

NICE Working Group

Meeting Minutes

Date: 9/28/2016 Time: 3:30 PM EST

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

Strategic Plan for NICE: <http://csrc.nist.gov/nice/about/strategicplan.html>

I. Roll Call and Ground Rules

- Danielle Santos, NICE Program Manager, welcomed members to the meeting. Danielle informed members that the fall edition of the NICE eNewsletter was published on 9/27. Sign up to receive the eNewsletter here:
https://public.govdelivery.com/accounts/USNISTCSRC/subscriber/new?topic_id=USNISTCSRC_29
- 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.

II. NICE Program Office Updates

- Rodney Petersen, Director of NICE, thanked members for joining. With the new academic year and a new government fiscal year it's an exciting time.
- Shown below are examples where the Program Office continues to achieve accomplishments assisting and funding grants.
 - Last year, funding for CompTIA, in partnership with Burning Glass, for the development of a cybersecurity jobs heat map showing demand and supply, will be renewed. The roll out is scheduled during the NICE conference.
 - Provide support for the National K-12 conference.
 - For a second year, support for the CAE cybersecurity community meeting scheduled for the day after the NICE conference.
 - Continue the cooperative agreement with LifeJourney supporting the NICE conference.
 - RAMPS - topic is listed in the agenda below.
 - Continue activities at the federal and state government level.

- The Capital National Action Plan (CNAP) lays out the presidents' fiscal year budget proposal. There are recommendations to increase cybersecurity education. General (retired) Gregory J. Touhill, the first Federal Chief Information Security Officer (CISO), was recently named. OPM and OMB work on goals and objectives on workforce strategy such as the talent gap federal IT.
- At the state level, Virginia Governor Terry McAuliffe unveiled the Meet the Threat initiative. Click here for more information: <http://ci.nga.org/cms/home/ci1617/index.html>
- Next week in Boston, there is a series of town meetings and a summit talking about defense, education, and workforce. Rodney will be present and speaking about CAE. Next Tuesday Rodney will brief the big seven to let them know about NICE and its partners.
- October is National Cyber Security Awareness month. We're particularly focused on the second week theme Cyber from Break Room to the Board Room.

III. Opening Remarks

- Industry Co-Chair Andre Thornton thanked members for their spirit of collaboration. This monthly call provides members the opportunity to connect and collaborate with the group. Andre also encourages members to attend the upcoming NICE conference in Kansas City.

IV. Standing Items

- a. **Fun Facts** - Kristin Judge, National Cyber Security Alliance, spoke about "5 Ways Agencies Can Prepare for Cyberattacks."
 - Lock down your login was announced today. This is a public-private campaign designed to enable every American to better secure their online accounts through the use of strong authentication.
 - This fun facts article originates from NEXTGOV magazine which talks about the National Cybersecurity Action Plan (CNAP) announced in February. The U.S. federal budget proposal, which would go into effect in early 2017, increases cybersecurity spending by 35 percent.
 - This article names 5 key steps for gauging the health of an organization. Many of these topics share subject matter within our workgroups.
 - Undertake a risk assessment. Try to teach folks within an organization about safeguards.
 - Devise cybersecurity strategy.

- Take an intelligence-led analytics approach to data security. There is a connection between analytics and swift response.
 - Increase stakeholder collaboration. About 2/3 of organizations are being hacked. It is important to educate employees and citizens and understand roles.
 - Invest in cybersecurity talent. 42% of enterprise security professionals feel they have insufficient budgets and are not equipped.
 - The hope is that CNAP will help address education and training. Read the full article here:
<http://www.nextgov.com/cybersecurity/2016/08/4-ways-agencies-can-prepare-cyberattacks/131041/?oref=ng-HPriver>
- b. **Report Roundup** - Marian Merritt, NICE Lead for Industry Engagement, spoke about “Improving Immigrant Access to Workforce Services: Partnerships, Practices & Policies.”
 - This report from the Aspen institute contains information relating to effort the NICE subgroups focus on such as Collegiate and Workforce Management.
 - The report states that as of 2014, immigrants make up about 13% of the total population and about one third of this amount are undocumented. Immigrants are at both ends of the education spectrum. There are about 20% with advanced degrees who are not working in their trained field. Those that are here for education, want to remain and work.
 - Workforce development strategies can help this key segment. One approach is language and skill development and job training. Community college is a great place to stage this.
 - Organizations deem immigrant hiring risky due to lack of security clearance. Not all jobs require a clearance. Some can get a security clearance to work in state and local government. Look at those with green cards for targets for hire. Many organizations can hire under the H1B system, especially in private industry. Also consider foreign students getting degrees. Questions arise such as do we hire? Can we create pathways in cybersecurity for foreign born?
 - Find the full article here:
http://www.aspenwsi.org/resource/improving-immigrant-access-to-workforce-services-partnerships-practices-policies-august-2016/?utm_source=WSI+-

[+Immigrant+Workforce+Report&utm_campaign=Accelerating+Opportunity+Final+Report&utm_medium=email](#)

