in the use o	f penetration testing to	ols and	0:08:47	1	completed		







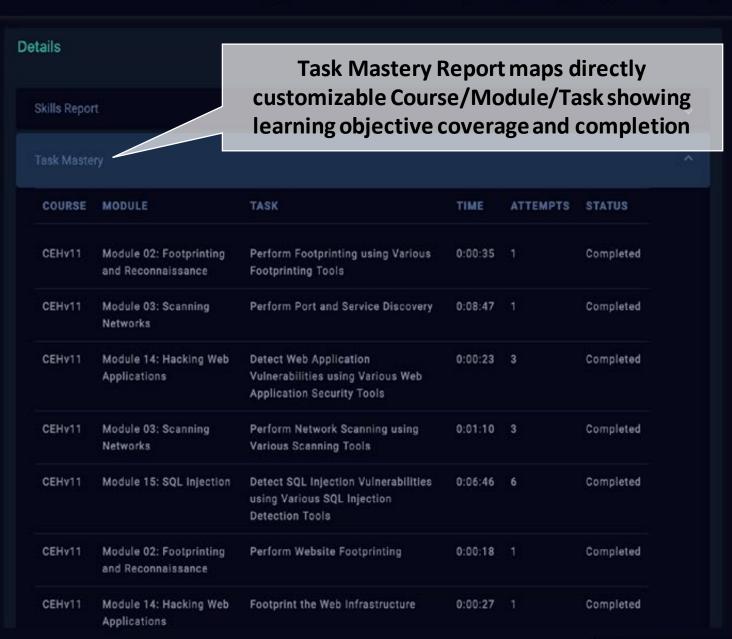




CyberQ

- Studio Admin
- Injects
- Import Target VM
- Sku-Experiences
- User Admin
- Templates
- Reports
- Skill Packs





(CyberQ USA TPA Demo)









9



Dashboard

Studio Admin

Injects

- Import Target VM

Sku-Experiences

User Admin

Templates

Reports

Skill Packs



QWERTYUIOP v2

Rating ★★★★★

Difficulty



You Max
Points 160 160

Time 90 5400

Flags 7 7

Flags

Flag Reports provide information on the Flag Question, Answer provided, Time on Task, Attempts, Hints and overall score.

TOTAL QUESTIONS ANSWERED	CORRECT	INCORRECT	SKIPPED	EXPIRED
7	7	0	0	0

Details

QUESTIONS	YOUR ANSWER	TIME	ATTEMPTS	HINTS	SCORE
In what format is the private key encoded? [Format: Xxxxxx]	Base64	0:00:35 of 0:10:00	1 out of 10	0 out of 0	10 out of 10
What is the version of OpenSSH running on the target?	7.6p1	0:08:47 of 0:10:00	1 out of 10	0 out of 0	10 out of 10
Which port looks more fruitful to enumerate in this scenario?	3000	0:00:23 of 0:10:00	3 out of 10	0 out of 0	10 out of 10
What is the title of the website hosted on the target machine?	CyberQ Login	0:01:10 of 0:10:00	3 out of 10	0 out of 0	10 out of 10



Building Custom Range Activities

Internet -based Cloud Access

Instantly Launch any of hundreds of exercises

Solve Puzzles

Capture flags

Conduct Forensic Investigations

Hack Web Servers

Root Machines

Crack Passwords

Investigate breaches

And much, much more!

CyberQ SKILLS-FIRST Approach

Skill mapped targets and flags are the building blocks of CyberQ – Not the Range





Flag

- Mapped to Skills
- Mapped to NICE Job Roles
- Mapped to Courses

Target

- Anything that can be virtualized (Windows, Linux, iOS, Android, etc.)
- Software Packages
- Vulnerable apps, sites, configs
- Files (offline Targets)
- Re-usable across Experiences



Experience

- Single Target
- Collection of Targets
- Attack Console (Kali, Parrot, Custom, OVPN)
- Cold Storage > Live deployment in minutes, ondemand

