NIST Privacy Workforce Taxonomy Workshop

HELP WANTED:
Growing a Workforce for Managing Privacy Risk

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NIST FRAMEWORK ALIGNMENT AND TAXONOMY DEVELOPMENT

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Rodney Petersen, Director, National Initiative for Cybersecurity Education, NIST

NICE FRAMEWORK

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NICE MISSION

To energize and promote a robust network and an ecosystem of cybersecurity education, training, and workforce development.

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INTRODUCTION TO THE NICE FRAMEWORK

- **Context:** Draft Revisions to NIST Special Publication 800-181
- **Title:** Workforce Framework for Cybersecurity
- **Scope:** Security of Cyberspace (Cybersecurity)
- **Focus:** Cybersecurity Work
- **Audiences:**
  - Employers: public/private; large, medium, and small enterprises
  - Learners: students, job seekers, and employees
  - Education and Training Providers: leading to a credential

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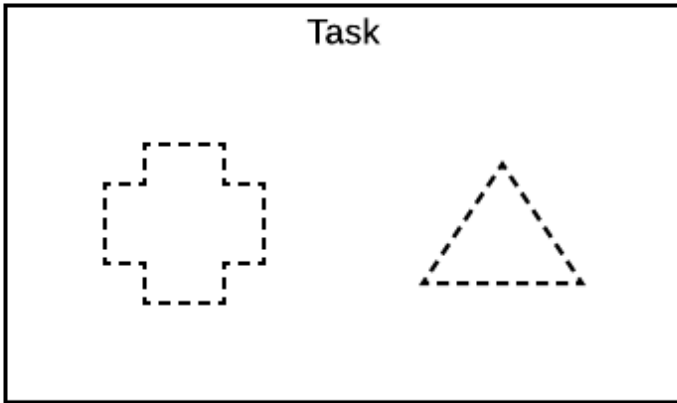
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ATTRIBUTES OF THE NICE FRAMEWORK REVISION

- **Agility**— The NICE Framework enables organizations to keep pace with a constantly evolving ecosystem.

- **Flexibility**— The NICE Framework enables organizations to account for the organization's unique operating context.

- **Interoperability**— The NICE Framework enables organizations to exchange workforce information using a common language.

- **Modularity**— The NICE Framework enables organizations to communicate about other workforces within an enterprise (e.g., Privacy, Artificial Intelligence , etc.).
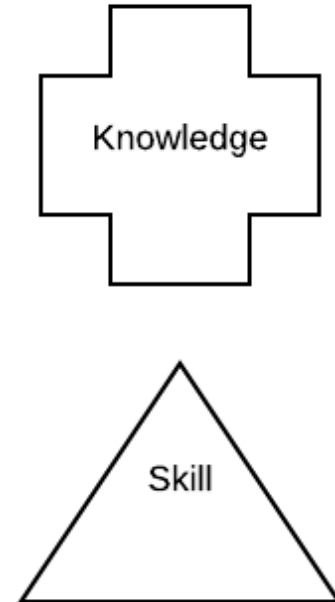
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FEATURE: BUILDING BLOCKS

- **Task:** an activity that is directed toward the achievement of objectives
- **Knowledge:** a retrievable set of concepts within memory
- **Skill:** an observable action that produces an observable artifact

