NICE Community Coordinating Council
Meeting Agenda

Date: April 28, 2021    Time:  3:30-5:00 p.m. ET

To dial in by phone, dial one of the following numbers, enter the participant PIN followed by # to confirm:+1 (415) 466-7000,  PIN 1675270 # | +1 (760) 699-0393,  PIN 7500851098 #
I. Introduction and Ground Rules -
Susi Barraza, NICE Program Manager

To dial in by phone, dial one of the following numbers, enter the participant PIN followed by # to confirm:
+1 (415) 466-7000, PIN 1675270 #  
+1 (760) 699-0393, PIN 7500851098 #
II. Opening Remarks

a. Industry Co-Chair - Jon Brickey, Senior Vice President, Mastercard

b. Academic Co-Chair - Marni Baker-Stein, Chief Academic Officer and Provost, Western Governors University

c. Government Co-Chair - Marian Merritt, Deputy Director of NICE

To dial in by phone, dial one of the following numbers, enter the participant PIN followed by # to confirm:+1 (415) 466-7000, PIN 1675270 # | +1 (760) 699-0393, PIN 7500851098 #
III. Standing Items

a. Strategy Stories - New Developments that Align to NICE Strategic Plan

*Closing the Gap Women Veterans > Cybersecurity Careers*

Presented by: Dr. Costis Toregas, Director, Cyber Security and Privacy Research Institute, The George Washington University; and Professor Rachelle Heller

URL: [https://womenengineers.seas.gwu.edu/closing-gap-women-veterans-cybersecurity-careers](https://womenengineers.seas.gwu.edu/closing-gap-women-veterans-cybersecurity-careers)

b. Report Roundup - Learning from Good Ideas

*Designing and Delivering Career Pathways at Community Colleges: A Practice Guide for Educators*

Presented by: Dr. Hope Cotner, President, CORD

Closing the Gap:
Women Veterans’ Re-Entry into Cybersecurity Careers
The George Washington University
Dr. Shelly Heller
Dr. Costis Toregas
Why This Initiative

Closing the gap addresses two crucial needs:

• To understand the barriers women vets face in transitioning to civilian life

• To harness the potential of female U.S. veterans to fill the cybersecurity talent gap
Who attends?

100+ people who can make a difference:

• Change makers, policy makers, decision makers, recruiters, researchers

• Industry, academia, government, military, apprenticeship groups, intermediaries
What will be covered

May 25, 2021 virtual Conference will be an interactive discussion:

• Challenges women service members face
• Transition from military to non-military workforce
• Pathways to cybersecurity
• Organizing for the future
How to Engage & Support

Visit GW Center for Women in Engineering website here:

https://lnkd.in/gq4X4JU

• Apply to attend
• Breakout Leaders needed
• Promote this initiative to your circle of interested parties.
III. Standing Items

a. Strategy Stories - New Developments that Align to NICE Strategic Plan

_Closing the Gap Women Veterans > Cybersecurity Careers_

Presented by: Dr. Costis Toregas, Director, Cyber Security and Privacy Research Institute, The George Washington University; and Prof. Rachelle Heller

URL: [https://womenengineers.seas.gwu.edu/closing-gap-women-veterans-cybersecurity-careers](https://womenengineers.seas.gwu.edu/closing-gap-women-veterans-cybersecurity-careers)

b. Report Roundup - Learning from Good Ideas

_Designing and Delivering Career Pathways at Community Colleges: A Practice Guide for Educators_

Presented by: Dr. Hope Cotner, President, CORD

Implications of the What Works Clearinghouse Evidence Review on Career Pathways for Workforce Development

