# NICE Community Coordinating Council
## Meeting
### May 25, 2022 | 3:30-5:00 p.m. ET

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

NICE Program Manager Susana Barraza reviewed the ground rules for the meeting and reminded participants that it is not intended for marketing or other commercial purposes. Members are always encouraged to participate in the meeting via the platform chat space and type questions in the Q&A space.

**II.**  **Opening Remarks**

a.  Industry Co-Chair – Jon Brickey, Senior Vice President, Mastercard

- Industry is talking a lot about the talent gap or "great resignation." Industry is not as connected into NICE as government and academia are. Jon has been trying to evangelize the NICE Framework with industry associations. Companies are very interested in better understanding the supply side and demand side of the employment challenge and want to work with government and academia in finding solutions. One common theme in the discussions is the human resources piece, where there is a significant gap. We need to convince our HR partners that they need to be part of the solution.

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

- The incoming industry co-chair of the Community Coordinating Council is Bridgett Paradise, Chief People and Culture Officer at Tenable

- The Community College Cyber Summit (3CS) just wrapped up in Dayton, Ohio. Historically, NICE has placed a big emphasis on college education, including the unique role that community colleges play in the ecosystem as affordable and accessible options for all Americans. Community colleges are community-focused, work with local employers, and are tightly connected to high schools and other colleges. They serve a special role in reaching non-traditional and under-served communities, including working parents. They prepare students for many of the feeder roles and entry roles in cybersecurity.

- NICE Lead for Academic Engagement Davina Pruitt-Mentle recently was awarded the Pioneer Award, a lifetime achievement recognition for all of her work in this field.

- The Office of Personnel Management on May 19 released [Skills-Based Hiring Guidance](#), which encourages federal agencies to consider applicants based on their capabilities rather than where they acquired them.

**III.**  **Standing Items**

a.  Report Roundup – Learning from Good Ideas

*Re-Imagining Orlando's Talent Supply- An Orlando Cybersecurity Talent Deep Dive*
Presented by Danielle Permenter, Orlando Economic Partnership

URL: https://news.orlando.org/blog/new-report-dives-deep-into-orlandos-cybersecurity-talent-opportunities/

- This report, which is part of the UpSkill Orlando initiative sponsored by JPMorgan Chase, is the third report in a series that aims to help employers and higher education providers identify tactics to create upward mobility career paths for Orlando residents. The practice of identifying talent through a skills-based lens has worked well overall for the Orlando community, and the Orlando Economic Partnership wanted to take the same approach in focusing on in-demand skillsets, including cybersecurity.

- The first section of the report deals with the need for a common language, the NICE Framework, and the importance of improved communication. The third section, which deals with tactics for hiring and developing talent, looks at the importance of clear job postings and clear communication. The partnership looked to NICE for this material because they did not want to reinvent the wheel.

- Why Focus on Cybersecurity?

  - 95% of cybersecurity job postings in Orlando require a bachelor's degree or higher, and yet only 33% of the working-age population in Orlando meets this requirement.
  - The largest feeder occupation for cybersecurity is cybersecurity.

- Major employers in the cybersecurity space in Orlando include AdventHealth, Lockheed Martin, Deloitte, Disney, Stax, and the State of Florida.

- Case Studies:

  - They found confusion and jargon in job postings.
  - They tried to translate the jargon into skills-based postings using the NICE Framework. Industry-specific jargon and unnecessary qualifications were removed, and responsibilities were defined using task statements from the NICE Framework.
  - They made recommendations for HR on the number of skills listed. When you have more than 8 required skill sets, you automatically eliminate candidates because of the intimidation factor.

- Key Items Hindering Career Progression:

  - Cost of certifications
  - Unclear career path opportunities
  - Lack of knowledge about cybersecurity skills within organizations
  - Not enough job experience in cybersecurity role
  - Cost of formal education to properly prepare for career

- Next Steps:

  - Skillful Talent Series-Cybersecurity:  May 12 – June 2, 2022 https://www.skillful.com/
  - Fourth UpSkill Orlando Report:  Summer 2022; reporting outcomes of previous Skillful Talent Series workshops.

IV.    **Featured Topic**

2022 NICE Conference & Expo (Atlanta, Georgia) – June 6-8, 2022
Presented by Randy Pestana and Paola Hechavarria
URL: https://niceconference.org/

- The conference is officially sold out, with more than 450 attendees registered. They wish they could have more attendees, but pandemic-related space restrictions are limiting the number this year.