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FEATURE: "THE WORK" AND "THE LEARNER"
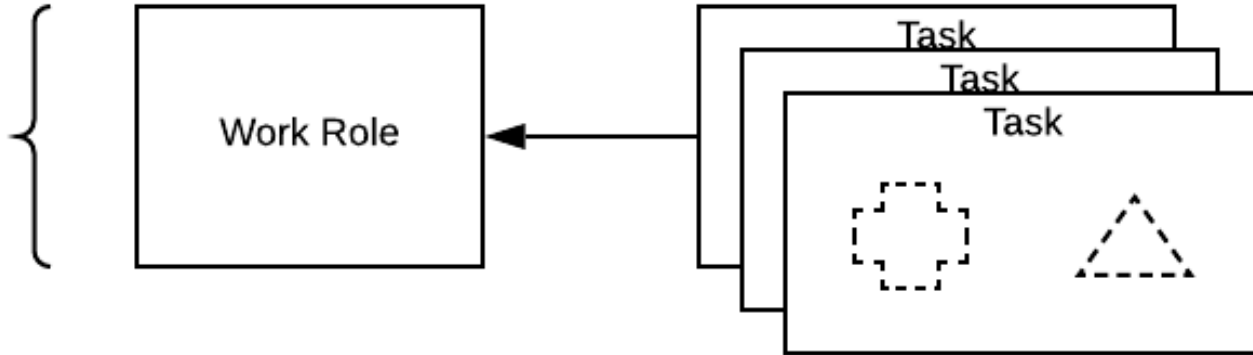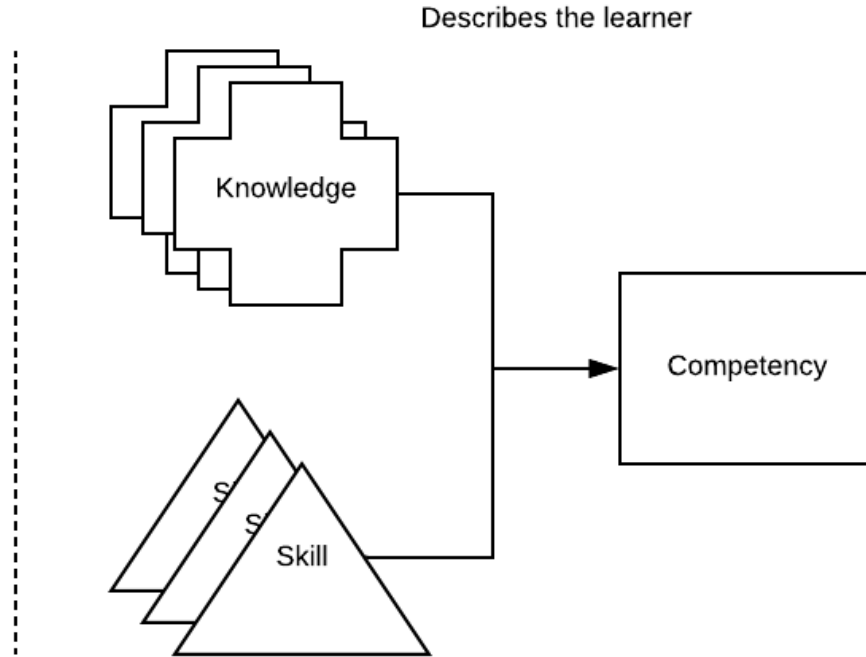
Describes the work

