**NICE Working Group**

**Meeting Minutes**

**Date: 9/26/2018 Time: 3:30 PM EST**

**Click here to** [view](https://www.nist.gov/itl/applied-cybersecurity/nice) **the NICE Website**

**SharePoint:** [https://nistgov.sharepoint.com/sites/NICEProgram/NICEWG](https://nistgov.sharepoint.com/sites/NICEProgram/NICEWG/Pages/home.aspx)

# Introduction and Ground Rules

* Danielle Santos, NICE Program Manager, welcomed participants to the meeting. The NICE Working Group (NICEWG) is setup to provide a mechanism for collaboration between academia, government and industry, and to discuss strategies and actions to aid in workforce development.
* During this meeting the Adobe Connect chat box feature should be utilized to provide feedback and ask questions.
* The NICEWG is not intended for advertising and promotional purposes and to keep this in mind when participating and using the chat feature. Danielle urged all participants to collaborate and share information while working on projects.

# NICE Program Office Updates

* Rodney Petersen, NICE Director, provided the program office updates.
* October is [National Cybersecurity Awareness Month](https://staysafeonline.org/ncsam/) (NCSAM). Week 2, October 8-12, is focused on the millions of rewarding jobs. This is a great week to publicize career awareness as well as talk about your role and activities.
* NICE will participate in a Capitol Hill event to help launch NCSAM.
* On October 10, NICE will host its monthly webinar on the topic of, “The Underserved Cybersecurity Workforce - Securely Provisioning our Future.” For more information and to register click [here](https://www.nist.gov/news-events/events/2018/10/nice-webinar-underserved-cybersecurity-workforce-securely-provisioning)
* Last week, the White House announced a national cybersecurity strategy. “Promoting American Prosperity” is included in Pilar II. The strategy is very supportive of the work we all do. Some actions include building and expanding the pipeline, expand re-skilling and educational opportunities for America’s workers, and enhancing the federal cybersecurity workforce. Find out more [here](https://www.whitehouse.gov/wp-content/uploads/2018/09/National-Cyber-Strategy.pdf)
* The July [Executive Order](https://www.whitehouse.gov/presidential-actions/executive-order-establishing-presidents-national-council-american-worker/) established the President’s National Council for the American Worker. Cyber is an in-demand job they will focus on. DOC Secretary Wilber Ross is a co-chair on this council. There will be an advisory council asking for nominations.
* Members of the program office are seeing some themes that address employers. Resources such as the [NICE Workforce Framework](https://www.nist.gov/itl/applied-cybersecurity/nice/resources/nice-cybersecurity-workforce-framework) and how the KSAs and competencies help to provide the content helps to inform this content.
* Learners of NICE find [CyberSeek](https://www.cyberseek.org/) an important resource and tool to explore the KSAs needed through degrees, education, training. The career pathways are useful for employers, educational providers, and learners.
* The NICE Fall eNewsletter was published today. You can read it [here](https://www.nist.gov/itl/applied-cybersecurity/nice/nice-2018-fall-enewsletter). Click [here](https://public.govdelivery.com/accounts/USNIST/subscriber/new?qsp=USNIST_3) to subscribe to the NICE eNewsletter.

# Opening Remarks

* Industry Co-Chair Jason Hite provided the remarks.
* There are many great topics to be covered at the upcoming NICE conference.
* Jason encourages all to attend and asks for involvement from the Human Resource community.

# Standing Items

## Report Roundup

* Melissa Marcello, Associate Vice President, Champlain College Online, presented “Champlain College Survey: The State of the Cybersecurity Workforce and Higher Education.”
* The survey research project set out to confirm things they’ve seen anecdotally and what they are seeing in public, such as partner organizations promoting the idea of upskilling their workforce, and witnessing experienced adults, concerned about their skills, show up for online programs.
* Champlain College was interested in the findings of a survey. If the results show a potential pool of workers, they want to help provide an incentive to return to school. Also of interest is seeing if the sample surveyed understands who best addresses threats, and how they view government and the private sector.
* This commissioned survey was conducted earlier this year and sent to 1,000 adults age 18 and older.
* Findings show that over 40% of respondents would consider returning to school for a cyber credential. If employer funded, interest grew to 72%.
* Reasons why respondents would not consider a return to school to prepare for a cyber career path include feeling it’s too late to consider a career change, not enough information about the field, and believing they do not have what it takes for the career.
* The majority of respondents believe that more should be done to encourage women to enter the field.
* Survey results show there is a potential workforce to fill some cyber gap.
* See presentation attached and find out more [here](https://www.champlain.edu/champlain-college-online/about-us/in-the-news/cybersecurity-survey-2018)

