**NICE Working Group**

**Meeting Minutes**

**Date: February 22, 2017 Time: 3:30 PM EST**

**SharePoint Page:** <https://nistgov.sharepoint.com/sites/NICEProgram/NICEWG>

1. **Roll Call and Ground Rules**
   * Danielle Santos, NICE Program Manager, welcomed members to the meeting. The NICE Working Group is setup to provide a mechanism for collaboration between academia, government and industry.
   * During this meeting the Adobe Connect chat box feature should be utilized to provide feedback and ask questions.
   * Danielle noted that participation in the NICE Working Group (NICEWG) is not intended for advertising and promotional purposes and to keep this in mind when participating and using the chat feature.
2. **NICE Program Office Updates**
   * Rodney Petersen, Director of NICE, welcomed everyone to the February NICE Working Group meeting. Rodney acknowledged the participant engagement within the NICE Working Group as well as the productive work being done throughout the subgroups.
   * Rodney highlighted recent NICE program office activity starting with a recap of the RSA Conference. NIST had a sizeable booth in the exhibit hall in which NICE had a presence. NICE performed demonstrations of CyberSeek, the Jobs Heat Map and Career Pathways Portal as well as held a discussion on the NICE Workforce Framework. Additionally, NICE spoke with Microsoft about workforce development. NICE also participated in a TV interview and the link to the interview will be shared with the working group once it becomes available.
   * NICE hosted a round table with other government offices and engaged the private sector to hear about workforce challenges and needs as well as discuss opportunities to collaborate.
   * Rodney reminded members to consider attending the monthly webinar series. The February webinar discussed millennials in the workplace. Past webinars are archived and available to watch at one’s own leisure.

# The next webinar, Building a Career Pathways System for Cybersecurity, will be held on March 15th. The webinar will focus on career pathway systems and spotlight the [CyberSeek](http://cyberseek.org/) portal.

# To register for the upcoming webinar and view previous webinars click here: <http://csrc.nist.gov/nice/webinars/index.html>

* + Finally, the program office continues to produce a quarterly [eNewsletter](http://csrc.nist.gov/nice/enewsletter/index.html). The next issue will be published in early April. The eNewsletter includes a feature, a spotlight on industry, academia and government, and also includes program updates. If anyone has ideas for future spotlight articles please feel free to contact the program office with your thoughts.

