**NICE Working Group**

**Meeting Minutes**

**Date: May 25th, 2016 Time: 3:30 PM EST**

**SharePoint Page:** [https://nistgov.sharepoint.com/sites/NICEProgram/NICEWG](https://nistgov.sharepoint.com/sites/NICEProgram/NICEWG/)

1. **Roll Call and Ground Rules**

* Danielle Santos, NICE Program Manager, welcomed members to the meeting and stated that the Adobe Connect chat box feature should be utilized to provide feedback and ask questions.
* Danielle also noted that participation in the NICE Working Group is not intended for advertising and promotional purposes and to keep this in mind when participating and using the chat feature.

1. **NICE Program Office Updates**

Bill Newhouse, NICE Deputy Director and Coordinator of Government Engagement, provided the following information about the Regional Alliances and Multistakeholder Partnerships to Stimulate (RAMPS) Cybersecurity Education and Workforce Development:

* Applicants must be a non-profit or institution of higher education.
* Projects must identify or establish a partnership to a K-12, higher education and a local employer.
* The subject matter circles back to the Strategic Plan. The NICE framework is a core for the process. The cybersecurity heat map will also be leveraged.
* The deadline to apply is Tuesday July 12, 2016.
* Find out more at: [http://www.grants.gov/web/grants/view-opportunity.html?oppId=283764](http://www.grants.gov/web/grants/view-opportunity.html?oppId=283764%20)

1. **Opening Remarks**

* President Kathi Hiyane-Brown, NICEWG Academic Co-Chair, welcomed members to the meeting. She mentioned that as the summer season approaches, many community colleges are working within their communities on K-12 initiatives by providing cyber camp opportunities. Whatcom Community College is providing GenCyber day camps for high school and middle school students free of charge through a grant. This is just one way to increase the pipeline.
* Andre Thornton, NICEWG Industry Co-Chair, welcomed members to the meeting and began moderating the agenda.

1. **Standing Items**
   1. **Fun Facts – creating a culture of evidence**

* Carlos Garcia, K-12 subgroup co-chair, presented facts on the science and technology test results of girls and boys.
* The National Assessment of Educational Progress administered a national technology and engineering test in 2014. The results, which recently became available, indicated that female students outperformed male students in nearly every category.
* Overall, females outscored their male counterparts by 3 points. For questions on collaboration and communication the males were outscored by 5 points and finally on information and communication technology questions, males were outscored by 6 points.
* Educators are surprised by the results since females traditionally perform equal or worse on traditional exams. What does this all mean? According to the CEO of the Michigan Science Center, when students can engage in technology, they become more fluent. Access to opportunities are sketchy and calls for communities to improve in this area.
* Carlos noted the assessment included scenario based tasks as opposed to multiple choice questions/answers. The hope is to showcase the assessment on a national scale to use in the future. Find out more at: <http://www.usnews.com/news/articles/2016-05-17/girls-trump-boys-on-naep-engineering-technology-test>
* Carlos provided another fun fact on Facebook’s plan to make its “capture the flag” security challenge available to the public which will allow student access to the software and for young people to explore technical topics. This topic was also further discussed during the strategy stories section (see below).
  1. **Report Roundup – learning from good ideas**   
     Bill Newhouse presented an article titled “State CIO Policy and Technology Priorities for 2016”.
* The report is from the National Association of State Chief Information Officers (NASCIO) and identifies the top ten policy and technology priority strategies, management processes, and solutions. Bill spoke about the responsibility states have to put together their workforce.
* Additionally, the report provides information on state policy regarding technologies, applications, and tools. With this information on hand, there is a need to provide evidence of working.
* Bill noted he is involved with the Federal Communications Commission (FCC) Communications Security, Reliability and Interoperability Council (CSRIC). This group focuses on the telecommunications industry and are asking the same questions. Bill assured the members that both groups will benefit from engaging with each other.
* Please refer to the attached presentation and the URL below for additional information: <http://www.nascio.org/TopTen/ArtMID/659/ArticleID/295/State-CIO-Top-Ten-Policy-and-Technology-Priorities-for-2016>
  1. **Event Engagement – highlights from recent events and upcoming events**   
     David Powell from the Federal Business Council, Inc. (FBC) spoke about several upcoming events that will include content that aligns with NICE. These events include tracks that align to the strategic goals and/or the NICE framework. The unique function of these face to face events helps tell the story and build a brand.
* The 6th Annual Cyber Security Training and Technology Forum will be held on August 24-26, 2016 in Colorado Springs, CO. This event is geared towards DoD and the Colorado Springs business community. Colorado Springs recently incorporated business and training communities in the area. David mentioned Ron Ross, of NIST, is a key note speaker.
* CyberTexas will be held on August 23-24, 2016 in San Antonio, TX. The event is made possible through the CyberTexas foundation. This foundation was built from the ground up working through the Cyber Patriot program. Part of their focus is building education workforce training programs for High Schoolers through college age, military, DoD and government.
* The Cross Domain Support Element (CDSE) Summer Workshop 2016 will be held on July 19-20, 2016 in College Park, MD and will focus on delivering information to the DoD community. This is a community driven initiative and collaboration event for the intelligence community. FBC plans to increase awareness of NICE at the workshop.
* CyberMaryland will be held on October 20-21, 2016 in Baltimore, MD. The goal of the conference is to prepare the next generation for future jobs and also employers to hire them. There will be ample business opportunities as well. The NICE strategy and story will also be enforced at the conference.
* The NICE Conference & Expo will be held November 1-2, 2016 in Kansas City, MO. Dave emphasized one unique entity here is a unification that runs across all these events. People are talking and looking for guidance. For example, cyber education and how we link jobs to internships? How to find staff? How do colleges link with potential students? FBC’s mission is to communicate NICE since it has a lot of answers.
* Another upcoming conference on cybersecurity can be found here: <https://www.globreg.com/iasymposium/>
* Please refer to the attached presentation and the URL below for additional information:

