National Cybersecurity Workforce Framework Development Process

- **Data Gathering**
  - Obtain DoD, IC, OPM and other existing competencies and job analysis work products (2007-2011)
  - Develop draft competency-based Framework (2011)

- **Expert Review and Analysis**
  - Convene experts to refine draft Framework (2011)
  - Integrate expert feedback into a revised Framework (2011)

- **Public Comment Period**
  - Release (through NICE) the draft Framework for public comment (September 2011)
  - Compile and analyze input on draft Framework (January 2012 – March 2012)

- **Finalizing the Framework**
  - Conduct verification with experts (April 2012 – August 2012)
  - Finalize and publish version 1.0 of the National Cybersecurity Workforce Framework (April 2013)