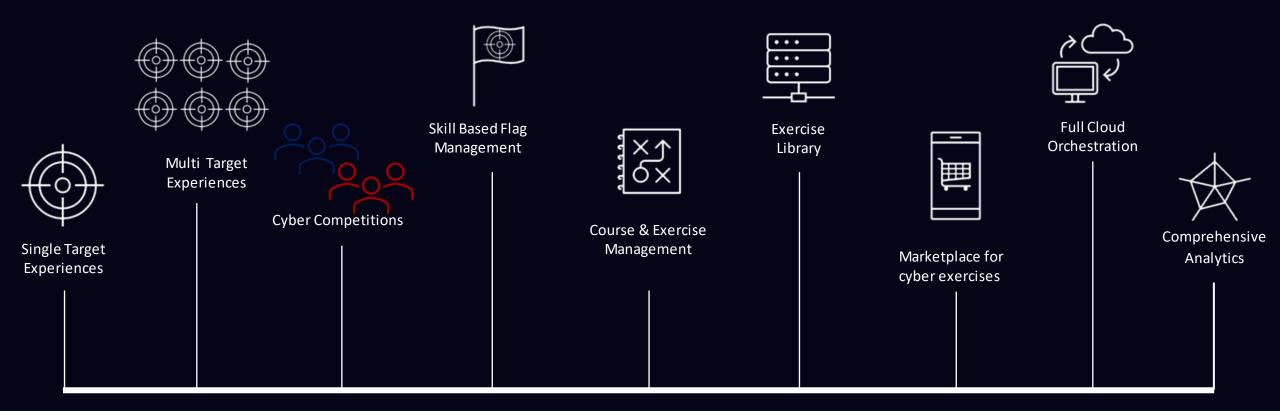
Train
Practice
Assess

Compete





One Platform | Many Solutions









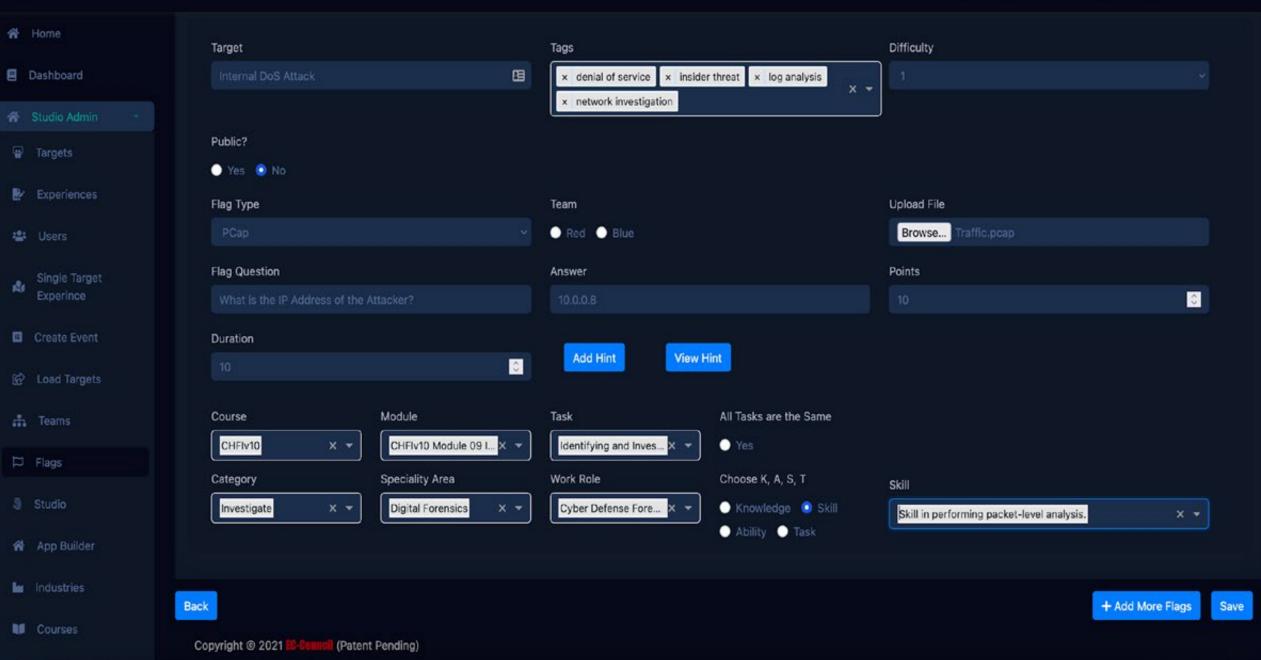














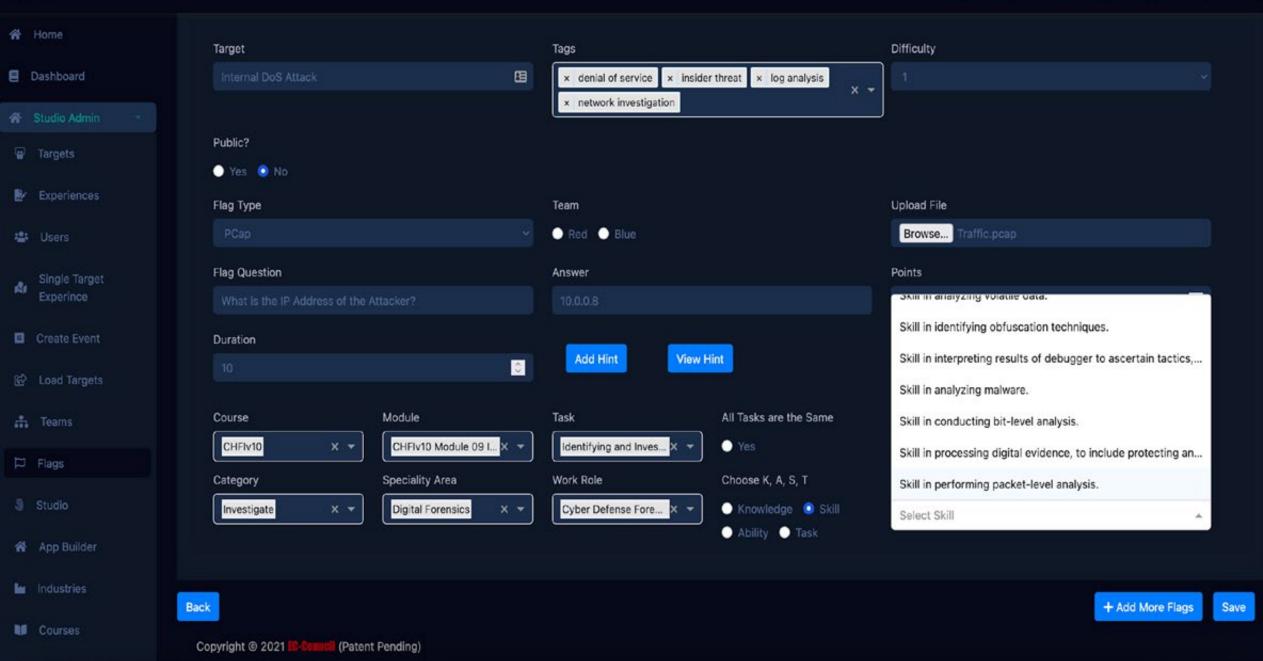














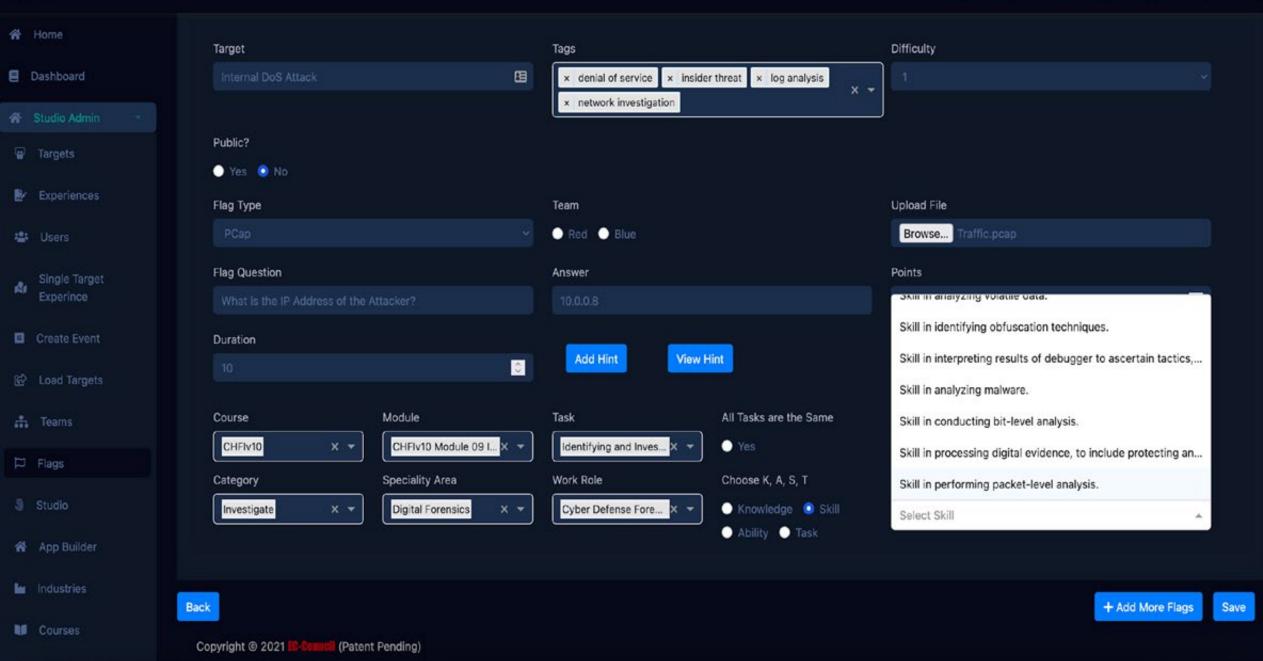


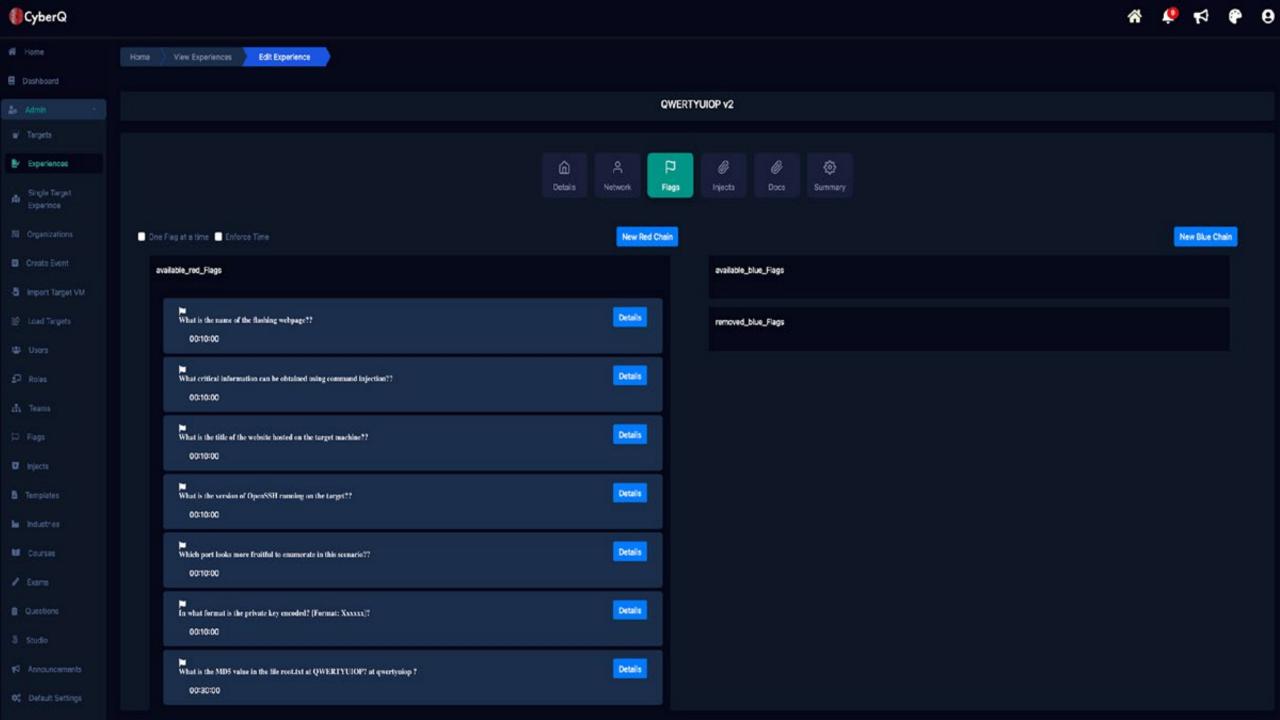




























Official Digital Forensics Essentials v1 -CyberQ Labs

computer forensics field.

The Official Digital Forensics Essentials V1 - OyberQ labs map directly to the content provided in EC-Council's Digital Forensics Essentials (DFE) Program. Purchasing this lab upgrade entities the student to 6 months access to the lab exercises that accompany the DFE certification program. Digital Forensics Essentials (DFE) program covers the fundamental concepts of computer forensics. It equips students with the skills required to identify an intruder's footprints and to properly gather the necessary evidence to prosecute in the court of law. This program gives a holistic overview of the key components of computer forensics. The course is designed for those interested in learning the

various fundamentals of computer forensics andaspire to pursue a career in the

You can play all the experiences for 180 Days.

INDEX	L000	NAME	RATINO	DIFFICULTY	PROGRESS
	0	DFEv1 Module 02 Computer Forensics Investigation Process MEDIUM	Users Rating 食食食食	Users Difficulty	0%
	0	DFEv1 Module 03 Understanding Hard Disks and File Systems MEDIUM	Users Rating 食合合合合	Users Difficulty	0%
3.	0	DFEv1 Module 04 Data Acquisition and Duplication MEDIUM	Users Rating 兼合合合合	Users Difficulty	0%
4.	0	DFEv1 Module 05 Defeating Anti-forensics Techniques MEDIUM	Users Rating 食食会会	Users Difficulty	0%
6.	0	DFEV1 Module 06 Windows Forensics MEDIUM	Users Rating 食食食合合	Users Difficulty	0%
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Thank you!

Q & A





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