1. **Opening Remarks**
   * Academic Co-Chair – President Kathi Hiyane-Brown informed the working group members that the NSA has provided funding for both regional and national centers. Each center will have a distinct responsibility. This is the NSA’s attempt to reduce vulnerability in infrastructure. Whatcom College is involved in the effort. President Kathi is happy to provide additional information to anyone who might be interested.
   * Industry Co-Chair – Andre Thornton noted that the demand for highly skilled professionals in cybersecurity is hotter than ever. The needs of larger corporations are being filtered down to suppliers. Middle to small sized companies are becoming more serious about cybersecurity. Thus, the NICE initiative is more important than ever.
2. **Standing Items**
   * **Strategy Stories** - Chase Norlin, Transmosis, spoke to the “California Apprenticeship Program”. This topic aligns to NICE Strategic Plan objective 1.4: Experiment with the use of apprenticeships and cooperative education programs to provide an immediate workforce that can earn a salary while they learn the necessary skills.
     + Transmosis is a nationally recognized workforce intermediary focused on enabling companies to build a pipeline of skilled labor by helping address skill gaps through state and federal training dollars. They started in California and have branched out into Utah, Nevada and Arizona.
     + Transmosis was born from a tech entrepreneur digital advertising company. The company was always severely underfunded which forced them to train from within. Initially, the company was hiring friends and family which they trained through an externship program.
     + When Chase left the digital advertising company he realized they had inadvertently built a model for people who had transferable skills to take toward a career change. People who did not come from a tech background were now being hired by businesses like Google and Facebook. Anyone with ambition and potential could make their way into very advanced specialties.
     + The Transmosis mission became one of promoting the transformation of American workers into a new economy of skilled labor force.
     + Transmosis won a grant to develop and manage California’s first cybersecurity workforce program. The program is now in its second year. Transmosis is defining what it legally means to be a cybersecurity apprentice. Looking at what the employer is seeking is the crux of their model. In order to bring jobs back on shore, and in working with employers, they are constantly sourcing and retraining people to build the pipeline.
     + The cybersecurity demand is astronomical. Six million jobs will need to be filled over the next 4-6 years.
     + Chase is happy to speak with anyone about the program. The Transmosis website is: <http://transmosis.com/> Chase Norlin’s email is: [chase@transmosis.com](mailto:chase@transmosis.com)
   * **Event Engagement** – Danielle Santos, NICE Program Manager, spoke about the ‘Women in Cybersecurity’ conference.
     + The conference will be held in Tucson, AZ from March 31st to April 1st.
     + The annual conference was founded by Dr. Ambareen Siraj with the support of the National Science Foundation.
     + Dr. Siraj started this effort to address the shortage of women in cybersecurity as only 10% of cybersecurity roles are filled by women. Women in CyberSecurity (WICYS) was established in 2013 and continues to grow each year. The effort brings together students, faculty, researchers and others building a community to share insight on how one can make it in a career in cybersecurity.
     + Danielle Santos will be holding a workshop with Marian Merritt, NICE lead for Industry, on March 31st. The workshop will be on ‘Building a Cybersecurity Workforce’. Visit the conference website to secure a spot.
     + Conference registration is still open. The website is: <https://www.csc.tntech.edu/wicys/>
     + Looking ahead to 2018, the WICYS conference program is looking for a local host to run the next conference. The application to become a local host opens on March 7th. Past conferences have been held in the Southeast and Southwest regions so a new region is welcome. Anyone interested can email Ambareen at: [asiraj@tntech.edu](mailto:asiraj@tntech.edu).
     + See attached presentation for more information.
   * **Report Roundup** – Diana Burley, George Washington University, spoke about the Cybersecurity Curricula 2017 Report.
     + Diana spoke on behalf of the Joint Task Force on Cybersecurity Education.
     + The CSEC released version 0.5 at the start of 2017. There were over 1,400 downloads during the public comment period from January 15th to February 15th.
     + A significant number of comments were received on different aspects of version 0.5 which are now being sifting through.
     + Version 0.5 is now under revision. Additionally, knowledge area working groups are being established along with a global advisory board.
     + The next public draft will be released in June 2017 and they are driving toward finishing this volume at the end of the year.
     + There will be several opportunities for the public to engage with the task force during the month of March.
       - SIGCSE 2 sessions: March 8th and March 11th
       - Linking to NCWF supported through NSA CNAP grant.
       - Launch of Global Advisory Board
     + See attached presentation for more information and find out more here: <http://www.csec2017.org/>
   * **Metric Moment** – Michael Sotire, Helping Communities Work, spoke about Workforce Development Metrics.
     + Helping Communities Work is a public-private partnership.
     + San Diego has approximately 500,000 cyber-attacks per day.
     + The vision is to expose students to a continuum of workforce development.
     + Pathways focus on cybersecurity and 3-D printing. Both are looked at as catalysts for economic development.
     + Helping Communities Work is trying to create a workforce through awareness in cybersecurity. They are taking 25 high school students and having them visit cybersecurity and 3-D employers to give them exposure.
     + The objective is economic development where cybersecurity and 3-D printing are the engines.
     + Business partners should know that they are focused on cybersecurity regional development and that they are on the case of workforce development with respect to cybersecurity.
     + The bottom line is economic development. Part of their mission is to bring together all of the current efforts in San Diego. NIST has another division focused on manufacturing and they would like to bring them together.
     + See attached presentation for more information and find out more here: [http://www.helpingcommunitieswork.org/](http://www.helpingcommunitieswork.org/%20%20%20)
3. **Subgroup Updates**
   * **K-12** - Carlos Garcia, co-chair, provided the K-12 update.
     + Carlos announced that Michigan has adopted the NICE Workforce Framework and has officially made cybersecurity a high school course offering in the state.
     + The K-12 subgroup continues to work on the K-12 Implementation plan and will continue discussions on the plan over the next six months.
     + The group is consolidating its goals and objectives and narrowing down areas to focus on within the K-12 Implementation plan.
     + Amber Lindsay will speak to the K-12 conference later in the meeting.
   * **Collegiate** – Heather Monthie, co-chair, provided the Collegiate update.
     + Many new members have been added over the last month.
     + The subgroup has narrowed down project team ideas and established team leads. Kevin Powers will lead the project team focused on academic pathways. Stephen Miller will lead the project team focused on looking at different tools and technologies to show students and potential employees their skillsets.
     + The next steps for the two project teams will involve getting the teams together and forming their deliverables.
     + Both teams welcome additional volunteers. If interested please feel free to get in touch with the Collegiate co-chairs.
   * **Competitions** – Dan Manson, provided the Competitions update.
     + The Cyber Patriot finalists have been announced. The National Finals Competition is taking place April 2nd to April 6th in Baltimore, MD. California tops the list with 13 teams in attendance.
     + The National Cyber League spring season is now underway.
     + The Collegiate Cyber Defense Competitions finals will be in April in San Antonio, TX.
     + The Competitions subgroup has two new projects underway:
       - Creating a document on how to start your own competition.
       - Creating a document on the ten things to know about competitions.
     + The next Competitions meeting is Friday, February 24, 2017 at 3:30pm EDT.
   * **Training and Certifications** – Linda Montgomery, co-chair, provided the Training and Certifications update.
     + Ken Slaght has agreed to co-chair the T&C subgroup with Linda. The great work that has been developed in San Diego and by Ken is a great model and the group will leverage his expertise and ability.
     + The T&C group has re-organized and getting into the mode of working on deliverables.
     + Lisa Easterly now heading up the Supply and Demand/Training Gap project team.
     + Bert Steel provided a thorough presentation on CyberUSA during the last T&C meeting.
       - CyberUSA was launched in 2015.
       - CyberUSA is a threat sharing and communications platform.
       - The communications platform will knit together those that share an interest in workforce and education.
       - NICE will be promoted through CyberUSA.
       - They are looking for partners from industry and government who are interested in supporting this.
   * **Workforce Management**- Maurice Uenuma, co-chair, provided the Workforce Management update.
     + The Human Factors team has pressed through aggressive weekly sessions to populate the Human Factors Model as it relates to cybersecurity risks. The team has worked through 4 out of 7 of the business functions and hope to work through all of them in the next 30 days. The first draft should be ready in the next 60 days.
     + The literature review team has compiled a great deal of research to support the Human Factors team’s work.
     + The KSA’s team continues its work of developing KSAs to be applied as foundational knowledge and launched across business units.
4. **Project Progress Reports**
   * **National K-12 Cybersecurity Education Conference** – Amber Lindsay, iKeepSafe, spoke about the 2017 conference.

