NICE Community Coordinating Council
Meeting Minutes
January 28, 2025 | 3:30-4:30PM ET

I. **Introduction and Ground Rules** –Susana Barraza, NICE Program Manager

- The NICE Community Coordinating Council was established to provide a mechanism in which public and private sector participants can develop concepts, design strategies, and pursue actions that advance cybersecurity education, training, and workforce development.

- Members are encouraged to participate in the meeting via the platform chat space. We will also be introducing polls throughout the meeting.

- Reminder: The meeting is not intended for marketing or other commercial purposes.

II. **Opening Remarks**

a. Government Co-Chair - Rodney Petersen, Director of NICE

- Rodney Petersen acknowledged the absence of co-chairs Michael Alicia and Zarina Blake and stated that he would provide remarks on behalf of the government, as well as insights from academia and industry.

- Rodney shared his experience from a recent engagement with international delegates participating in NICE's leadership development program. He noted that the delegates had expressed significant interest in NICE's working groups and communities of interest. They also inquired about whether NICE meetings and working groups were open to international participants. He clarified that all NICE meetings and working groups were open to the public, including international attendees.

- Rodney highlighted NICE's Strategic Plan Goals, which focus on promoting the discovery of cybersecurity careers. He emphasized the importance of reskilling and upskilling the workforce to fill cybersecurity roles, particularly for individuals with adjacent backgrounds in information technology and technology-related fields.

- Rodney discussed the NICE Workforce Framework for Cybersecurity, which categorizes 52 work roles and provides a structured approach to developing a skilled workforce. Rodney concluded by stating that the challenges faced in the United States regarding cybersecurity workforce development were similar to those encountered in both developing and developed countries.

III. **Community Progress Report (Part 1)**

a. **Project Progress Reports**

    i. NICE K12 Cybersecurity Education Conference (Nashville, TN) – December 8-9, 2025
Presented by Felicia Rateliff, iKeepSafe
URL: https://www.k12cybersecurityconference.org/

- Felicia provided a detailed overview of the NICE K-12 Cybersecurity Education Conference, which was held on December 9-10, 2024, in San Antonio, Texas.

- The conference had an attendance of over 500 participants, including more than 100 speakers and panelists. It featured eight pre-conference workshops, multiple breakout sessions, and a well-attended exhibitor hall.

- Felicia highlighted that the 10th anniversary of the conference was celebrated in multiple ways. The event included reflections on the evolution of K-12 cybersecurity education over the past decade. Many sessions focused on how cybersecurity education has changed and expanded over the years.

- Student engagement was a key aspect of the conference. The event featured a Cyber Signing Day, where six students from across the country signed commitments to cybersecurity careers through apprenticeship and internship programs. Additionally, a K-12 student panel provided an opportunity for students to share their experiences in cybersecurity programs during high school.

- Several companion events took place during the conference, including GenCyber Day for local schools, tours of a large independent school district's cybersecurity career center, and a visit to the Air Force's Shadow's Edge cyber software hub.

- Felicia announced that the next NICE K-12 Cybersecurity Education Conference would take place on December 8-9, 2025, in Nashville, Tennessee.

- Felicia encouraged community members to join the planning committee, particularly those with connections to schools and organizations in the Nashville area. The first planning committee meeting is scheduled for February 27, 2025, at 3:30 PM Eastern Time.

- Key upcoming dates for the 2025 event include:

  - Late February – Early March 2025: Announcement of the hotel venue in Nashville.

  - Early April 2025: Opening of the Call for Proposals for speakers and presentations.

IV. **Featured Content**

    a. Report Roundup – Learning from Good Ideas

Knocking at the College Door
Presented by Colleen Falkenstern, Senior Research Analyst, Western Interstate
Commission for Higher Education
URL: https://www.wiche.edu/knocking/

- Colleen presented key insights from the Knocking at the College Door report, which examines high school graduate trends across the United States.

- Colleen explained that the number of high school graduates in the United States is expected to decline after 2025. The peak number of graduates is projected to be 3.9 million in 2025, but this number is expected to drop to 3.4 million by 2041.

- This decline is primarily due to lower birth rates following the 2007 economic recession. Additionally, regional variations indicate that states in the Southeast and Mountain West will see growth in high school graduates, while California, Illinois, and New York will experience significant declines.

- Demographic Shifts in the High School Graduate Population
  - The White and Black student populations are projected to decline by 26% and 22%, respectively.
  - The Hispanic student population is projected to grow by 16%, reaching 36% of all high school graduates by 2041.
  - The number of Multiracial students is expected to increase by 68% over the next two decades.

- Impact on Higher Education and the Workforce

  - College enrollment rates are expected to decline, particularly at community colleges.
  - There is a growing demand for alternative education models, such as certifications, workforce training programs, and apprenticeships.

b. Framework Feature – Applications and Uses of Workforce Framework for Cybersecurity

Q-Mission Unified Cyber Platform (UCP)
Presented by Alberto Roncallo, CEO, Q-Misson
URL: https://www.qmission.net/

- Alberto provided an overview of Q-Mission's Unified Cyber Platform (UCP), a cybersecurity training solution designed for government and military agencies.
- The platform incorporates simulation-based training, which aligns with the NICE Workforce Framework for Cybersecurity. It is currently used by military organizations in Latin America, including Colombia, Ecuador, and Chile.
- Alberto emphasized the importance of scalable and repeatable cybersecurity training programs. He also highlighted the shift towards skills-based hiring, where practical knowledge and industry certifications are prioritized over traditional degree requirements.

