

NICE Community Coordinating Council

Meeting Minutes

June 25, 2024 | 3:30-4:30PM ET

I. Introduction and Ground Rules – NICE Program Manager Susana Barraza

- The NICE Community Coordinating Council was established to provide a mechanism in which public and private sector participants can develop concepts, design strategies, and pursue actions that advance cybersecurity education, training, and workforce development.
- Members are encouraged to participate in the meeting via the platform chat space. We will also be introducing polls throughout the meeting.
- Reminder: The meeting is not intended for marketing or other commercial purposes.

II. Opening Remarks

- a. Industry Co-Chair – Michael Alicea, Chief Human Resources Officer, Trellix
 - Michael shared that he enjoyed the conversations around the new [NIST cybersecurity framework \(CSF\)](#) during the [NICE Conference and Expo](#) on June 3-5, 2024.
- b. Government Co-Chair - Rodney Petersen, Director of NICE
 - Rodney testified in a congressional hearing on behalf of NIST along with several witnesses from the Department of Defense, Department of Homeland Security, and Office of the National Cyber Director.
 - The NICE Community Coordinating Council, Working Groups, and Communities of Interest were highlighted in Rodney's testimony as well as in his responses to questions received during the hearing.
 - The title of the hearing is "*Finding 500,000: Addressing America's Cyber Workforce Gap*" - <https://homeland.house.gov/hearing/finding-500000-addressing-americas-cyber-workforce-gap>.
 - There are 469,000 open jobs in cybersecurity with over 1.2 million currently employed in cybersecurity. However, there are still only 85 skilled cybersecurity workers for every 100 demanded by employers.

III. Featured Content

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

iQ4 Digital Wallet Award

Presented by Frank Cicio, CEO Founder, and Peter Meehan, SVP International, iQ4

URL: <https://www.iq4.com/wallet>

- Frank Cicio, Ed Moscow, and Peter Meehan discussed some of iQ4's work and report findings over the past nine years.
- They found an entirely fragmented industry or ecosystem between learners, employers, and educators. What was needed in their mind was not just the taxonomy, but an infrastructure that could support the movement of human capital through markets.
- iQ4's engineering team has been able to build out "Athena", a machine learning AI engine which weaves together and manages the data so that they can translate things like resumes, cross military transcripts, and job requisitions to map to that common NICE taxonomy.
- Ed gave a demonstration of the iQ4 Digital Wallet. <https://www.iq4.com/wallet>. The Digital Wallet is described as a lifetime career "Digital Wallet" that enables students and workers to promote workplace skills, proficiencies, experience, education, credentials, and their portfolio of work. Students can use the Wallet to find career pathways to suitable job roles matched to employers' skills-based hiring needs. A live job feed can be accessed with a selection of geographic location preferences to work.

b. Report Roundup – Learning from Good Ideas

The 2023 State of Inclusion Benchmark in Cybersecurity

Presented by Lynn Dohm, Executive Director, Women in Cybersecurity (WiCyS)

URL: <https://www.wicys.org/wp-content/uploads/2024/04/2023-State-of-Inclusion-Benchmark-in-Cybersecurity-Report.pdf>

- WiCyS, pronounced "We Sis" is a global cyber sisterhood. Their mission is to recruit, retain, and advanced women in cybersecurity. WiCyS also looks at the workforce and identifies barriers and what they can do as a nonprofit to overcome some of those challenges.
- The organization consists of over 10,000 members with the global membership and representation in 93 countries, 270 student chapters and their members, and 70 professional affiliates and their members.
- The conference started in 2014, and the WiCyS organization became nonprofit organization in 2018.
- The 2023 State of Inclusion Benchmark in Cybersecurity - <https://www.wicys.org/wp-content/uploads/2024/04/2023-State-of-Inclusion-Benchmark-in-Cybersecurity-Report.pdf>.

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

Cybersecurity Workforce Data Initiative:

Aligning the Supply and Demand of Cybersecurity Professionals

Presented by Amber Levanon Seligson, National Center for Science and Engineering Statistics within the U.S. National Science Foundation

URL: <https://nces.nsf.gov/about/cybersecurity-workforce-data-initiative>

- Cybersecurity Workforce Data Initiative definition: The cybersecurity workforce includes a “core” set of cybersecurity occupations focused on cybersecurity. Workers in other occupations where their primary, or secondary work activities include cybersecurity are also part of the core cybersecurity workforce. The cybersecurity “involved”, and “adjacent” workforce include those occupations and workers where cybersecurity is a work activity, but not primary or secondary.
- The following methods were used for this research: reviewed existing research and estimates on the current supply of workers, the short-term demand for workers, and the long-term demand for workers. Calculated a range of estimates of labor force and inflow of workers using Bureau of Labor Statistics (BLS), American Community Survey Data (ACS), National Center for Science and Engineering Statistics (NCSES), and Integrated Postsecondary Education Data System (IPEDS). Reviewed a variety of job boards, O*NET, and BLS growth projections to estimate the number of cybersecurity job openings.
- New degrees awarded in computer and information systems and security grew by 271% from 2012 to 2022, one of the fastest growing degree programs in the U.S.
- In May 2024, using O*NET estimates from scraping CareerOneStop and ZipRecruiter, there were approximately 23,000 active postings for information security analysts.
- The CWDI initiative will continue their efforts to assess the feasibility of producing national estimates of the cybersecurity workforce by evaluating existing federal survey data and exploring existing administrative data.

