NICE Community Coordinating Council
Meeting Agenda
February 23, 2022 | 3:30-5:00 p.m. ET

[Presentation](#)

I. **Introduction and Ground Rules** – Danielle Santos, NICE

Everyone is welcomed to the call and provided a brief layout of the NICE Community. Instructions were provided to the listeners for the meeting and are encouraged to participate via the chat feature. This meeting is not intended for any marketing, promotional, or commercial purposes.

II. **Opening Remarks**

a. Academic Co-Chair - Marni Baker-Stein, Chief Academic Officer and Provost, Western Governors University

Introduces the *Featured Topics* speaker Andrew Millar.

III. **Featured Topics**

UK National Cyber Strategy 2022
Presented by Andrew Millar, Head of Cyber Skills Policy and PMO, UK Department for Digital, Culture, Media & Sport (DCMS)
URL: https://www.gov.uk/government/publications/national-cyber-strategy-2022

- The UK Cyber Security strategy operates on a five-year cycle in which they just finished one in 2021 and will be starting a new cycle this year.

- The last cycle provided us with the National Cyber Security Center and the National Cyber Security Council.

- There are five pillars within the strategy: Ecosystem, Technology, Resilience, International, and Threat.

- Strengthening the cyber ecosystem starts with investing in the people and skills and deepening the partnership with government, academia, and industry.

- The UK Cyber Security Council was created to define the skills standards to embed within the education system and the government processes for supply chain and personnel.

- While working with other cybersecurity centers and experts the Cyber Security Council has been able to define 16 specialisms in which they expect to have the standards built by 2025.

- The Council discussed the possibility of a cybersecurity license, similar to doctors, for the cybersecurity field, while understanding the shortfalls with the economic issues created and the limitations it will put on prospects.

- They are looking to have government involvement with the Council but did not want to tie the Council to the government to allow for participation from industry and academia.

NAPA Report: CISA Cybersecurity Workforce Study
Presented by Dan Chenok, Executive Director, Center for The Business of Government, IBM
URL: https://napawash.org/academy-studies/dhs-cybersecurity-workforce

- This report was created as a result of a Congressional request for Department of Homeland Security (DHS) to complete a study on the cybersecurity workforce and the role DHS has in the workforce.

- The panel chose to look at the broader cybersecurity needs of the nation and looking at all the government programs in the nation and how the Cybersecurity and Infrastructure Security Agency (CISA) fit in those environments.

- The panel had a number of recommendations, some of which coincide with the work NICE has done. Some of those recommendations include: using existing efforts to build a workforce development strategy, an enhanced government structure to enable the work being done at CISA, and finding a way to measure effectiveness going forward.

- Four priorities were created for the strategy, which has a good crossover with the NICE Strategic Plan. They are as follows: the pipeline from K-12 and making cybersecurity a desirable field of study, how do we get the people the skills to get the education, overcoming the hiring barriers with getting jobs in the government, and how to assess performance across the system.

- The panel found that three areas of effective governance are needed to provide the proper framework to enable strategy to occur; Proper Leadership, Strategy and Coordination.

- Given the new "focus-fun" Congress, the panel felt that the White House would be an amplifier but also needs to recognize that there is a governance framework, led usually through NIST, which enables moving forward in a way that works with industry.

IV. **Standing Items**

a. Report Roundup – Learning from Good Ideas

The Cybersecurity Skills Gap and Barriers to Entry
Presented by Kathleen Hyde, Chair, Cybersecurity Programs/Assistant Professor, Champlain College
URL: https://online.champlain.edu/blog/adult-viewpoints-2021-survey-cybersecurity-skills-gap-barriers-entry

- The findings from cybersecurity skills gaps and barriers of entry survey was commissioned by Champlain College Online and conducted in August of 2021. It

consisted of a national sample of 1011 U.S. adults between the ages of 20 and 55.

- The survey identified the top barriers for exploring a career within cybersecurity; high expectations of prior training and knowledge, lack of diversity, and the toxic work environment and culture.