V. **Community Progress Reports (Part 2)**

a. **Community of Interest Update**

   i. Transform Learning Process
      Co-chair: Mike Morris, Western Governors University
      - Mike presented research findings on the shortage of cybersecurity educators.
      - He noted that although student demand for cybersecurity education is increasing, there is a shortage of qualified faculty. Many universities struggle to recruit faculty members due to the limited number of cybersecurity PhD graduates and the salary disparities between academia and the private sector.
      - To address this challenge, universities are increasingly relying on adjunct faculty and industry professionals to fill teaching positions.
      - Mike recommended that the community:
         o Increase funding and incentives for cybersecurity educators.
         o Strengthen partnerships between academia and industry to support faculty training.

   ii. Modernize Talent Management
      Co-chair: Jo Justice, Leidos
      Project lead: Jessie Bolton, Bolt Resources

      - Jessie provided an update on the Cyber Talent Retention White Paper, a project focused on understanding key factors influencing cyber workforce retention.

      - The white paper is finalized and is currently undergoing formatting before publication on the NICE website.

      - It includes survey results gathered from hiring managers, HR leaders, and cybersecurity professionals, analyzing trends on workforce retention and attrition.

      - Key takeaways include the top reasons why professionals stay or leave their roles, such as:
         o Overwork and burnout
         o Work-life balance challenges
         o Career progression opportunities
         o Skills development
         o Organizational culture

      - The report aims to provide insights for HR and leadership teams in cybersecurity to improve retention strategies.

b. **Project Progress Reports**

   i. US Cyber Games
      Presented by Brad Wolfenden, Katzcy
      URL: https://www.uscybergames.com/

- The US Cyber Games Season 4 is in full swing, with recent international competitions and upcoming training events.

- Key highlights from recent competitions:

    o European Cybersecurity Competition (Turin, Italy – October 2024): The US Cyber Team secured 2nd place.
    o International Cybersecurity Competition (Santiago, Chile – Late 2024): The US team participated alongside government partners and industry representatives.
    o Keonig Cyber Games: The US Women's Cyber Team attended their first-ever international competition and won a silver medal.

- Upcoming Training & Events:

    o A Virtual Cyber Camp over President's Day weekend (February 2025) to bring together US Cyber Team and Women's Cyber Team members.
    o The camp will focus on team building, competition skills, leadership training, and coding/software development exercises.
    o The Pipeline Program (for athletes who did not make the national teams but showed potential) recently kicked off with 64 athletes—the largest cohort yet.
    o Training includes technical rotations in cybersecurity disciplines (forensics, web security, cryptography, attack & defense, etc.).
    o Career sessions will include resume building, certifications, and leadership talks with industry experts.

- Upcoming competitions & events:

    o Wicked 6 Cyber Games – A flagship event promoting women in cybersecurity with international participation.
    o The US Women's Cyber Team will host an official CTF at the RSA Conference (May 1, 2025).
    o European Cybersecurity Competition (October 2025 – Warsaw, Poland)
    o International Cybersecurity Competition (November 2025 – TBD)

ii. NICE Conference and Expo
Presented by Cesar Cabot, Florida International University
URL: https://niceconference.org/

- The NICE Conference & Expo 2025 will be held in Denver, Colorado from June 1-4, 2025.
- Proposal Submission Update:
    o 64 proposals were received, categorized into:
        ▪ 143 breakout session proposals
        ▪ 21 lightning talk proposals
    o The review process is underway, with final selections expected by March 2025.
- Local Stakeholder Engagement Event:

- Scheduled for March 7, 2025, in Colorado Springs.
- Registration is currently open on the NICE website.
- Conference Registration:
  - Opens on February 25, 2025.
  - Early bird pricing will be available for a limited time.
- Hotel & Travel:
  - Government-rate hotel reservations are still available but limited.
  - Attendees are encouraged to book early through niceconference.org/hotel-travel.

VI.   Closing Remarks and Next Meeting Reminder

The next NICE Community Coordinating Council Meeting will be **February 25, 2025,** at 3:30PM ET.

Upcoming Meetings:

- [NICE Transform Learning Process WG](#): February 11, 2025, 2:00-3:00PM ET
- [NICE K12 Cybersecurity Education COI](#): February 13, 2025, 3:30-4:30PM ET
- [NICE Apprenticeships in Cybersecurity COI](#): February 14, 2025, 11:00 – 12:00 PM ET
- [NICE Cybersecurity Career Ambassadors COI](#): February 14, 2025, 1:00 – 2:00 PM ET
- [NICE Promote Career Discovery WG](#): February 19, 2025, 3:30-4:30PM ET
- [NICE Modernize Talent Management WG](#): February 20, 2025, 1:00-2:00PM ET

Upcoming Events:

- [NICE Webinar Series](#)
  - [University-Based Cybersecurity Clinics: Educating the Next Generation of Cybersecurity Leaders While Safeguarding Small Businesses](#)
    February 6, 2025, 2-3PM ET
- [National Apprenticeship Day](#): April 30, 2025
- [NICE Conference & Expo](#): June 1-4, 2025, Denver, Colorado
- [Cybersecurity Career Week](#): October 20-25, 2025
- [NICE K12 Cybersecurity Education Conference](#): December 8-9, 2025, Nashville, TN
- NICE Events [Calendar](#)