- Covid-related protocol

    - The conference is adopting local community standards.
    - At check in, you will select a green, red, or yellow pin to indicate your comfort level regarding social distancing. Green means "come on in for a hug." Yellow means "let's talk at an arm's length." Red means, "keep your distance."
    - Overflow room:  Attendees can watch the proceedings from another room to be more socially distanced.
    - Local test centers will be identified.
    - There still may be hotel rooms available.

- The agenda is available online at:  www.niceconference.org/agenda

    - Pre-Conference Workshop Registration: There is still some availability online, and there might be on-site registration depending on availability.
    - Keynote Speakers:  Honorable Sethuraman Panchanathan, 15th Director of the U.S. National Science Foundation;  Renee DiResta, Research Manager, Stanford Internet Observatory at Stanford University
    - Breakout Sessions:  They received more than 200 proposals for 24 speaker slots.
    - Key Sponsors:  ThriveDX, WGU; Trend Micro; CompTIA; cyberbit; Purdue University; Georgia Cyber Center; Middle Georgia State University; Spelman College
    - Tech Showcase Sessions:  "Fixing the Gaps in the Cyber Workforce" and "What Does CyberSeek Data Tell Us about the Challenge and Opportunity Ahead?"

- Whova App:  Use this app to network with other attendees, set up meetings, etc.

- The plenary sessions, including keynote sessions, will be live-streamed, but the breakout sessions will not be.

- NICE Conference & Expo 2023:  June 5-7, 2023

V.    **Working Group Updates**

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

- The Working Group is having fantastic discussions and building even more enthusiasm. Please contact jimmy.baker@arrow.com for more information or if you are interested in joining.

- At the last meeting, they received an update on the *Multiple Career Pathways* project. They also talked about visual images for better telling the story of

promoting cybersecurity pathways. Finally, they discussed the upcoming NICE K12 Education Conference and [Cybersecurity Career Awareness Week](#).

- On June 1, they will be meeting to talk with volunteer project team members who are helping lead the new Ambassadors Program.
- Next Working Group meeting:  June 15, 2022, 3:30 p.m. ET

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

- The Working Group's two chartered projects are coming to an end soon, and both will move into additional phases:
  - *Improve the Quality and Availability of Cybersecurity Credentials* – Cybersecurity is still a relatively young field. The project team has been looking at how to set more standardized terminology leveraging the NICE Framework, how to determine the quality of various credentials, and how quality can be measured for the larger workforce.
  - *Incorporating Cybersecurity Into A Public Service Education* – NICE is working with NASPA to survey what public service programs are doing today around cybersecurity education.
- At the NICE Conference, there will be a working group discussion session on Wednesday at 1:45 p.m., with a video conference connection.
- Next Working Group Meeting: June 15, 2022, 3 p.m. ET

c. Modernize Talent Management
Co-chair: Lynsey Caldwell, Leidos; Kevin Perry, United States Army

- At the last meeting, guest speakers from LinkedIn presented information on the platform. The working group talked about how resources within LinkedIn can be leveraged by job seekers and employers. They learned about the trends LinkedIn is watching (e.g., remote and hybrid work is here to stay; workers are moving into new roles at an accelerated pace; workers feel empowered to demand more out of work), the reasons people say work has changed (e.g., work/life balance; compensation and benefits; colleagues and culture), the basics of a LinkedIn Profile (e.g., importance of a picture and a summary with at least 40 words), and how recruiters use the platform.
- LinkedIn offers a variety of resources for veterans. A link to these resources wase added to the NICE Veterans Resource page:  [https://www.nist.gov/itl/applied-cybersecurity/nice/resources/veteran-resources](https://www.nist.gov/itl/applied-cybersecurity/nice/resources/veteran-resources)
- The two project teams provided updates:
  - *Cybersecurity Career-Entry Guidance for Employers Project*
  - *Cybersecurity Career-Entry Guidance for Entry Job Seekers Project*
- Next Working Group Meeting: June 16, 2022, 1 p.m. ET

**VI.    Community of Interest (COI) Updates**

a. Apprenticeships in Cybersecurity
Co-chairs: Tony Bryan, CyberUp

- A representative from the Department of Labor now joins the COI's monthly meeting to provide an update on the apprenticeship program.

- The COI recently added an Employer Perspective section to its monthly meeting agenda. At the next meeting, PricewaterhouseCoopers will deliver the employer perspective.

- Next COI Meeting: June 24, 2022, 11 a.m. ET

b. Cybersecurity Skills Competitions
Co-chairs: David Zeichick, California State University, Chico

- Next COI Meeting: June 16, 2022, 3:30 p.m. ET

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

- Next COI Meeting: June 9, 2022, 3:30 p.m. ET

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

- There will be a pre-conference workshop at the NICE Conference on *Using NICE Framework Competencies to Build a Better Cybersecurity Workforce.* There will also be a discussion session for the Framework Users Group on Tuesday, June 7. Everyone is encouraged to join, even those who are not part of the group. They will be talking about promoting use of the Framework.