Describes the learner

Task

Knowledge

Skill

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FEATURE: WORK ROLES

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FEATURE: COMPETENCIES

Describes the learner

Knowledge

Skill

Competency

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TIMELINE FOR REVIEW AND UPDATES TO NICE FRAMEWORK
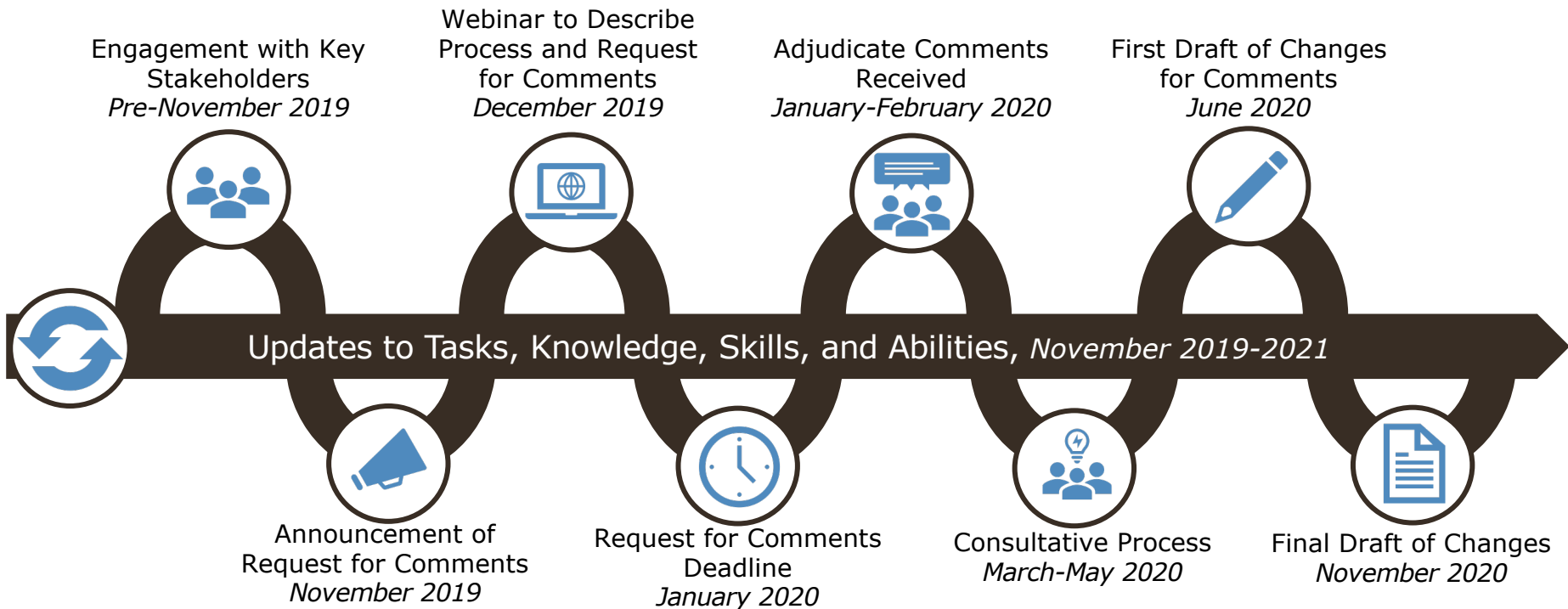
Engagement with Key Stakeholders
Pre-November 2019

Webinar to Describe Process and Request for Comments
December 2019

Adjudicate Comments Received
January-February 2020

First Draft of Changes for Comments
June 2020

Updates to Tasks, Knowledge, Skills, and Abilities, *November 2019-2021*

Announcement of Request for Comments
November 2019

Request for Comments Deadline
January 2020

Consultative Process
March-May 2020

Final Draft of Changes
November 2020

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BACKGROUND

- During development of NIST Privacy Framework, NIST repeatedly heard that recruitment and development of a skilled & knowledgeable privacy workforce is a challenge

- Recognized as a challenge in Privacy Framework companion roadmap

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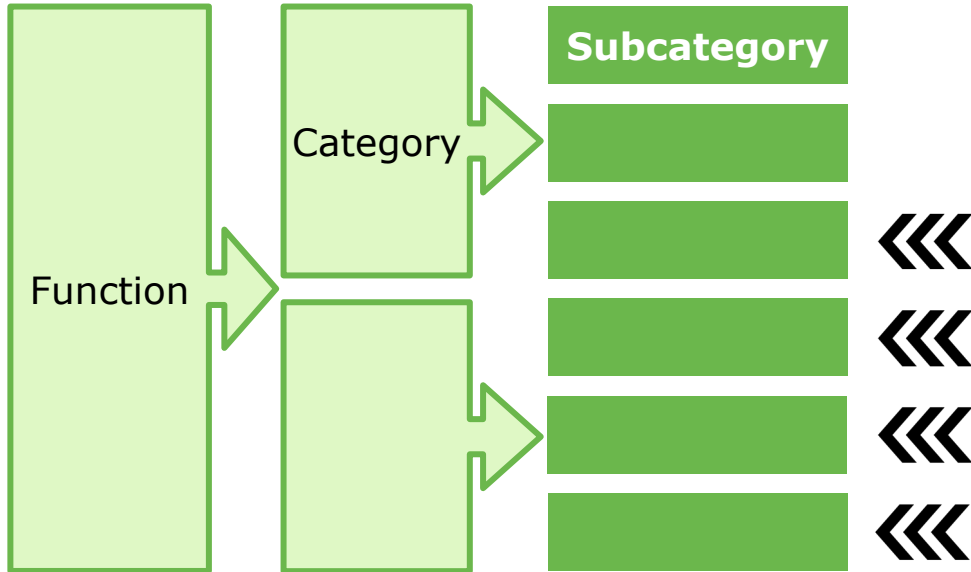# PROCESS TO DATE

