

NICE Community Coordinating Council Meeting Minutes December 3, 2024 | 3:30-4:45PM 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
 - Emphasized the importance of collaboration in workforce education initiatives, including:
 - Programs targeting K-12, undergraduate, and reskilling of adults transitioning from other industries.
 - The role of organizations like NICE in providing frameworks and resources to align training with real-world needs.
 - Noted the increasing demand for innovative and actionable ideas to share with industry peers.
- b. Academic Co-Chair – Zarina Blankenbaker, Ph.D., President, Tarrant County College – Northwest
 - Highlighted ongoing efforts to strengthen educational pathways for community college students, especially those transferring to universities.
 - Addressed employers' feedback on the need for students to gain practical work experience before entering the job market.
 - Discussed initiatives to:
 - Establish staff positions focused on creating workplace learning opportunities.
 - Leverage virtual and on-demand platforms for internships and simulations to support students juggling personal and academic responsibilities.
 - Welcomed input from the council on enhancing flexibility and accessibility in work-based learning programs.
- c. Government Co-Chair - Rodney Petersen, Director of NICE
 - Addressed the current government administration transition, emphasizing its impact on cybersecurity policies and funding.

- Reassured attendees of bipartisan commitment to advancing cybersecurity workforce and education initiatives.
- Reflected on challenges in higher education:
 - Closure of degree programs in arts and humanities due to declining enrollment and employer demand.
 - Growth in technology-focused disciplines, including cybersecurity, to meet industry needs.
- Encouraged the group to continue fostering cross-sector stability and innovation during transitional periods.

III. Featured Content

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

NICCS Education & Training Catalog Updates

Presented by Tracy Schoenleber, Training and Education (T&E) Branch, Cybersecurity and Infrastructure Security Agency

URL: <https://niccs.cisa.gov/education-training/catalog>

- Provided updates on the NICCS training catalog, a central repository of over 7,000 cybersecurity courses offered by 250+ providers.
- Key Updates:
 - Remapping of courses to align with the updated NICE Framework, focusing on competencies, work roles, and categories.
 - Outreach efforts to assist training providers in updating their course mappings, including user guides and step-by-step instructions.
 - Challenges encountered: Smaller organizations with limited resources struggle to remap courses.
- Achievements:
 - 100 training providers (nearly 50% of catalog participants) have successfully remapped their courses.
 - Continued support offered to smaller providers to ensure inclusivity and alignment with workforce standards.
- Upcoming plans:
 - Additional outreach and reminders to providers to complete the remapping process by early 2025.

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

Rebranding of NICE Challenge Project - XP Cyber

Presented by James D. Ashley III, Director of Research & Development, California State University, San Bernardino

URL: <https://www.xpcyber.com/>

- James announced the rebranding of the NICE Challenge Project to XP Cyber, signifying its growth beyond a pilot initiative.
- The mission is to provide students with real-world cybersecurity workforce experiences through a range of challenges and simulations.
- Features of the XP Cyber platform:

- Challenges mapped to the NICE Framework, including tasks and work roles.
 - Realistic business environments with complex, multi-layered networks simulating professional scenarios.
 - Actionable assessment metrics for educators to track student performance.
 - Key Statistics:
 - Since 2016: Over 1 million student hours logged, 27,000 students and 1,400 educators served.
 - Catalog includes 140 challenges across various technical work roles.
 - Future Updates:
 - Full NICE Framework v1.0 remapping by early 2025.
 - New challenge content on malware analysis and secure coding.
 - Hardware upgrades planned for 2026 to expand platform capacity.
- c. Report Roundup – Learning from Good Ideas
2024 ISC2 Cybersecurity Workforce Study
Presented by Patrick Bataillon, Advocacy Director , ISC2
URL: <https://www.isc2.org/Insights/2024/10/ISC2-2024-Cybersecurity-Workforce-Study>