IV. Community Progress Reports

a. Working Group Update

i. Transform Learning Process

Guests: Dr. Donna Schaeffer and Marvin Marin, Marymount University

- The new project team will seek to implement objective 2.5 of the NICE Strategic plan to “encourage the use of Learning and Employment Records to document and communicate skills between learners, employers, and education and training providers”.
- The new project charter is still under review.
- The team welcomes new team members. Email nice@nist.gov if you are interested in joining.

- Website: <https://www.nist.gov/itl/applied-cybersecurity/nice/community/community-coordinating-council/transform-learning-process>
- Next meeting: July 9, 2024 from 2-3pm ET

b. Project Progress Reports

- i. NICE Conference and Expo
Presented by Cesar Cabot, Florida International University
URL: <https://niceconference.org/>
 - The planning committee received 168 proposals. Only 24 proposals for breakouts were accepted alongside 3 lightning talks and 3 pre-conference workshops.
 - Total attendees by affiliation:
 - a. 354 from Academia
 - b. 130 from Government
 - c. 182 from Industry
 - There were 22 international countries in attendance.
 - There were 47 US states represented at the conference.
 - The 2025 NICE Conference and Expo will take place from June 1-3 in Denver, CO.
- ii. US Cyber Games
Presented by Brad Wolfenden, Katzcy
URL: <https://www.uscybergames.com/>
 - Season IV coaches and mentor staff have been identified.
 - Season IV, US Cyber Game timeline is below:
 - a. US Cyber Open – May 30 -June 9, 2024
 - b. US Cyber Combine – June 24 – September 2, 2024
 - c. US Cyber Draft Day – September 26, 2024
 - There was a total of 3,147 registrations for the US Cyber Open and a total 184 total invitations for the US Cyber Combine.
 - The US Women’s Cyber Team will confirm team participants on July 31, 2024.
- iii. NICE K12 Cybersecurity Education Conference (San Antonio, Texas) – December 9-10, 2024
Presented by Felicia Rateliff, iKeepSafe
URL: <https://www.k12cybersecurityconference.org/>
 - The official conference hotel is La Cantera Resort. Reservations are now available.

- The pre-conference workshops will take place at The University of Texas at San Antonio.
- The call for proposals is now closed. Agenda will be available on or before Monday, September 2, 2024.
- Conference registration opens Monday, September 9, 2024.
- iKeepSafe’s local collaboration is with The Greater San Antonio Chamber and Alamo AFCEA Education Foundation.
- Nominations for Cyber Signing Day is now open. Learn more [here](#).
- A few of the 2024 conference activities include a drop-in hands-on activity room, online trivia game, door prizes, and capture the flag.
- Contact information: Felicia Rateliff, K12Cybercon@ikeepSAFE.org.

V. Closing Remarks and Next Meeting Reminder

The next NICE Community Coordinating Council Meeting will be **July 23, 2024**, at 3:30PM ET.

Upcoming Meetings:

- [NICE Transform Learning Process WG](#): July 9, 2024, 2:00-3:00PM ET
- [NICE K12 Cybersecurity Education COI](#): July 11, 2024, 3:30-3:45PM ET
- [NICE Apprenticeships in Cybersecurity COI](#): July 12, 2024, 11:00 – 12:00 PM ET
- [NICE Cybersecurity Career Ambassadors COI](#): July 12, 2024, 1:00 – 2:00 PM ET
- [NICE Diversity and Inclusion COI](#): July 12, 2024, 2:00 – 3:00PM PT
- [NICE Promote Career Discovery WG](#): July 17, 2024, 3:30-4:30PM ET
- [NICE Modernize Talent Management WG](#): July 18, 2024, 1:00-2:00PM ET
- [NICE Cybersecurity Competitions COI](#): August 23, 2024, 2:00-3:00PM ET

Upcoming Events:

- [NICE Webinar Series](#)
 - [Equal Access and Opportunity for Blind and Deaf or Hard of Hearing Talent](#)
September 18, 2024, 2-3PM ET
- [Cybersecurity Career Week](#): October 14-19, 2024
- [National Apprenticeship Week](#): November 18-24, 2024
- [NICE K12 Cybersecurity Education Conference](#): December 9-10, 2024, San Antonio, Texas
- [NICE Conference & Expo](#): June 1-3, 2025, Denver, Colorado
- NICE Events [Calendar](#)