*Briefing by*

Hope Cotner, Panel Chair
President & CEO
Center for Occupational Research & Development
hcotner@cord.org
Designing and Delivering Career Pathways at Community Colleges: A Practice Guide for Educators
<table>
<thead>
<tr>
<th>Practice Recommendation</th>
<th>Level of Evidence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Intentionally design and structure career pathways to enable students to further their education, secure a job, and advance in employment.</td>
<td>Minimal</td>
</tr>
<tr>
<td>2. Deliver contextualized or integrated basic skills instruction to accelerate students’ entry into and successful completion of career pathways.</td>
<td>Minimal</td>
</tr>
<tr>
<td>3. Offer flexible instructional delivery schedules and models to improve credit accumulation and completion of non-degree credentials along career pathways.</td>
<td>Moderate</td>
</tr>
<tr>
<td>4. Provide coordinated comprehensive student supports to improve credit accumulation and completion of non-degree credentials along career pathways.</td>
<td>Minimal</td>
</tr>
<tr>
<td>5. Develop and continuously leverage partnerships to prepare students and advance their labor market success.</td>
<td>Moderate</td>
</tr>
</tbody>
</table>
Recommendation 1:

Intentionally design and structure career pathways to enable students to further their education, secure a job, and advance in employment.
A **CAREER PATHWAY** is a combination of rigorous, high-quality education, training, and other services.

**Attributes:**
- Industry alignment
- Secondary and postsecondary credential attainment
- Enables entry and advancement in specific occupations or occupational clusters
- Education in the same context as workforce preparation
- Acceleration of educational and career advancement
- Preparation for success in secondary/postsecondary education options and apprenticeships
- Counseling services

A **PROGRAM OF STUDY (POS)** is a coordinated, nonduplicative sequence of academic and technical content at the secondary and postsecondary level.

**Attributes:**
- Industry alignment
- Postsecondary credential
- Multiple entry/exit points
- Academic, technical, employability skills
- Challenging standards
- Progressive content specificity
- Career guidance

**Pathways to Career Readiness and Advancement**

**Programs of Study** and **Career Pathways** share many of the same attributes. The two terms are used interchangeably in many state and local applications. Both are defined in Federal Law.

**STACKABLE CREDENTIALS**

At these milestones the learner may advance to the next-higher-skill job in the sector for which they have trained, and/or continue in or reenter the learning pathway to pursue additional credentials.

*These stackable credentials may:
- Include preparation for industry certifications.
- Articulate to bachelor’s degree programs.
- Be obtainable by HS students through dual credit.

**CAREER EXPLORATION**

Begins no later than 8th grade and is an integral part of instruction for:
- Career and Technical Education (CTE)
- Integrated Education and Training (IET)
- Adult Basic Education (ABE)
- Adult Secondary Education (ASE)
- English as a Second Language (ESL)

Recommendation 2:

Deliver contextualized or integrated basic skills instruction to accelerate students’ entry into and successful completion of career pathways.
Recommendation 3:

Offer flexible instructional delivery schedules and models to improve credit accumulation and completion of non-degree credentials along career pathways.

Highlights from the Field

Competency-Based Education

Through a TAACCCT grant, Salt Lake Community College’s School of Applied Technology and Technical Studies converted 20 high priority programs of study (POS) to competency-based education (CBE) with the goal of credentialing students upon their mastery of competencies and completion of POS, and of placing less emphasis on seat-time, clock-hours, and face-to-face instruction.

The college’s CBE model used a hybrid delivery approach, incorporating self-paced, online learning modules, and hands-on labs and competency-based assessment. Another important aspect of the project was to enhance Recognition for Prior Learning (PLA), allowing students to progress through their POS in an accelerated manner.

The process of converting POSs to CBE required collaboration between faculty, administration, and instructional designers in the college’s Online & eLearning Services Division. Faculty could consult with the Instructional Design unit that employed professionals trained in instructional technology. CBE-instructional design, and assessment to convert applicable portions of their curriculum into the CBE format. The conversion also involved ongoing consultation through Program Advisory Committees, drew upon the experience of an expert in PLA, and provided professional development for faculty and staff.

(Bragg et al., 2018)
Recommendation 4:

Provide coordinated comprehensive student supports to improve credit accumulation and completion of non-degree credentials along career pathways.
Recommendation 5:

Develop and continuously leverage partnerships to prepare students and advance their labor market success.
Find Out More!

