



NICE Community Coordinating Council

Meeting Minutes

May 26, 2026 | 3:30-4:30PM ET

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

- a. 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.
- b. Members are encouraged to participate in the meeting via the platform chat space. We will also be introducing polls throughout the meeting.
- c. Reminder: The meeting is not intended for marketing or other commercial purposes.

II. Opening Remarks

- a. Government Co-Chair – Karen Wetzel, Director of NICE, NIST
 - Karen highlighted the upcoming NICE Conference taking place the following week in Philadelphia under the theme "From Foundations to the Future: Transforming the Cybersecurity Workforce."
 - She encouraged attendees to review the [draft strategic plan](#) currently available on the NICE website and share their feedback on how its goals align with their organizational needs.

III. Featured Content

- a. Report Roundup – Learning from Good Ideas

2026 Cybersecurity Workforce Research Report by SANS | GIAC

Presented by Brian Correia, Director, Global Cyber Workforce Strategy & Engagement, SANS

URL: <https://www.sans.org/white-papers/2026-cybersecurity-workforce-research-report>

- Brian Correia, Director of Global Cyber Workforce Strategy & Engagement at SANS, presented the findings from the 3rd annual 2026 Cybersecurity Workforce Research Report. He noted that the report was specifically designed for "cyber talent leaders"—such as CISOs, security managers, and HR leads—who handle hiring, recruitment, and retention.

- Brian noted that the report was specifically designed for "cyber talent leaders" such as CISOs, security managers, and HR leads—who handle hiring, recruitment, and retention.
- The data revealed that 74% of cybersecurity teams are adjusting their team sizes and role structures due to artificial intelligence. While mid-level and senior positions remain largely stable, entry-level positions like SOC analysts, threat intel analysts, and incident responders are experiencing the greatest impact. Conversely, new roles such as AI machine learning specialists, AI security engineers, and AI governance roles are rapidly emerging.
- The adoption of standardized frameworks like NICE continues to grow, with 56% of respondents incorporating them into hiring and work role development this year compared to 46% last year and 10% two years prior. The report also highlighted a shift in hiring dynamics, as 53% of survey respondents noted that primary hiring decisions are now made by cyber managers, CISOs, or senior leadership rather than HR. Finally, Brian emphasized that the lack of properly skilled workers is directly lowering productivity across organizations, causing process delays (57%), increased burnout and slower incident response times (40%), and an inability to adapt to new technologies (42%).

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

National Initiative for Cybersecurity Careers and Studies (NICCS) Update

Presented by Nancy J. Limauro, Lead, Leadership & Professional Development Programs, Cybersecurity & Infrastructure Security Agency (CISA)

URL: <https://niccs.cisa.gov/>

- Nancy J. Limauro, Lead for Leadership & Professional Development Programs at CISA, provided an update on the NICCS portal. She shared that the public-facing website recently underwent a complete redesign featuring updated branding, layout, and content.
- Following NICE's release of Framework Version 2.2, developers are currently incorporating the new cryptography and Development, Security, and Operations (DevSecOps) competency areas, alongside the Cybersecurity Supply Chain Risk Management work role, into the NICCS site, with updates expected to go live by mid-June.
- Nancy introduced a collection of new videos designed for targeted audiences, including beginners, veterans, high school students, and general users seeking to navigate the Cyber Career Pathways Tool.
- She also highlighted 28 embedded Tri-Cyber micro-challenges that offer short, 15-minute practical experiences across various technical and non-technical work roles. She concluded by inviting training providers to submit their courses to the NICCS catalog to be mapped against the NICE Framework.

IV. Community Progress Reports

a. Project Progress Reports

- NICE K12 Cybersecurity Education Conference December 7-8, 2026, New Orleans, Louisiana
Presented by Amber Lindsay, iKeepSafe
URL: <https://www.k12cybersecurityconference.org/>
 1. Amber Lindsay from iKeepSafe provided an update regarding the upcoming NICE K-12 Cybersecurity Education Conference, which is scheduled for December 7–8, 2026, in New Orleans, Louisiana, with pre-conference workshops taking place on December 6.
 2. She announced that the Call for Proposals is officially open through June 5th under the theme "Jazzing Up Cybersecurity Education: Amplifying Pathways and Building the Workforce."
 3. Amber encouraged educators and practitioners to submit practical, scalable classroom models.
 4. She also noted that applications are currently open for high school students to participate in the 2026 National Cyber Signing Day, which publicly celebrates students pursuing cybersecurity through certifications, apprenticeships, military service, or higher education.
 5. Organizations interested in engaging directly with the K-12 educator community were encouraged to explore available sponsorship and exhibitor opportunities.

V. Featured Topic

National Cybersecurity Center of Excellence (NCCoE) Updates

Presented by Cheri Pascoe, Director, National Cybersecurity Center of Excellence

URL: <https://www.nccoe.nist.gov/>

- Cheri Pascoe, Director of the NCCOE at NIST, provided an overview of the center's mission and priorities.
- She explained that the NCCOE operationalizes NIST's mission by using commercial off-the-shelf technologies to solve practical, real-world cybersecurity challenges through public-private collaboration.
- She presented the NCCOE project portfolio, which currently covers roughly two dozen projects organized across four primary pillars: Data Protection (such as Post-Quantum Cryptography migration), Trusted Enterprise (such as Zero Trust and DevSecOps), Artificial Intelligence (securing AI and developing Cyber AI profiles), and Operational Technology/IoT security.

- Cheri invited the NICE community to review the project portfolio, validate its priorities, and explore opportunities to map technology implementations to the NICE Cybersecurity Workforce Framework.

CyberForge Philadelphia: A Regional Alliance for Cybersecurity Education and Training

Presented by Wendy Nickel, Chief Program Officer, University City Science Center

URL: <https://sciencecenter.org/>

- Wendy Nickel, Chief Program Officer at the University City Science Center, presented on CyberForge Philadelphia, a Regional Alliance for Cybersecurity Education and Training (RAMP).
- She introduced the Science Center's Firsthand program, an initiative based in West Philadelphia that provides free STEM education, hands-on laboratory experiences, and stipends to middle and high school students to foster workforce diversity.
- CyberForge Philadelphia operates as a multi-stakeholder council bringing together partners across academia, government, industry, and non-profits. Through 8-to-11-week high school "sprints," students work alongside corporate mentors on real-world cybersecurity and data analysis challenges. Over the course of the grant, the program aims to train 64 high school students using a NICE Framework-aligned curriculum, place 12 students into internships or continuing education, and transition 30 students into pre-apprenticeship workforce pathways.

VI. Closing Remarks and Next Meeting Reminder

The next NICE Community Coordinating Council Meeting will be on **July 28, 2026**, at 3:30PM ET.

Upcoming Meetings:

- [NICE K12 Cybersecurity Education COI](#): July 9, 2026, 3:30 – 4:30 PM ET
- [NICE Cybersecurity Career Ambassadors COI](#): July 10, 2026, 1:00 – 2:00 PM ET

Upcoming Events:

- [NICE Webinar Series](#)
- [NICE Conference & Expo](#): June 1-3, 2026, Philadelphia, PA
- [Cybersecurity Career Week](#): October 19-24, 2026
- [NICE K12 Cybersecurity Education Conference](#): December 7-8, 2026, New Orleans, Louisiana
- NICE Events [Calendar](#)