[https://www.fbcinc.com/calendar.aspx](https://www.fbcinc.com/calendar.aspx%20%20)

* 1. **Strategy Stories – new developments that align to NICE Strategy**  
     Dan Manson, Cal Poly Pomona, spoke about the Facebook Capture the Flag and how this aligns with the NICE objectives below:
* Objective 2.1: Improve education programs, co-curricular experiences, and training and certifications.
* Objective 2.2: Encourage tools and techniques that effectively measure and validate individual aptitude, knowledge, skills, and abilities.
* Objective 2.3: Inspire cybersecurity career awareness with students in elementary school, stimulate cybersecurity career exploration in middle school, and enable cybersecurity career preparedness in high school.
* This platform has huge potential. There are 175 countries with challenges. Players choose hints and calculate point totals. It’s a popular way to increase interest and train persons in the right skills. Facebook released a platform that anyone can use yet no one can make money. You can be part of a community using a shared platform.
* Find out more through the links below:
  + <http://fortune.com/2016/05/11/facebook-capture-the-flag/>
  + [http://venturebeat.com/2016/05/11/facebook-open-sources-its- capture-the-flag-platform-to-teach-developers-about-cybersecurity/](http://venturebeat.com/2016/05/11/facebook-open-sources-its-%20%20capture-the-flag-platform-to-teach-developers-about-cybersecurity/%20%20)
  + <http://www.csmonitor.com/World/Passcode/Security-culture/2016/0513/Facebook-s-plan-to-train-a-new-generation-of-cybersecurity-pros>
  1. **Metric Moment – what gets measured gets done**  
     Danielle Santos, NICE Program Manager, talked about the Workforce Demand one pager recently developed through the program office.   
     The program office seeks to use metrics to help meet the workforce demand.
* NICE is working on several one pagers to distribute. Topics answer questions often asked and provide information on programs affiliated with the NICE community. Be on the lookout for others such as Advanced Technological Education Program (ATE), Centers of Academic Excellence (CAE), and Scholarship for Service (SFS).
* The goal is to improve the workforce demand data points highlighted in the one pager by answering questions such as how can we improve the quality of candidates? Can we explain job announcements more clearly? How can we increase the representation of women from 10% of the workforce to 15% in 5 years? If so, then what are the methods to do so and how do they align with the NICE objectives?
* The Workforce Demand file is attached and also via the link below: [https://nistgov.sharepoint.com/sites/NICEProgram/NICEWG/NICEWG%20Documents/NICE\_Workforce%20Demand\_pdf.pdf](https://nistgov.sharepoint.com/sites/NICEProgram/NICEWG/NICEWG%20Docume)

1. **Subgroup Updates**
   1. **K-12** - Virginia Lehmkuhl-Dakhwe, co-chair, spoke about the subgroup’s meeting earlier in the month and specifically on the formed project teams. During the next subgroup meeting in early June, the project teams should have updates. One example of their efforts include looking at the computer science K-12 framework and how cybersecurity should be reflected in this framework.
   2. **Collegiate** – Casey O’Brien, National CyberWatch Center mentioned that this subgroup meets on the 2nd Tuesday of each month.