- c. **Event Engagement** – Presenter Tom Gann talked about “Closing the Talent Gap in Federal IT.”
- One of our senior executives from Intel Security participated in a recent congressional hearing titled “Closing the Talent Gap in Federal IT.” Congressman Hurd and Robin Kelly (IL) worked together to bring the right mix of stories to tell.
 - Emphasis was placed on the cybersecurity Scholarship for Service (SFS) and the idea of expansion. This program has been active with 64 academic institutions. About 7% of graduates will serve the federal government with a career. SFS is helping students develop careers in IT and cybersecurity.
 - The subject of the skills gap was addressed and what government collaboration with the private sector can do to close it. If demand outpaces qualified workers the job deficit will be about one million in the next five years.
 - Members of the panel also stated the government should consider the creation of a Cyber National Guard program. This option will benefit part time service members with technical training programs and new options to pay back their cybersecurity scholarships with federal service.
 - Find out more here: <https://oversight.house.gov/hearing/closing-talent-gap-federal/>
- d. **Strategy Stories** – Presenter Tina Slankas, Cyber Security Canyon, spoke about the Regional Alliances and Multistakeholder Partnerships to Stimulate (RAMPS). This subject relates to the NICE Strategic Plan, Objective 3.3: Facilitate state and regional consortia to identify cybersecurity pathways addressing local workforce needs.
- The Arizona Statewide Cyber Workforce Consortium is a recipient of RAMPS. This is a consortium of businesses in both the public and private sectors, focused on how to increase cybersecurity talent in Arizona.
 - This consortium has bits and pieces of the program happening in K-12, higher education, the community, and businesses looking for opportunities. There are on-going efforts currently in place.
 - Targeted applicants include those from traditional and nontraditional backgrounds to increase the number of skilled workers. We do not overlook people who will never be in a classroom.

- Efforts are being organized based on guidelines of the grant. Partners are aligned to create graduation requirements, align CAE criteria, and expand to 15 counties to provide opportunity and to have consistency to hire across the state.
 - Cyber hygiene is a consistent problem and the community must understand the internet is not a safe place. Internet awareness must be taught to a broader community.
 - Business and workforce are identifying the pathways to onboard necessary skills and are targeting the community to increase workforce. Pursuing the unemployed that have clearances and backgrounds to transition to a paying environment. Helping to increase summer job opportunities and reaching out to younger talent for both girls and boys.
 - There is currently a lot of programs and initiatives in place. We want to make it robust and connect the dots.
 - See slide presentation attached and find out more here: <http://csrc.nist.gov/nice/ffo/index.html>
- e. **Metric Moment** - Dan Stein, Department of Homeland Security, discussed metrics on the Federal Virtual Training Environment (FedVTE).
- The Federal virtual training environment, managed by DHS, is a free online, on-demand training program providing enterprise wide cybersecurity training.
 - Upon development, the question of scope arose. How many cybersecurity jobs are in the government? How many vacancies do we need to fill? The numbers were artificially low.
 - There is a focus on state, local, tribal, and territorial and a need to support our veterans looking to transition. Permission was extended to include veterans in using this training environment.
 - Currently there are over 134,000 users. There is an average of 500 veterans signing up each month. This past month there was an uptick due to the VA posting a blog on veterans utilizing the training environment. The increase in users was over 500% above the monthly average and now there are over 14,000 veterans with access.
 - Training courses are accessible online, prerecorded, and available on demand. We are very pleased with the success and would like to see this continue. Click here to learn more: <https://niccs.us-cert.gov/training/fedvte>

- As a reminder, National Cyber Security Awareness occurs in October. For more information click here:
<https://www.dhs.gov/national-cyber-security-awareness-month>

V. Subgroup Updates

a. K-12

- Davina Pruitt-Mentle informed members that the project teams have been hard at work and hope to have their first deliverables ready for the NICE Conference in November. The deliverables will come in the forms of a project directory, a one-pager, and white papers.

b. Collegiate

- Barbara Endicott-Popovsky, University of Washington, informed members that there has been a little progress since the last NICE Working Group meeting.
- Six members were added which provides the subgroup a broader reach.
- The subgroup has adapted two of NICE strategic objectives into project teams. The first is objective 1.1 (qualified workers): Stimulate the development of approaches and techniques that can more rapidly increase the supply of qualified cybersecurity workers. The second is objective 3.4 (workforce management): Promote tools that assist human resource professionals and hiring managers with recruitment, hiring, development, and retention of cybersecurity professionals.
- Casey O'Brian, the collegiate subgroup co-chair, has had one meeting with the first (qualified workers) project team. The second (workforce management) project team has yet to meet. There will be opportunities to collaborate between the two teams.
- Barbara reported that she is doing work that will feed the workforce management project team with respect to making students ready for the workforce faster. One of the questions they are testing is whether the lag time is specific to industry/and or company or is this a reflection of the time it takes to get up to speed in cybersecurity.
- The group has also identified additional project team topics to take under advisement, such as: job fairs, minorities in cybersecurity education, pathways, and supply of faculty to teach cybersecurity. All of these topics relate to expanding the supply of students coming up to workforce acceptability.

