National Initiative for Cybersecurity Education (NICE)
Community Coordinating Council

Career Discovery Working Group

Project Charter:

Effective Practices to Identify, Track, and Measure
Cybersecurity Career Discovery Programs

Project Team Lead(s): Lorne Joseph & Caitlin Sarian

Table of Contents

Initial project narrative

The Promote Career Discovery Working Group conducts an ongoing environmental scan of programs, projects, and initiatives related to this strategic plan's goals and objectives to assess the scope and sufficiency of efforts. The group also identifies gaps where more attention and effort is needed. The group will identify strategies and tactics to implement the corresponding objectives to this goal. The group will also develop corresponding metrics to measure progress and success. This group is focused on GOAL 1: "Promote the Discovery of Cybersecurity Careers and Multiple Pathways" from the NIST NICE implementation Plan. The proposed project plan titled "**Effective Practices to Identify, Track, and Measure Cybersecurity Career Discovery Programs**"

In an effort *to* *Identify, track, and disseminate successful programs and effective resources and tools, including those that increase participation of women, minorities, veterans, persons with disabilities), and other underrepresented populations in the cybersecurity workforce* (1.4.1) **this project will** *Curate, summarize, and categorize evidence-based and systemic research areas or topics, approaches, measurement and metric tools, and assessment paradigms* (5.1.1) **to** *Enhance coordination and communication among cybersecurity employers and career influencers* (1.4.4) **and** *Identify and share effective practices in career awareness, discovery, and development* (1.1.1)

Suggested Project Charter Framework

"Effective Practices to Identify, Track, and Measure Cybersecurity Career Discovery Programs" - (Cybersecurity Career Programs Portal)

1. Project Purpose and Justification

The "Effective Practices to Identify, Track, and Measure Cybersecurity Career Discovery Programs" project is initiated under the guidance of the Promote Career Discovery Working Group. This project aligns with Goal 1 of the NIST NICE Implementation Plan: "Promote the Discovery of Cybersecurity Careers and Multiple Pathways." Its purpose is to bolster efforts in identifying, cataloging, and assessing the effectiveness of programs designed to enhance the discovery and accessibility of careers in cybersecurity. By focusing on evidence-based practices, the project aims to bridge gaps in current efforts and foster a more inclusive cybersecurity workforce.

2. Project Objectives

- **To curate, summarize, and categorize:** This involves gathering, evaluating, and organizing evidence-based and systemic research, approaches, tools for measurement and metrics, and assessment paradigms related to cybersecurity career discovery.
- **To enhance coordination and communication:** The project will create channels and platforms for better interaction among cybersecurity employers, educational institutions, policymakers, and other career influencers to share resources, insights, and successful practices.
- **To promote an inclusive pathway for cybersecurity careers:** The project seeks to ensure that cybersecurity careers are accessible and appealing to all populations through targeted promotion strategies and practices.

3. Project Scope

Scope Inclusions:

- Development of a comprehensive database of current programs, projects, and initiatives that promote cybersecurity career discovery.
- Analysis and categorization of these efforts based on effectiveness, scalability, and accessibility.
- Establishment of metrics and measures to evaluate the progress and success of these initiatives.
- Creation of a resource hub for sharing successful practices and strategies.

4. Project Deliverables

- A curated and categorized list of current programs and initiatives.
- A set of metrics and evaluation tools to assess program effectiveness.
- A comprehensive report detailing evidence-based practices and recommendations for filling existing gaps.
- An online platform or repository for disseminating resources and findings.

5. Project Milestones

1. **Project Kickoff:** Establishment of project team and initial planning.
2. **Environmental Scan Enhancement:** Comprehensive mapping of existing efforts and identification of gaps.
3. **Development of Metrics and Measures:** Creation of tools to measure progress and success.
4. **Final Report and Resource Hub Launch:** Compilation and publication of findings and launch of an online resource platform by Cybersecurity Week in October.

6. Project Team

The project will be led by the Promote Career Discovery Working Group, with additional members to be recruited from relevant stakeholders, including cybersecurity professionals and educational institutions.

7. Stakeholder List

- Cybersecurity employers and industry leaders.
- Educational institutions and academia.
- Policymakers and government entities.
- Career influencers and community organizations.

9. Approval Requirements

The project requires approval from:

- The Promote Career Discovery Working Group leadership (approved 03/18/2024)
- Also, permission from the Community Coordinating Committee to publish on the NIST NICE website. (03/25/2024)

Phase 1 **April-June 2024**	• Sprint 1 complete (examining existing programs) notes • Sprint 2 complete (stakeholders, target audience/s, value) docs
Phase 2 **June – Sept. 2024**	• Engage all stakeholders • Capture Present State • Establish Metrics • Begin Reporting
Phase 3 **September – October 2024**	• Present output at Cybersecurity Week • Demonstrate new process and outcomes • Discuss sustainability / maintenance model