- They are also looking at ways to continue the conversation beyond the conference. They are considering monthly open calls addressing new topics each month. If you have ideas on how to get people more involved in the community, send them to Karen: karen.wetzel@nist.gov

## VII. Project Progress Reports

a. NICE K12 Cybersecurity Education Conference – December 5-6, 2022, ST. Louis, MO
Presented by Amber Lindsay, President and CEO, iKeepSafe
URL: https://www.k12cybersecurityconference.org/

- Call for Proposals closes June 24: They are looking for timely, topical presentations aligned with the conference theme, "Expanding the Gateway to the Cybersecurity Workforce of the Future."

- There will be several formats for speaking, including in-person sessions and pre-conference workshops as well as virtual pre-recorded on-demand lectures and poster sessions.

- Conference Tracks:
  - Increasing Cybersecurity Career Awareness
  - Engaging Students Where Disciplines Converge
  - Stimulating Innovative Cybersecurity Educational Approaches
  - Promoting Cybersecurity Career Pathways
  - Promoting Cyber Awareness

- Student Keynote:  Arica Willis, a 2022 graduate from Spotsylvania High School in Virginia, is a founding member of Spotsylvania Cyber Ops team and a student of Kristi Rice. She also founded a day camp for kids, Spotsy Hacks.

- Evening Reception:  Monday, December 5 at the TRex Building across from the hotel. Local fare for appetizers and drinks will be provided, and local jazz/blues artist Gavin M. will provide entertainment.

- They are seeking sponsors and exhibitors. Sponsorships start at $3500.

- Registration is expected to open in mid-August

- If you have questions, comments, or ideas, email k12cybercon@ikeepsafe.org

b. US Cyber Games
  Presented by Bradley Wolfenden, Director, Cyber Sports, Katzcy
  URL: https://www.uscybergames.com/

- Season I is closing as 15 US athletes, coaches, and dignitaries head to Greece to compete in the International Cybersecurity Competition June 14-17. There will be nine teams participating from around the world.

- The Season I annual report is being prepared.

- The Season I coaching team will be presenting at the NICE Conference on Tuesday, June 7 from 11:30 a.m. to 12:15 p.m. ET.

- Season II is about to get underway:

  - Apply to be a coach:  Application period is open through June 3.
  - Apply to compete: Registration is open through July 4.
  - US Cyber Open begins June 30 and closes July 10.
  - There are many sponsorship opportunities.

- Contact Brad if you have any questions:  wolfendenb@katzcy.com

**VIII.    Standing Items Cont.**

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

  *NICE Framework and SFIA Framework Mapping*
  Presented by Ian Seward, General Manager, SFIA Foundation
  URL: https://sfia-online.org/en/tools-and-resources/sfia-views/sfia-view-information-cyber-security/mapping-nice-work-roles-to-sfia-skills

- SFIA defines the skills and competencies required by professionals who design, develop, implement, manage and protect the data and technology that power the digital world.

- SFIA Skills and Competency Framework was first published in 2000 and is updated every 3 years.

- SFIA is driven by industry, but universities are also looking to it to increase employability of their graduates. The most common use of SFIA is to define the roles within an organization. It provides a common language to talk about those topics, and it has been used by techies for a long time.

- There are 7 levels of responsibility, which are described with 5 generic attributes (autonomy, influence, complexity, business skills and behaviors, knowledge), and 121 skills or competencies.

- They have been interested in security since 2000. In the current release, there are 9 explicit security skills and 41 other skills that contain security elements.

- They link to 57 bodies of knowledge, including the NICE Framework. (Bodies of knowledge also include things like CyBOK and the NIST Cybersecurity Framework (CSF).)

- SFIA Cybersecurity View

  - Mapping of SFIA skills to NICE work roles
  - SFIA mapping to the NIST CSF

- SFIA Skills for NICE Work Roles

  - They are mapping 8 skills to NICE work roles. They indicate the SFIA skills that are most relevant to the work roles by category, specialty area, and work role.

  - Link to the mappings page of the SFIA site: https://sfia-online.org/en/tools-and-resources/sfia-views/sfia-view-information-cyber-security/mapping-sfia-with-security-frameworks

- SFIA and the British Computer Society are two separate organizations, but they have a strong relationship.

IX.    **Closing Remarks and Next Meeting Reminder**

The next NICE Council Meeting will be **June 22**, **2022** at 3:30 p.m. ET.