August 2020	September 10, 2020	September 22-24, 2020
announcement blog	workshop supplemental material	workshop

Stakeholder feedback welcome →

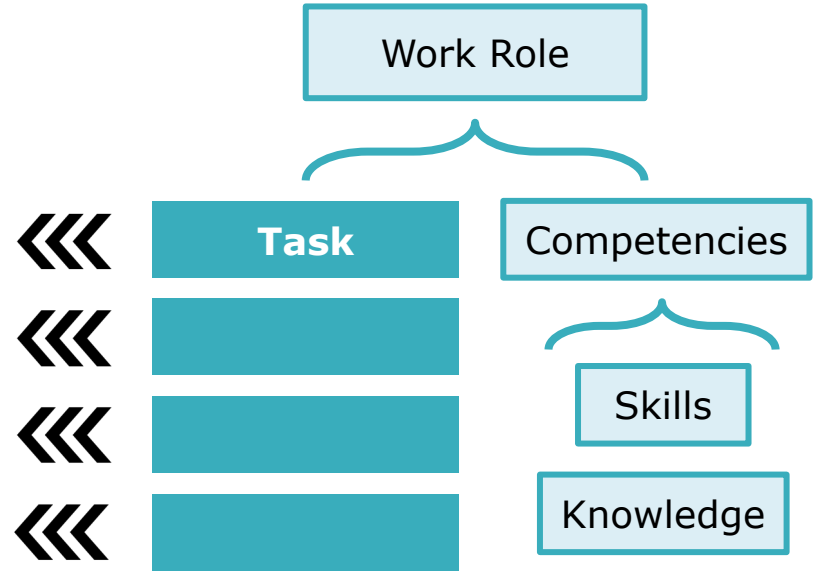**Help Wanted: Growing a Workforce for Managing Privacy Risk**
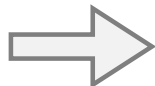
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FRAMEWORK ALIGNMENT

Privacy Framework

Draft NICE Framework

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MANAGING PRIVACY RISK

Privacy

CM.PO-P1
Transparency policies, processes, and procedures for communicating data processing purposes, practices, and associated privacy risks are established and in place.

Product

CM.AW-P2
Mechanisms for obtaining feedback from individuals (e.g., surveys or focus groups) about data processing and associated privacy risks are established and in place.
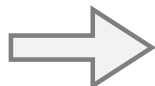
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CT.DM-P4
Data elements can be accessed for deletion.

Legal

GV.PO-P5
Legal, regulatory, and contractual requirements regarding privacy are understood and managed.

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WORKING SESSION OBJECTIVES

Objective 1: determine the appropriate framing of task statements and their relationship to work roles

Objective 2: identify tasks necessary to execute on the Privacy Framework

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RESOURCES

Follow the development process and engage in upcoming events:

Privacy Framework:
www.nist.gov/privacy-framework

NICE:
www.nist.gov/nice

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Q&A

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RULES OF ENGAGEMENT

- Your participation is needed! We want to hear from you and have an interactive session.
- Chatham House Rule is in place. Comments are not to be attributed publicly to any organization or individual.
- You should have a link to your room from IAPP.
- Tip: if you join via the browser (instead of the Zoom client) you may not have full participation functionality.

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