- Overview of the study:
 - Surveyed over 16,000 cybersecurity professionals globally.
 - Focused on challenges related to workforce shortages, skill gaps, and emerging technologies.
- Key Findings:
 - Workforce Gap: Increased by 19% due to growing demand and stalled hiring.
 - Total unmet demand: 4 million cybersecurity professionals globally.
- Economic Challenges:
 - Budget constraints surpassed lack of qualified talent as the top barrier to hiring.
 - Competitive wages and limited promotion opportunities also cited as challenges.
- Skill Gaps:
 - 90% of respondents reported gaps in their organization’s cybersecurity teams.
 - Areas of concern: AI, zero-trust implementation, and incident response.
- Impact on Workforce:
 - 58% of respondents stated that staffing shortages increased their organization’s vulnerability to cyberattacks.
 - Decline in job satisfaction among cybersecurity professionals over the past two years, attributed to increased workloads and regulatory pressures.
- Emerging Technologies:
 - AI was identified as both a significant opportunity and a potential risk:

- Professionals are proactively enhancing AI-related skills, with 80% reporting engagement in upskilling.
- Concerns about AI's potential for misuse remain high, making regulatory oversight crucial.

IV. Community Progress Reports

a. Community of Interest Update

- i. Cybersecurity Career Ambassadors
Co-chair: Rasha Horn, Critical Infrastructure
 - Membership expanded to 447 ambassadors, with a target of 500 by 2025.
 - Focus for 2025: Enhanced mentorship, job shadowing, and collaboration with tribal and nonprofit organizations.
 - Celebrated the program's one-year anniversary with a successful event at the Department of Commerce.

b. Project Progress Reports

- i. US Cyber Games
Presented by Jessica Gulick, Katzcy
URL: <https://www.uscybergames.com/>
 - Competed internationally in Italy and Chile, placing 2nd in the guest bracket and 4th overall, respectively.
 - Launched an all-women's cybersecurity team for an event in Tokyo, which emphasized soft skills like teamwork and stress management.
 - Season 4 planning underway, culminating in international competitions in Tokyo in 2025.
- ii. NICE K12 Cybersecurity Education Conference (San Antonio, Texas) – December 9-10, 2024
Presented by Amber Lindsay, iKeepSafe
URL: <https://www.k12cybersecurityconference.org/>
 - Celebrating its 10th anniversary, the conference will be held December 9-10, 2024, in San Antonio, Texas.
 - Features include pre- and post-conference workshops, diverse keynote speakers, student panels, and an AI-focused panel.
 - Over 700 educators and stakeholders expected to attend.

V. Closing Remarks and Next Meeting Reminder

The next NICE Community Coordinating Council Meeting will be **January 28, 2025**, at 3:30PM ET.

Upcoming Meetings:

- [NICE K12 Cybersecurity Education COI](#): December 10, 2024, 7:00-4:45AM CT (La Cantera Ballroom II, NICE K12 Cybersecurity Education Conference)

- [NICE Transform Learning Process WG](#): December 10, 2024, 2:00-3:00PM ET
- [NICE Apprenticeships in Cybersecurity COI](#): December 13, 2024, 11:00 – 12:00 PM ET
- [NICE Cybersecurity Career Ambassadors COI](#): December 13, 2024, 1:00 – 2:00 PM ET
- [NICE Diversity and Inclusion COI](#): December 13, 2024, 2:00 – 3:00PM PT
- [NICE Promote Career Discovery WG](#): December 18, 2024, 3:30-4:30PM ET
- [NICE Modernize Talent Management WG](#): December 19, 2024, 1:00-2:00PM ET

Upcoming Events:

- [NICE K12 Cybersecurity Education Conference](#): December 9-10, 2024, San Antonio, Texas
- [NICE Webinar Series](#)
 - [The Privacy Workforce Evolves and Matures](#)
January 18, 2025, 2-3PM ET
- [NICE Conference & Expo](#): June 1-4, 2025, Denver, Colorado
- [Cybersecurity Career Week](#): October 20-25, 2025
- [National Apprenticeship Week](#): November 16-22, 2025
- NICE Events [Calendar](#)