

Improvements to the NICE Framework

1. When I was a student attending California State University San Bernardino, prior to working in my current place of employment with ARCYBER G6, the KSAs and Job descriptions were most useful to me because they allowed me to identify the skills I needed for certain cyber security jobs and allowed my professors to design curriculum addressing workforce needs.
 2. I have found that the job roles do line up with much of the private sector lexicon and that job postings on government websites also do not use the same job roles as the framework.
 3. I believe that a section on aligning current jobs PDs to this framework is needed, as well as a section addressing policy documents aimed at training such as the DoD 8570.01-M that do not use the framework and could benefit from doing so. PDs and legal mandates shape the way the workforce develops and needs to be addressed, at least more clearly.
 4. In order to appeal to a broader audience the document needs to more clearly address people who dual-hat (have multiple job roles) and the hierarchy of many of these job roles. Scalability for large organizations and for small is not really addressed, nor is job role level (entry-level, senior-level, management -level) for positions.
 5. As a DoD organization, the framework is superseded by DoD regulations and Army Regulations, neither of which seem to really incorporate this framework into their own standards at the job role titling level, PD level, or job posting level.
 6. To be frank, even after reading it twice, I'm not certain I can truly identify the scope of the workforce covered. This needs to be more clearly outlined. Is this aimed at all Federal Agencies and Departments? All private businesses? All universities with Cyber education?
 7. Having more examples or links to examples of the TKSA's would help.
 8. It needs to link the TKSA's identified in the Job Roles to the original TKSA so you don't have to scroll back. The codes are handy for shortening document length and avoiding repeat information, but it means you have to flip back 30-60 times to fully understand all the TKSA's for a job role.
 9. I don't think it truly does, nor do I think it fully addresses the soft-skills needed by all or management/documentation skills needed by all.
 10. Prefer not to answer.
 11. Prefer not to Answer.
 12. I think the value would be extremely high because then more organizations would actually use a framework.
- Notes not covered: The TKSA's identified in the job roles are out of numerical order.
A job role regarding cloud needs to be better addressed.

Awareness, Applications, and Uses of the NICE Framework

1. Very few individuals in my organization have awareness of the Framework that I know of.
2. I was introduced when I was getting my Master's Degree and then was sent this request for comments by a coworker who is skilled and knowledgeable in organizational leadership.
3. The main challenge is that the framework is not a legal mandate in my organization, at least to my knowledge.
4. We are not. Though I believe the new DoD 8140 is much more aligned to this than 8570.01-M
5. To my knowledge my organization does not.
6. N/A
7. In college I used it for skills assessment, I have not used it in my current job role. I also utilized the NICE Challenge, something that more organizations and federal workplaces could benefit from.
8. DoD 8140.
9. A more interactive way to identify the TKSA's for the job roles, an interactive TKSA assessment (such as the NICE Challenge), and an interactive way to make a job PD or job posting align.
10. Create a better system of assessing organizational alignment.

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