* The conference is scheduled to be held from December 4-5 in Nashville, TN, at the Omni hotel.
* The conference will bring together cybersecurity workforce, training, and educational leaders from academia, business, and government.
* The call for proposals which will open in March.
* Find out more here: <https://www.k12cybersecurityconference.org/>
  + **NICE Annual Conference** – Danielle Santos, NICE Program Manager, provided details on the NICE conference.
    - The conference is scheduled to be held from November 7-8 in Dayton, OH.
    - Expect the call for proposals to open in March.
    - The program committee has regular meetings with the next meeting scheduled for this Friday. The committee will continue to work through the proposal process, finalize tracks and develop a theme.
    - Find out more here: <https://www.fbcinc.com/e/nice/default.aspx>
  + **NICE Challenge Project** – James Ashley, project manager for the NICE Challenge Project, provided the update.
    - The next release for the project will be at the end of the month which will include three new challenges. The analytics engine will also be released. The analytics engine will record information about how quickly a participant reached certain steps as well as whether they finished and more. This data will provide a feedback loop.
    - Additional information from this data will be provided in the coming months as they begin to observe and analyze it.
    - The Project has 90 registered institutions and hopes to reach 100 in the coming months.
    - Find out more here: [https://www.nice-challenge.com](https://www.nice-challenge.com/)

1. **New Business** 
   * Presenter: Danielle Santos, NICE, spoke on the topic of the NICE Website.

* Danielle informed members that the NICE website will soon be updated within a new platform. The hope is that the new layout will be better and more user friendly, however, the platform has limitations.
* There will be a beta launch in the next few weeks.
* Members will be invited to look through the beta version and provide feedback on layout and navigation.
* A link will be provided in the coming weeks. All feedback will go to the general NICE/NIST email box: nice.nist@nist.gov

1. Summary of Action Items
   * Meeting minutes along with the presentations will be sent to all members.
2. Next Meeting Reminder
   * March 22, 2017