- The majority of the people surveyed feel that either cybersecurity accreditation, university accreditation, or industry experience is needed to acquire entry-level positions in cybersecurity.

- A vast majority surveyed feel that diversity needs to be increased within the cybersecurity field. Within the people surveyed that identified as members of the cybersecurity environment, that number was increased.

- A toxic work environment is seen as a big reason that there is a lack of diversity in cybersecurity. Most stating that a toxic work environment would prevent them from even looking into the field of cybersecurity.

- Fifty-six percent of non-cyber respondents stated that if on-the-job training and skills building were provided, they would be interested in starting a career in cybersecurity. The emerging growth environment from cyber is a trend that would lead most respondents to the cybersecurity field.

b. Strategy Stories – New Developments that align to NICE Strategic Plan

Department of Homeland Security (DHS) Cyber Talent Management System
Presented by Lisa Dorr, Senior Talent Management Consultant,
U.S. Dept. of Homeland Security
URL: https://dhscs.usajobs.gov/Home

- Congress granted the DHS Secretary a broad authority for a modern approach to manage personnel on how to recruit and retain cybersecurity talent in the department.

- The rules package was completed and published in August of 2021 and took effect in November 2021 and the system was launched.

- DHS is using their own DHS standards and are not required to use traditional Office of Personnel Management (OPM) classification or qualification standards. Instead of awaiting a position to be available, a talent pool can be developed and stored for future use.

- Custom hiring assessments are being used at all levels where candidates cannot rate themselves and the candidates must complete pre-hire checks to get into the talent pool of pre-approved candidates.

- The candidates are rewarded differently from the normal OPM scale, instead of being rewarded for "time-served" your rewards are based off your skills and the upkeep of your skills to the mission of your job.

- DHS has its own work evaluation system and its own application portal, which they collaborated with OPM to develop as to not using USAJobs solely. The portal goes through the application process and using the USAHiring platform to apply and complete the assessments and pre-hire checks to allow for passive recruitment process, which provides an on demand talent pool.

- The statistics for the site at this time are as follows:

    o Over 40,000 hits on the application portal 20K to each app portal developed.

    o Close to 2,000 applications received.

    o Currently tracking 115 candidates that have made it through the multi-hurdled process, which shows that the process is working as expected.

    o Most of the people are at the entry and developmental level, so DHS has launched 13 targeted campaigns for technical and leadership roles.

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

   Carolina Cyber Center
   Presented by Adam C. Bricker, Executive Director,
   Carolina Cyber Center of Montreat College
   URL: https://carolinacybercenter.com/

- One of the core elements of our program and through analysis we have noticed is that character is a big reason as to why people are not succeeding in their job roles.

- Working with the hiring manager to look at a developed spreadsheet to try to understand how you are guaranteed you are getting the skills met.

- Go through each Knowledge, Skill, and Ability (KSA) to find what the best way is and how long they should study and learn in a cybersecurity role.

- They are starting to show good dividends in our academies as we measure the performance the best we can so now the employers can see what needs to be done to build the talent.

- Employers can see the competencies they have prior to getting these people interviewed.

- We have worked with schools in North Carolina and work with K12 to community colleges, into the universities to try to break down barriers.

d.   Research Review- Driving Research on Effective Practices

Career and Technical Education State of CTE Report & Resources
Presented by Michael Connet, Associate Deputy Executive Director, Outreach & Partner Development, Association for Career and Technical Education (ACTE)
URL: https://www.acteonline.org/wp-content/uploads/2022/02/2021-Annual-Report_Final.pdf

- The nations system of education provides career in technical education where IT and cybersecurity is representative of 27,000 institutions of higher education. Our association represents the nearly 200,000 CTE professionals and help people find a pathway to their career.

- Released the annual state of CTE report, which is the ninth edition and it reviews the policies made across all 50 states and the U.S. territories. Over 40 states passed policies that effect high quality career educations.

