



FEDERAL IMPLEMENTATION OF THE WORKFORCE FRAMEWORK

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Workforce Activities

Background

- In 2008, the Federal CIO Council initiated the Cybersecurity Workforce Development Matrix project to produce consistent guidelines for all staff engaged in cybersecurity work across the government

Matrix Project

- The Matrix initiative provided a government-wide perspective on the types of roles common in cybersecurity work through a series of single page dashboards (i.e., matrices)
- The matrices consolidated these factor needed by performance level:
 - Competencies/skills
 - Education
 - Experience
 - Credentials
 - Training

Matrix Products

- The team used SME input to identify and define 11 cybersecurity roles commonly held by federal civilian personnel and the following products
- **A Resource Guide, published in Oct 2011** assists agencies in the use of matrices for activities such as: workforce planning, recruitment and selection, employee development, and succession planning

Matrices

- Four published matrices were produced for the following roles:
 - Chief Information Security Officer
 - Information Security Assessor
 - Systems Operations and Maintenance Professional
 - Information Security Systems & Software Development Professional

Working Together

- The CIO Council Matrix Project began to collaborate with the NICE Initiative in early 2011
- As the Workforce Framework is the standard for the nation and the Federal Government, it guides the development of all other tools
- The Matrix Project data was incorporated into the Workforce Framework

Integration

- To integrate the Matrix Project with the National Cybersecurity Workforce Framework, the Project Team developed 13 Framework-based streamlined roles to promote consistency and standardization of the Federal cybersecurity workforce
- These roles allow an agency to quickly implement the Workforce Framework

Implementation Tools

- To assist organizations with interpreting the Framework, NICE developed an interactive **Implementation How-To Guide** with instructions on how organizations can adopt the Workforce Framework to maintain consistency with this national standard
- Each of the 13 streamlined roles in the guide consists of sample job titles and definition, the related Workforce Framework category, specialty areas, and any enhancements that pertain specifically to the Federal workforce

Moving Forward

- The Federal CIO Council will continue to work with the NICE initiative to ensure federal input and consistency:
 - National Cybersecurity Workforce Framework Revision 2.0
 - Cybersecurity Career Roadmaps
 - NICCS Portal / Federal portal

- Agency assistance available

Contact

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