- One of Casey's concerns is that accreditation from two year institutions are often not acceptable for jobs in particular areas such as the government.
- Rodney Petersen noted that the opening keynote speaker during the NICE Conference will speak to the theme of re-wiring the labor market speaking more to skills and abilities.

c. Competitions

- Dan Manson noted that October is not only Cybersecurity Awareness month but is also the kick off for the Competitions season. CyberPatriot will have more teams than last year. The deadline for registration is November 6th.
- CyberPatriot recently released 2.0 of their initiative. More information can be found through their website: <http://www.uscyberpatriot.org/home>
- The Collegiate Cyber Defense Competition kick off is this weekend.
- CSAW is in final stages of qualifying for CSAW CTF.
- The Competitions one-pager has been finalized and Danielle Santos was thanked for her help in the effort. The one-pager will be useful to provide a broad value proposition.
- The Competitions white paper is wrapping up. The final draft is completed and will be sent back out to the interviewees for final edits. The white paper will be released at the NICE conference.

d. Training and Certifications

- Linda Montgomery informed members that the Training and Certifications project teams have been very active.
- The Cyber Range team has completed a one pager. The one-pager is now being finalized and will be ready for roll-out by the NICE Conference.
- The Skills-based Training & Performance-Based Certification project team is looking at frameworks and mapping and how those are all being aligned under KUs and KSAs.
- The Supply and Demand and Training Gap project teams recently merged. The team is headed up by Ken Slaughter. Ken has a very mature model for a community and is eager to embrace the merging of these two groups.

e. Workforce Management

- Maurice Uenuma reported that since last month the group has been finalizing the charter and naming deliverables. The group has also been renamed 'Workforce Management'.
- A few of the group's objectives include: 1) Producing guidelines for developing a cybersecurity culture. It is the hope of the team

to provide a way for non-technical executives to understand the problem as the first essential step. It will lean heavily on the NIST cybersecurity framework to address risk functions and roles for identifying cybersecurity functions. The team's goal is to have a working model available for comment by the annual NICE conference. 2) Establishing a consensus on promising, sustainable practices directed at an organization for improved management, collaboration and decision making to better engage all individuals in understanding and performing their cybersecurity risk-management responsibilities and 3) encourage the use of the NICE Framework.

- Some of the groups near term deliverables include: 1) develop guidelines for enterprise cybersecurity, 2) develop structure, role profiles and core "knowledge areas" used to map KSAs to certifications, roles and academic CBE classes, and 3) inventory and assess existing frameworks, maturity models, best practices, data, and analysis on human elements of cybersecurity risk.

VI. Project Progress Reports

a. National K-12 Cybersecurity Education Conference

- Davina reported that the K-12 conference is next week (October 6-7) and she hopes everyone can attend. As of last week there were approximately two-hundred registrants which does not include the presenters. They are looking forward to a robust conference. The agenda can be viewed online through the following link: <http://csrc.nist.gov/nice/k-12conference/index.html>

b. NICE Annual Conference

- Danielle Santos reported that the NICE conference is moving along and is now about a month out. The agenda is laid out online for all to view. The theme is innovations to shape the cybersecurity workforce. The NICE team hopes everyone can attend.
- The pre-conference seminars are coming together. The two will be running side-by-side. One seminar is on the Workforce Framework and the second is around building a cyber ready workforce.
- The two seminars are not included in the general conference registration. They must be registered through a separate registration.
- The conference does have an app which can be downloaded on your phone. The app is: WHOVA

- Additional information can be found through the following link:
<https://www.fbcinc.com/e/nice/>

c. NICE Challenge Project

- James Ashley, Project Manager for the NICE Challenge Project supported by NICE, brings the NICE Workforce Framework to life. A new feature has been released which allows users to directly connect through a web browser. The new feature reduces the requirement of additional software and allows the project to scale up the number of users. Five new challenges will be released next month along with re-polishing previously done content as well as a fresh 2.0 version mapping for the NICE Framework 2.0. There are currently seventy institutions registered on the site and hundreds of registered users. The NICE Challenge project will have a booth at the NICE Conference.
- More information can be found through the following link:
<https://www.nice-challenge.com>

VII. Member Questions

- Ron Cantor inquired if the K-12 conference presentations, notes, etc. will be posted after the conference. Davina stated that they will take the PowerPoints and materials, archive them and make them available. Davina also noted that she does not believe there is a plan to record the sessions this year. However, all of the materials will be made available on the internet after the conference. Rodney Petersen suggested that the K-12 subgroup write up a take away piece after the conference to include observations and analysis.
- Steven Miller provided an update related to the Arizona activities: the Arizona Chamber of Commerce developed a cybersecurity security analyst pathway that includes hiring associates degree graduates. Cyber Watch West is working with the chamber and area institutions. They have incorporated CAE criteria. More information will be available in December when it is rolled out.

VIII. Summary of Action Items – meeting notes, presentation, and URLs will be sent to all members. Please remember to send in events you know about or are planning to attend.

IX. Next Meeting Reminder - The next NICEWG meeting is scheduled for October 26, 2016. The December and November meetings will be combined into one due to the holidays. The combined meeting will take place on November 30th.