Access the Practice Guide: https://ies.ed.gov/ncee/wwc/practiceguide/27

Coming Soon:

- Series of five 30-minute videos on each recommendation
- Practitioners discuss how they have implemented recommendations at their college.
III. Standing Items

c. Framework Feature - Applications and Uses of Workforce Framework for Cybersecurity

*SkillsEngine*

Presented by: Michael Bettersworth, Founder, SkillsEngine

URL: [https://skillsengine.com](https://skillsengine.com)
Our Speaker

Michael Bettersworth
Vice Chancellor, Texas State Technical College
Founder, SkillsEngine
michael@skillsengine.com

More information at www.skillsengine.com
Calibrate | Teach What Matters

1. Calibrate Job Profiles
   Identify the occupations that your curriculum targets and the skills students need to succeed.

2. Engage Industry
   Collect feedback from Industry SMEs about which skills are most critical.

3. Align Curricula
   Leverage Validated Job Profiles to identify skill gaps and align curriculum with Industry needs.

4. Stay Updated
   As skill requirements change and occupations evolve, revise and refine Job Profiles to update and keep curriculum relevant.
From DACUM to Calibrate Job Profile
Critical
Highly relevant, required, and central to this job. Candidates are disqualified if these skills are missing or deficient.

Important
Complementary and frequently performed within this job, but not required. Candidates can acquire or become proficient in these skills while on the job.

Beneficial
Supplementary and helpful, but not necessary for the job. Candidates will benefit from having these skills but are qualified without them.

Irrelevant
Not relevant to this job. Candidates gain no benefit or advantage in this job from having these skills.

REAL WORLD EXAMPLE
Software Developer/Engineer (Full Stack) Job Profile

Industry: Generally agree this technology SHOULD be taught
Educators: Generally agree this technology SHOULD NOT be taught

This discrepancy surfaces a disconnect between employers and educators and provides actionable data about an industry need and a specific technology that should probably be added to curriculum.
Skill Gaps exist when the skills in the Target Job Profiles are not represented in the Courses associated with an Award.

The objective is a high degree of alignment with industry, but not necessarily perfect alignment.
Digital Forensic Examiner

REVIEWER LINK

Cybersecurity Job Profiles in Flight

Job Roles

- Cybersecurity Specialist/Technician
- Cyber Defense Infrastructure Support Specialist
- Incident Analyst/Responder
- Penetration & Vulnerability Tester
- Cyber Defense Analyst
- Cyber Defense Incident Responder
- Vulnerability Assessment Analyst
- Threat/Warning & Exploitation Analyst
- Cyber Operator
Thank You

Michael Bettersworth
Vice Chancellor, Texas State Technical College
Founder, SkillsEngine
michael@skillsengine.com

Schedule demo at www.skillsengine.com
SkillsEngine is an affiliate of Texas State Technical College. Our vision is to link people, educators, and businesses through a shared understanding of skills.

Our flagship product, Calibrate® enables instructional designers, faculty, and industry experts to efficiently get aligned about the skills that graduates need to succeed.
III. Standing Items

c. Framework Feature - Applications and Uses of Workforce Framework for Cybersecurity

*SkillsEngine*

Presented by: Michael Bettersworth, Founder, SkillsEngine

URL: [https://skillsengine.com](https://skillsengine.com)
IV. Working Group Updates

a. Promote Career Discovery
   James “Jimmy” Baker, Cybersecurity Evangelist and Author; or Roland Varriale II, Cybersecurity Analyst, Argonne National Laboratory

b. Transform Learning Process
   Dr. Aurelia T. Williams, Interim Vice Provost for Academic Administration, Norfolk State University: or Richard Spires, Instructor, Learning Tree

c. Modernize Talent Management
   Karen Jensen, Saaby Consulting; or Kevin Perry, Chief Cyber Training, DoD Cyber Crime Center/Cyber Training Academy; or Melissa Woo, Executive Vice President for Administration, Michigan State University

