

Hello NIST,

My Name is Katia Dean I'm the founder of Katia's CyLife helping people about the field and to navigate through their cybersecurity careers. I'm so excited to share my comments to this document since I highly depend on this for my business. I'm also developing a course surrounding this document because a lot of people are not aware and it needs more awareness.

Please see attached comments.

Thanks,

Katia

#voiceofcyberpros

## **Improvements to the NICE Framework**

The following topics are intended to help NIST and its partners who are part of the NICE Community to learn about experiences in applying and using the NICE Framework and explore opportunities for improvement.

Describe what components of the NICE Framework have been most useful to you and why.

- The NICE Framework has helped me personally in defining my own area of expertise within cybersecurity. Using this document and using my critical thinking skills I have learned that I fit under the Oversee and Govern side of cybersecurity within the Program Management area. This has allowed helped me a lot during interviews describing where I fit into cybersecurity.

Describe what components of the NICE Framework have been least useful to you and why.

- Using this document with my resume services and discovery call sessions the only areas that are in not useful in my experience are the Analyze and the Collect and Operate area. Because a lot of my clients do not fit in this area as much. It about a 1% that someone fits in those two areas based off my research.

Share any key concepts or topics that you believe are missing from the NICE Framework. Please explain what they are and why they merit special attention.

- For this NICE Framework there should be section for Cloud Computing, AI, and Machine Learning. These concepts are the future and all these concepts will need cybersecurity (People, Process, and Technology).

Describe how the NICE Framework can be more useful to a variety of audiences (i.e. employers, employees, education and training providers, learners, small enterprises, etc.).

- This Framework will be useful in so many ways. For this “so called skills gap”. During my interviewing and also on social media. I have noticed that a lot of people, and companies are not aware of this document at all. And if they are aware they are not using this document in the hiring process, training, or job descriptions at all. Recruiters are not aware of how to merge different areas of expertise into these cyber roles. Hiring managers are only under the impression that “Cybersecurity” is just about hacking and defending the network. Which leads to all these unfilled roles because people are not thinking outside the box. They are missing out on valuable talent from other backgrounds.

Explain if you think the scope of the covered workforce as stated by the NICE Framework needs to be adjusted.

- No the scope does not need any adjustment at all.

## **Awareness, Applications, and Uses of the NICE Framework**

If you are an employee, job seeker or learner, describe how you use the NICE Framework for communicating your competencies or skills to employers, identifying training or professional development needs, or navigating your career pathway.

- When I was on my job search in 2019. Since I conducted research on this document it helped me describe where I fit into cybersecurity. All the hiring managers I had an interview with was not aware of this document and when I would describe I'm in the Oversee and Govern side of cybersecurity they would look at me with a blank stare.

Describe any tools, resources, or publications that exist that reference or would benefit by referencing the NICE Framework.

- The Resources that I found very helpful for me and alot and my clients
  - The CompTIA Certs with NICE Mapping
  - The GIAC/SANS and NICE Mapping
  - The En council with NICE Mapping
  - And I think it's the AWS with NICE mapping as well

Describe any tools, resources, or technical support needed to increase the application and use of the NICE Framework.

- I'm actually developing a course for cybersecurity professionals should be on YouTube around the end of Dec. Using this great document I will give them a detailed walkthrough on how to use this document and give them examples. To bring more awareness to this document and use it for their cyber path. It's still a lot of people that are not aware of this document. I have assisted over 100 people so far and no one heard of the document at all. This from a range of people who have 0 years of experience and up to 10-20 years of experience. Until I had them fill out my form and tell them to choose their area of interest using this resource.