

We heavily used the NICE Framework in building out Colorado's Cybersecurity Career Pathways for use in Careers in Colorado. The detail is amazing and the division of jobs make sense. Cyberseek then adds a nice pathway on top of all of the detail. A piece of the current framework that I have found difficult for everyday usage is that it has a tremendous amount of data, but does not help a person hoping to get one of the jobs understand how to get one. For instance, a System Security Analyst has a list of 46 pieces of "Knowledge" they are supposed to have. That is overwhelming for someone that is thinking about getting that job.

Wince we are so short of Cybersecurity expertise, I believe we need to develop a portion of the NICE Framework that helps attract people into the industry, rather than making them think that getting a job in Cybersecurity is very complex and almost unattainable.

I believe it would be very helpful to provide a better overview of each of the jobs that can be used by a person thinking about getting a first job as a start to a career in cybersecurity to understand what is most important about each of these jobs, and how they can most effectively obtain them. The Certifications list on Cyberseek is helpful, but more context is needed with the "Top Skills Requested" list. The list of skills also doesn't emphasize the types of professional skills (such as problem solving, critical thinking, troubleshooting, attention to detail, etc.) important for these jobs. I believe that type of crosswalk would be valuable in helping someone understand that they can be successful in a Cybersecurity career because they have demonstrated those professional skills in a previous environment, they just need to add Cybersecurity training to be ready for an entry-level role.

Thank you.  
Scott Fast