To dial in by phone, dial one of the following numbers, enter the participant PIN followed by # to confirm: +1 (415) 466-7000, PIN 1675270 # | +1 (760) 699-0393, PIN 7500851098 #
V. Community of Interest Updates

a. Apprenticeships in Cybersecurity
   Tony Bryan, Executive Director, CyberUp; or Jennifer Oddo, Executive Director, Strategic Workforce Education and Innovation, Youngstown State University

b. Cybersecurity Skills Competitions
   Amelia Phillips, Highline College; or Brad Wolfenden, EmberSec

c. K12 Cybersecurity Educators
   Terrance Campbell, CCTE Cybersecurity Teacher, Shelby County Schools; or Laurin Buchanan, Secure Decisions

d. NICE Framework Users
   Karen Wetzel, Manager of the NICE Framework

To dial in by phone, dial one of the following numbers, enter the participant PIN followed by # to confirm: +1 (415) 466-7000, PIN 1675270 # | +1 (760) 699-0393, PIN 7500851098 #
VI. Project Progress Reports

a. NICE Conference and Expo
   Presenter: Randy Pestana, Florida International University
   URL: https://niceconference.org/

b. NICE K12 Cybersecurity Education Conference
   Presenter: Felicia Rateliff, Director of Operations & Programs, iKeepSafe
   URL: https://www.k12cybersecurityconference.org/

c. Centers of Academic Excellence (CAE) in Cybersecurity Community
   Presenter: Tony Coulson or Amy Hysell, Cybersecurity Center, California State University, San Bernardino
   URL: https://www.caecommunity.org/

To dial in by phone, dial one of the following numbers, enter the participant PIN followed by # to confirm:
+1 (415) 466-7000, PIN 1675270 # | +1 (760) 699-0393, PIN 7500851098 #
SAVE THE DATE

2021 • VIRTUAL NICE K12 CYBERSECURITY EDUCATION CONFERENCE

DECEMBER 6-7, 2021

k12cybersecurityconference.org

THE CONFERENCE FOR K12 CYBER EDUCATORS

#NICEK12
2021 NICE K12 Cybersecurity Education Conference:

“Broadening the Path to Cybersecurity Careers Through K12 Education”
Track 1: Increasing Cybersecurity Career Awareness

Track 2: Engaging Students Where Disciplines Converge

Track 3: Stimulating Innovative Cybersecurity Educational Approaches

Track 4: Promoting Cybersecurity Career Pathways

Track 5: Promoting Cyber Awareness
Session types:

- Live-Virtual Concurrent session presentation – 30-40 minute talk + audience Q&A
- Live-Virtual Concurrent session panel – 30-40 minute panel + audience Q&A
- Hybrid TedX-Style Talk – scheduled 15-20 minute video + live-virtual audience Q&A
- Hybrid Poster Session – on-demand 10 minute video + audience Q&A @ scheduled times
- Pre-recorded Video Session – on-demand presentation with option to answer Q&A anytime
CALL FOR PROPOSALS INFO

FOR CALL FOR PROPOSALS INFO, FREQUENTLY ASKED QUESTIONS, AND TO SUBMIT:

K12cybersecurityconference.org
QUESTIONS/IDEAS

FOR QUESTIONS, COMMENTS, IDEAS...

CONTACT FELICIA RATELIFF

conference@ikeepsafe.org
VI. Project Progress Reports

a. NICE Conference and Expo
   Presenter: Randy Pestana, Florida International University
   URL: https://niceconference.org/

b. NICE K12 Cybersecurity Education Conference
   Presenter: Felicia Rateliff, Director of Operations & Programs, iKeepSafe
   URL: https://www.k12cybersecurityconference.org/

c. Centers of Academic Excellence (CAE) in Cybersecurity Community
   Presenter: Amy Hysell, Cybersecurity Center, California State University, San Bernardino
   URL: https://www.caecommunity.org/

To dial in by phone, dial one of the following numbers, enter the participant PIN followed by # to confirm:
+1 (415) 466-7000, PIN 1675270 # | +1 (760) 699-0393, PIN 7500851098 #
Cybersecurity Career Awareness Week

October 18-23, 2021
VII. Featured Topic

a. *US Cyber Games*

Presented by: Jessica Gulick, CEO, Katzcy

URL: https://www.uscybergames.com/

b. *Cyberstates*

Presented by: Tim Herbert, Executive Vice President, Research & Market Intelligence, COMPTIA

URL: https://www.cyberstates.org/
US Cyber Games
Seeking the Best in Cybersecurity
Our mission is to bring talented cybersecurity athletes, coaches, and industry leaders together to build an elite US Cyber Team for global cybersecurity competition.

