

This feedback is from the GIAC Certification program and is broken out by the numbered items, as you had listed on the NICE Request for Comments website.

Improvements to the NICE Framework

Topic area # 8. Describe how the NICE Framework can best document and describe Knowledge, Skills, Ability, and Task statements as well as Competency Areas.

GIAC Program feedback: Focus on KSATs that can be deemed high-value, one approach would be to rate KSATs for most important, critical and frequent.

Potentially capping the max number of KSATs related per role to a more tangible and manageable number (like 20 KSATs per role) would provide a common space to approach better using the framework. Reducing the overall signal to noise ratio would help avoid the self-selection problem. By self-selection problem we mean that if you list 150 KSATs for a work role, it is too much info to focus on and therefore people using the framework self-select their top 20 out of your listed 150, and it varies widely depending on who is using the framework. Having too many KASTs reduces the overall value of the framework from a practical implementation point of view.