* Collegiate has formed two project teams defined based on NICE Strategic Plan goals 1.1 and 3.4.
* Casey also mentioned that he attended a meeting with the Society of Human Resource Managers (SHRM) and they welcome open dialogue. SHRM will have their annual conference on June 19-22 in DC. Find out more at: <https://annual.shrm.org>
  1. **Competitions** – Dan Manson, Cal Poly Pomona, stated that the subgroup is in the process of developing a white paper on professionalizing competitions.
  2. **Training and Certifications** – Linda Montgomery, Las Vegas Learning Center, co-chairs this group with Montana Williams. She provided the following update:
* Training and certifications members met on May 11th. They’ve established four project teams. Each team has representatives reporting back to members during the full monthly meeting. The project teams include:
  + Training gap identification – identify gaps in existing training
  + Cyber ranges – determining the goals for the concept of cyber ranges
  + Skills-based training & performance-based certification – examining skills based on training currently in place and recognized by government and industry
  + Supply and demand – developing a white paper that could be used as a potential template to address the supply and demand gap throughout the country
* Documentation developed by these groups will be uploaded to the Training and Certifications Subgroup SharePoint site.
* Subgroup members hope to present their findings during the NICE conference in November.
* If there is an interest in joining any of these project teams, contact the subgroup co-chairs and NICE Associates.
  1. **Career Development and Workforce Planning** - Maurice Uenuma, new co-chair, introduced himself and provided his initial views.
* Maurice has led workforce development efforts and through this subgroup, plans to looks at career development and workforce planning through things such as competitions, training, and competency models for cybersecurity roles.
* The effort should also look at the employer side and identify ways to better help manage enterprise risk through better hiring processes. The subgroup would like to determine how to help HR understand the problems this workforce faces and provide solutions. HR has interest but is only some of what they are concerned with.
* Maurice stated the group will begin scoping the CDWP charter and identify deliverables. The Workforce Framework project team has been established and is looking at the NIST Framework role profiles and KSAs.
* The CDWP subgroup meets on the 4th Thursday of each month from 1-2 pm EST.

1. **Project Progress Reports**
   1. **CAE Community**

* Lynne Clark spoke about reviewing CAE applications. They are adding 26 new schools this year with 12 re-designating. New designations will be recognized during the National Cyber Summit that will be held on June 7-9 in Huntsville, AL.
* To view the listing of schools, link to schools on NSA.gov: <https://www.nsa.gov/resources/educators/centers-academic-excellence/cyber-defense/>
* Tony Coulsen spoke about his involvement in a working group looking to link CAE knowledge project to the NICE framework. They would like to clean up one and link to the other. This will make things easier for future endeavors.
* CAE is providing support for individuals to travel to the PI meeting and NICE Conference in KS. The PI meeting is a day before the National Summit.
  1. **NICE Annual Conference**
* Danielle Santos, NICE Program Manager, let members know the call for proposals closes in six days (31 May). NICE is looking for great topic ideas to be submitted and also looking at how the NICEWG can play a role in the conference. They would like to bring visibility of the NICEWG to conference attendees. You can find more information on the NICE conference here: [www.fbcinc.com/nice](https://word-edit.officeapps.live.com/we/www.fbcinc.com/nice)
* The NICE Conference call for proposals site is here: <https://www.fbcinc.com/e/nice/ncec/submissions.aspx>
* Danielle also provided an update on the K-12 conference. The conference will be held on October 6-7 in Arlington, VA at the Crystal City Marriott. Please let her know if you have an interest in contributing to topics or would like to present and she will advise Davina Pruitt-Mentle, NICE Program Office liaison. The save the date can be found here: <http://nist.gov/nice/k-12conference>
  1. **NICE Challenge Project** – James Ashley, Project Manager, touched on the subject of HR challenges.
* This project helps to create competency based challenges based on the NICE framework and would be helpful since HR professionals are looking at mapping job roles to the framework.
* Recently released challenges include a hybrid challenge focused on analyzing and refining data. There is also new information on all challenges to better support educators and hiring managers. Next month, expect a new overhaul to allow interaction. Find out more at: <https://www.nice-challenge.com>
* Similar challenges can be found here: <http://www.uscyberchallenge.org/> and here: <https://www.cybercompex.org/>

1. **New Business**

Kiersten Todt, NIST, introduced the Commission on Enhancing National Cybersecurity.

* A report is due to the President on December 1st of this year that will include short term and actionable goals as well as longer term issues and goals. The Commission is looking at the narrative surrounding cybersecurity and the growth of the digital economy. This will be a transitioning document for the new administration.
* The Commission is tasked with making detailed recommendations on actions that can be taken over the next decade to enhance cybersecurity awareness and protections throughout the private sector and at all levels of Government, to protect privacy, to ensure public safety and economic and national security, and to empower Americans to take better control of their digital security.
* The Commission is hosting five meetings beginning in May. The first, held in New York on May 16th, looked at finance, insurance, and R&D. Future meetings will be held in CA, TX, MN, and DC.
* Approximately three drafts will be developed and then vetted through public discussions. This is a 12 person commission chaired by Thomas E. Donilon, Former U.S. National Security Advisor to President Obama.
* Learn more at: <http://nist.gov/cybercommission/> and

<https://www.whitehouse.gov/blog/2016/04/13/announcing-presidents-commission-enhancing-national-cybersecurity>

1. **Summary of Action Items**

* Danielle Santos stated that the meeting minutes, slides and Workforce Demand one pager will sent to all members.

1. **Next Meeting Reminder -** President Kathi Hiyane-Browne notified the working group that the next meeting is scheduled for June 22, 2016 at 3:30 pm EST.

Meeting Adjourned at 4:58 pm ET.