In this multi-staged program, we will select the 20 Cyber Athletes of the Official 2021 US Cyber Team ages 18-26 to represent the US at the International Cyber Security Challenge (ICSC) in Athens, Greece in December 2021. The US Cyber Games is designed to apply the NICE Framework from the start to identify, assess, select, and form the US Cyber Team.
US Cyber Open
Apply By June 10
Cybersecurity obsessed? Test your skills and abilities in a two-week-long open capture-the-flag competition. Compete for the chance to be one of the 60 cyber athletes in the US Cyber Combine Invitational.

US Cyber Combine
By Invite Only
Got cybersecurity GOAT potential? As a cohort of 60, you will train, compete and perhaps win a spot on the official US Cyber Team. Over eight weeks’ time, you will interview, undergo skills testing, and evaluate your aptitude.

US Cyber Team
Top 10 Draft
Only the best will compete for the Gold. Elite cyber athletes on the very first US Cyber Team will receive coaching and train for the International Cyber Security Challenge in Athens, Greece.

Anyone can enter the US Cyber Open. To qualify for the US Cyber Combine and the US Cyber Team, you must be 18-26 years old, a US citizen with an active passport by September 2021, and be able to travel abroad (complying with any travel restrictions).
<table>
<thead>
<tr>
<th>Date Range</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>April 20</td>
<td>Launched &amp; Open Call for coaches and athletes</td>
</tr>
<tr>
<td>May 18</td>
<td>BrightTalk Informational Webinar @11 AM</td>
</tr>
<tr>
<td>May 28</td>
<td>Virtual US Cyber Open Kick-off @11 AM–2:30 PM</td>
</tr>
<tr>
<td>May 28–June 11</td>
<td>US Cyber Open Capture-the-Flag</td>
</tr>
<tr>
<td>June 7</td>
<td>Coach Application Deadline</td>
</tr>
<tr>
<td>End of June</td>
<td>Invite Top 60 to US Cyber Combine</td>
</tr>
<tr>
<td>July 5</td>
<td>US Cyber Combine begins</td>
</tr>
<tr>
<td>October 5</td>
<td>Announce US Cyber Team (20 players)</td>
</tr>
<tr>
<td>December 7–12</td>
<td>ICSC Game in Athens, Greece</td>
</tr>
</tbody>
</table>
Get Involved

- Apply to Compete as a Cyber Athlete
- Apply to Coach the US Cyber Team
- Subscribe to be a Fan
- Become a Sponsor

Find out more at UScybergames.com
Program costs are partially supported by NIST NICE.

All sponsorship funding will go through Cyberjutsu 501(c)3 account.

Funding priorities include travel expenses, equipment, and training.

The remaining funding will roll over to continue the program in 2022 and beyond.

The US Cyber Games
Seeking the Best in Cybersecurity

Get Started at UScybergames.com
VII. Featured Topic

a. *US Cyber Games*

Presented by: Jessica Gulick, CEO, Katzcy

URL: [https://www.uscybergames.com/](https://www.uscybergames.com/)

b. *Cyberstates*

Presented by: Tim Herbert, Executive Vice President, Research & Market Intelligence, COMPTIA

URL: [https://www.cyberstates.org/](https://www.cyberstates.org/)
VIII. Closing Remarks and Next Meeting Reminder

The next NICE Community Meeting will be on May 26, 2021 at 3:30 p.m. ET

To dial in by phone, dial one of the following numbers, enter the participant PIN followed by # to confirm: +1 (415) 466-7000, PIN 1675270 # | +1 (760) 699-0393, PIN 7500851098 #