V. **Working Group Updates**

   a. Promote Career Discovery
Co-chairs: Roland Varriale II, Argonne National Laboratory; Jimmy Baker; Keith Davis, Koinonia Family Life

- Had an ad-hoc subgroup meeting to discuss some of the current efforts within credential and the information fed into a spreadsheet to be evaluated for gaps and fed into career pathway tools.

- Started exploring a cyber-ambassador program with a focus on disseminating information within the communities.

- Next meeting March 16th at 3:30 p.m. eastern

   b. Transform Learning Process
Co-chairs: Richard Spires, Learning Tree; Dr. Donna Schaeffer, Marymount University

- In the process of kicking off two new projects, 30 people have volunteered on these projects, which are still in the organization phase, so you can still get involved.

- Kicked off a project focused on how to incorporate cybersecurity into public service education.

- Cybersecurity needs to be taught in many different curriculum and have a way to show this in public service. Volunteers for the project team are still organizing.

- The next meeting is March 9th 3:00 p.m. and we want to know if there are other projects to look into.

   c. Modernize Talent Management
Lead: Lynsey Caldwell, Leidos; Kevin Perry, United States Army; Dr. Melissa Woo, Michigan State University

- Met last week to catch up with the project group and the groups are off to a great start with job seeker group, having met yesterday, and the employer side meeting is coming up.

- Meeting March 17th at 1:00 p.m.

VI. **Community of Interest Updates**

   a. Apprenticeships in Cybersecurity
Co-chairs: Tony Bryan, CyberUp; Jennifer Oddo, Youngstown State University

- Working hard on report out apprenticeship output that we want to bring to the NICE group; this Friday at next meeting encouraging employers to show benefits of apprenticeships.

   b. Cybersecurity Skills Competitions
Co-chairs: Amelia Phillips, Highline College; Bradley Wolfenden, EmberSec; David Zeichick, California State University, Chico

- Wrapping up prior projects that are ready to go to completions such as
  - A one-pagers that are going out to parents
  - A one-pager that is built in more detail
  - A 60 page document that need to be updated for cybersecurity competitions
- Developing a website of different competitions and get links out to those along with new projects.

   c. K12 Cybersecurity Education
Co-chairs: Terrance Campbell, CCTE Cybersecurity Teacher, Shelby County Schools; Laurin Buchanan, Secure Decisions; Thomas Trevethan, Palo Alto Networks

- Wrapping up and refreshing some the documents with infographics and one-pagers.
- Working on how to repackage things for cybersecurity career awareness week.

   d. NICE Framework Users
Karen Wetzel, Manager of the NICE Framework

- In keeping it short, come join the NICE Framework Users Group to continue the conversations discussed today.

VII. **Project Progress Reports**

   a. NICE Conference and Expo (Atlanta, Georgia) – June 6-8, 2022
Presented by Paola Hechavarria, Florida International University
URL: https://niceconference.org/

- The NICE Conference and Expo is June 6 – 8, 2022 in Atlanta! Conference registration will open next week for early bird registration, if you can book hotel ahead of time as they are selling out.
- Sponsorships are now available.
- Call for proposal for emerging topics is still open until March 6, 2002 and go to the website to submit proposals.

- Visit the website and email for more information or questions and follow on twitter.

b. Centers of Academic Excellence (CAE) in Cybersecurity Community
Presented by Vanessa Gutierrez, Cybersecurity Center, California State University, San Bernardino
URL: https://www.caecommunity.org/

c. NICE K12 Cybersecurity Education Conference (St. Louis, MO) – December 5-6, 2022
Presented by Felicia Rateliff, iKeepSafe
URL: https://www.k12cybersecurityconference.org/

- The NICE K12 Conference will be held December 5-6, 2022 in St. Louis.

- This is the 3rd year MasterCard is the sponsor and hopes to have it in person.

- More information to follow on deadlines.

- Hotel reservations are now available at a government rate.

- Key dates and sponsorships provided in slide deck.

- Questions and comments can be sent to conference@ikeepsafe.org

VIII.   Closing Remarks and Next Meeting Reminder

The next NICE Council Meeting will be March 23, at 3:30 p.m. ET.