

NICE Performance Plan

January 1, 2025 – December 31, 2025

The 2025 NICE Performance Plan outlines activities the NICE Program Office will take in the calendar year to achieve defined goals for its signature programs. Work outlined in the Performance Plan is done to advance the NICE mission, “To energize, promote, and coordinate a robust community working together to advance an integrated ecosystem of cybersecurity education, training, and workforce development.” The plan identifies specific, measurable activities for each performance element. The NICE Program Office does this work in coordination and cooperation with public and private stakeholders.

Performance Element	Performance Goal
NICE Strategic Plan Page 2	Develop and maintain a strategy that outlines the vision, mission, values, goals, and objectives for both the organization and the greater NICE community.
NICE Community Pages 2–4	Foster collaboration among government, academia, and the private sector to advance education, training, and workforce development.
NICE Workforce Framework for Cybersecurity (NICE Framework) Pages 4–5	Expand use of the NICE Framework.
NICE Events Page 6	Convene community members and thought leaders from education, government, industry, and non-profits to share best practices from around the world and across sectors to advance cybersecurity education, training, and workforce development.

Email: nice@nist.gov

Website: www.nist.gov/nice

Performance Element: NICE Strategic Plan

Performance Goal: Develop and maintain a strategy that outlines the vision, mission, values, goals, and objectives for both the organization and the greater NICE community.

Conclude Implementation of 2021-2025 Plan

- Conclude implementation of strategies to achieve the goals laid out in the NICE Strategic Plan (2021-2025).
- Prepare summary of 2021-2025 plan achievements.

Develop 2026-2030 Strategic Plan

- Hold a series of conversations with community stakeholders to hear feedback on the previous plan and ideas to consider for the new plan; to learn their priorities in cybersecurity workforce and education in the next 3-5 years; and to understand where they feel NICE provides the most value.
- Develop a draft plan and engage with leadership and community members for feedback.
- Finalize draft and submit for approval.

Performance Element: NICE Community

Performance Goal: Foster collaboration among government, academia, and the private sector to advance education, training, and workforce development.

NICE Community Coordinating Council

- Hold quarterly community meetings in which public and private sector attendees can participate to learn about and contribute to concept development, strategy design, and pursuit of actions that advance cybersecurity education, training, and workforce development.
- Hold CCC Leadership Team meetings to bring together community leaders and NICE liaisons for information sharing, progress updates, and coordination.

Modernize Talent Management Working Group

- Hold working group meetings to further the group's goal to modernize talent management processes to address cybersecurity skills gaps.
- Develop and publish information on "Factors Contributing to Talent Retention" in support of NICE Strategic Plan Objective 3.1.
- Develop and disseminate information on "Skills-Based Approaches to Cybersecurity Talent Management."
- Determine actions needed to transition or sunset the working group to align with a new NICE Strategic Plan in 2026.

Performance Element: NICE Community

Performance Goal: Foster collaboration among government, academia, and the private sector to advance education, training, and workforce development.

Promote Career Discovery Working Group

- Hold working group meetings to further the group’s goal to promote the discovery of cybersecurity Careers and multiple pathways.
- Establish a charter for a project team on “Unlocking Untapped Cybersecurity Potential through Faith-Based Organization and Alternative Education Pathway Ecosystems.”
- Develop and disseminate information on “Options for Entering the Cybersecurity Workforce” in support of NICE Strategic Plan Objective 1.2.
- Determine actions needed to transition or sunset the working group to align with a new NICE Strategic Plan in 2026.

Transform Learning Process Working Group

- Hold working group meetings to further the group’s goal to transform learning to build and sustain a skilled workforce.
- Determine actions needed to transition or sunset the working group to align with a new NICE Strategic Plan in 2026.

Apprenticeships in Cybersecurity Community of Interest

- Hold community of interest meetings to convene stakeholders involved in development of apprenticeship programs in cybersecurity, including employers, educational institutions, government entities, and workforce intermediaries.
- Increase the number of participants in this community.
- In concert with U.S. Department of Labor, transition the community to a collaborative partnership model under the existing DOL Tech Industry Registered Apprenticeship Community of Practice.

Cybersecurity Career Ambassadors Community of Interest

- Hold community of interest meetings to convene stakeholders interested in sharing and learning how to best promote cybersecurity career awareness, exploration, and discovery to expand the cybersecurity workforce.
- Develop and publish community of interest charter on the NICE website.
- Increase the number of participants in this community.
- Increase the number of career awareness materials available to Cybersecurity Career Ambassadors.

Performance Element: NICE Community
Performance Goal: Foster collaboration among government, academia, and the private sector to advance education, training, and workforce development.
<i>K12 Cybersecurity Education Community of Interest</i> <ul style="list-style-type: none"> • Hold community of interest meetings to convene stakeholders interested in sharing and learning how to promote students pursuing cybersecurity careers. • Update and publish the community charter on the NICE website.
<i>NICE Interagency Coordinating Council</i> <ul style="list-style-type: none"> • Regularly convene Federal Government leads for cybersecurity education and workforce programs and federal employees with responsibilities to grow and sustain the Nation’s cybersecurity workforce. • Encourage information sharing by council participants. • Directly engage with interagency partners on cybersecurity education and workforce issues.
<i>RAMPS Community</i> <ul style="list-style-type: none"> • Convene RAMPS Community members quarterly to discuss project achievements and challenges and to address questions. • Hold an in-person, half-day RAMPS Community workshop co-located at the NICE Conference. • Develop and distribute a bimonthly (depending on content availability) RAMPS newsletter to participants.
<i>RAMPS 2025 Program</i> <ul style="list-style-type: none"> • Issue a Notice of Funding Opportunity (NOFO) for the 2025 RAMPS program. • Hold a NOFO Applicants webinar to provide information and answer questions from prospective 2025 applicants. • Process 2025 RAMPS Program NOFO applications. • Award up to 16 new cooperative agreements with RAMPS Communities as a result of the 2025 NOFO.
<i>US Cyber Games</i> <ul style="list-style-type: none"> • Participate in US Cyber Games events, to include the US Cyber Open and the US Cyber Team Draft Day. • Participate on the US Cyber Games Advisory Board to ensure alignment with NICE strategic goals and priorities. • Advance US Cyber Games alignment to the NICE Framework.

Performance Element: NICE Workforce Framework for Cybersecurity (NICE Framework)
Performance Goal: Expand use of the NICE Framework.
Competency Area Development <ul style="list-style-type: none"> Develop and publish three Competency Areas for public comment.
Work Role Development <ul style="list-style-type: none"> Develop and publish four Work Roles for public comment. Revise two Work Roles to address necessary changes as a result of the impact of Artificial Intelligence (AI).
Major Releases <ul style="list-style-type: none"> Prepare and publish NICE Framework Components v2.0.0 on the NICE website. Announce the publication of the NICE Framework Components v.2.0.0.
Mappings <ul style="list-style-type: none"> Develop and publish a mapping of NICE Framework Components v 1.0.0 and Cybersecurity Framework (CSF) 2.0 and make available in the NIST Cybersecurity and Privacy Reference Tool (CPRT).
Data and Metrics <ul style="list-style-type: none"> Gather bimonthly NICE Framework metrics, including web statistics, for annual reporting. Study and report on usage of the NICE Framework by RAMPS pilot participants.
Federal Coordination <ul style="list-style-type: none"> Form and launch a NICE Framework Federal Coordination Group.
NICE Framework Users Group <ul style="list-style-type: none"> Plan and hold six (6) NICE Framework Users Group open calls. Plan and hold a NICE Framework Users Group Community of Interest meeting at the 2025 NICE Annual Conference and Expo. Define, track, and report metrics that show membership engagement in the NICE Framework Users Group.
NICE Framework Resource Center <ul style="list-style-type: none"> Add web content regarding use of the SFIA Levels of Responsibility mapping to NICE Framework Work Roles. Add web content regarding the impact of AI on the cybersecurity workforce. Add web content regarding using the NICE Framework to map content.

Performance Element: NICE Workforce Framework for Cybersecurity (NICE Framework)

Performance Goal: Expand use of the NICE Framework.

CyberSeek

- Update CyberSeek data to align with current NICE Framework Components.
- Promote CyberSeek data refreshes.

Performance Element: NICE Events

Performance Goal: Convene community members and thought leaders from education, government, industry, and non-profits to share best practices from around the world and across sectors to advance cybersecurity education, training, and workforce development.

NICE Conference and Expo

- Provide input on event programming and logistics via participation in monthly meetings with the conference Organizing Committee, Planning Committee, and Marketing and Communications Committee to ensure event alignment with NICE strategic goals and priorities and value to the NICE Community.
- Hold a local stakeholder engagement event to generate interest leading up to the conference.
- Hold the annual conference June 1-3, 2025 in Denver, CO.
- Expand reach of and participation satisfaction with the NICE Conference and Expo.
- Hold Regional Initiative for Cybersecurity Education and Training (RICET) in conjunction with the Organization of American States' annual Cybersecurity Symposium.

NICE K12 Cybersecurity Education Conference

- Provide input on event programming and logistics via participation in monthly meetings with the conference Planning Committee to ensure alignment with NICE strategic goals and priorities and value to the NICE Community.
- Hold the NICE K12 Cybersecurity Education Conference on December 8-9, 2025 in Nashville, TN.
- Expand reach of and participation satisfaction with the NICE K12 Cybersecurity Education Conference.

Cybersecurity Career Week

- Collect and promote activities held in support of Cybersecurity Career Week via an event portal.
- Hold Cybersecurity Career Week on October 20-25, 2025.
- Expand participation in Cybersecurity Career Week.
- Distribute information and resources for Cybersecurity Career Week.

Performance Element: NICE Events

Performance Goal: Convene community members and thought leaders from education, government, industry, and non-profits to share best practices from around the world and across sectors to advance cybersecurity education, training, and workforce development.

NICE Webinar Series

- Host quarterly webinars that feature information and topics that help enhance cybersecurity education, training, and workforce efforts.
- Announce NICE webinars by email, social media, and on websites to generate interest.
- Provide attendees with materials needed to request continuing education units for participation in the NICE Webinar.

Federal Information Security Educators (FISSEA)

- Hold winter, spring, and fall FISSEA forums to facilitate the exchange of information and improvement of cybersecurity and privacy learning program managers throughout the Federal Government.
- Announce FISSEA forums by email, social media, and on websites to generate interest.
- Coordinate annual contests to recognize cybersecurity awareness and training innovators and successful awareness and training efforts used as a part of security programs in the Federal Government.