## Strategy Stories

* Gretchen Bliss, Pikes Peak Community College, spoke about “Academic Engagement with Industry.” This presentation aligns with the [NICE Strategic Plan](https://www.nist.gov/itl/applied-cybersecurity/nice/about/strategic-plan), objective 3.3: Facilitate state and regional consortia to identify cybersecurity pathways addressing local workforce needs.
* Local industry representatives were surveyed to help formulate how to structure a cybersecurity degree. They have industry focused groups to gather expectations.
* Through the [RAMPS](https://www.nist.gov/nice/regional-alliances-and-multistakeholder-partnerships-stimulate-ramps) grant, Pikes Peak was able to put together a high school intern program among other things.
* They’ve applied for an Office of Economic Adjustment grant to engage the entire community.
* Pikes Peak holds a cyber industry day to bring in the local workforce to talk about their experiences. The link between education, training, and workforce is beneficial.
* They received CAE2Y certification and have scholarships for cyber students. A degree program was implemented in January. They’ve seen an increase in the number of enrolled students.
* Moving on to phase 2, findings will be implemented while expanding industry participation. They are working with manufacturing and HR managers in various companies.
* They plan to reach out to SHRM to gain support on an organized approach using the NICE Framework.
* The final report will be available at the end of their term.
* When asked about a plan for lessons learned, Gretchen let members know they are working with the program office and will also be developing a report.

## Metric Moment

* Dr. Robert Spear, Chair, Community College Cyber Summit (3CS), Senior Advisor, National CyberWatch Center, spoke about “National CyberWatch Center Metrics.”
* The Community College Cyber Summit just finished its 5th annual summit. They are now preparing for next year.
* The summit started with a small group organized by cybersecurity focused centers funded by the National Security Council.
* This is the only national conference focused on community colleges and cybersecurity.
* The two previous presentations (Report Roundup and Strategy Stories) are exactly what we try to elevate and hope everyone continues to share information. We want to encourage collaboration.
* 3CS is finally getting a significant number of sponsors.
* Numbers of attendees, workshops, and presentations have all increased.
* National CyberWatch tries to keep metrics as part of the reporting process for feedback to the National Science Foundation (NSF).
* Sample sessions from 2018 include four tracks.
* The number of community colleges that are certified and offering programs and degrees is increasing along with the number of students.
* When asked about tracking participants to see if they get employed after graduation, Dr. Spear said it is difficult to track the students and therefore the data tends to be anecdotal.
* See presentation attached and find out more [here](https://www.nationalcyberwatch.org/)

# Subgroup Updates

## Apprenticeship

* Jennifer Carlson, Executive Director of WTIA Workforce Institute and Apprenti, provided the update.
* Over the last two months a project team has been working the “landscape survey project.” This project is establishing a benchmark of available apprenticeship programs and where they are registered.
* They are compiling a list of data that will help people understand where the programs are operating, level of success, and what deliverables are being produced. They are also working on what data will be contained.
* During the next meeting, the co-chairs will engage members in defining the terms used and what content will be defined as pre-apprenticeship program or tracked separately.
* The goal is to publish the data in the beginning of November.
* The co-chairs have modified the monthly agenda to invite guest speakers to provide direct feedback to improve engagement in apprenticeships.
* Rodney mentioned the Cyber Ready Workforce Act the House of Representatives passed supporting the expansion of registered apprenticeships. There is also a lot of interest on the congressional side.
* The full Apprenticeship subgroup meets the fourth Friday every month at 11 a.m., Eastern Time.
* Visit the Apprenticeship website [here](https://www.nist.gov/itl/applied-cybersecurity/nice/apprenticeship-sub-working-group)

## Collegiate

* Stephen Miller, Eastern New Mexico University, provided the update.
* The Collegiate subgroup looks at topics pertaining to curriculum among other things. There are two ongoing projects.
* The academic pathways project has been looking at developing various pathways that align to work roles. The project is looking for team members and a lead. Interested members can contact [Stephen Miller](mailto:Stephen.Miller@enmu.edu)
* The tools, technology, skillsets project is for students to show “where they are” in those areas. A one pager has been developed and is under review. They’ve identified a model that includes tools and technologies that demonstrates skills industry is looking for. They used the [National Cybersecurity Student Association](https://www.cyberstudents.org/) portal which is very useful and provides many resources.
* A new project starting up is the “Value of Higher Education.” There is a lot of press about the high cost of a degree. This team will kick off soon. If interested in joining, email [Stephen Miller](mailto:stephen.miller@enmu.edu)
* Chuck Barlow, Jr. is interested in working with the group.
* The next subgroup meeting is October 9th.
* Visit the Collegiate website [here](https://www.nist.gov/itl/applied-cybersecurity/nice/about/working-group/collegiate-sub-working-group)

## Competitions

* Laurin Buchanan, Secure Decisions, provided the update.
* The subgroup welcomes Amelia Phillips, Highline College, as a new co-chair.
* A new podcast has been posted [here](https://www.youtube.com/watch?v=WrThXhrCYuQ). The interview is with Donna Woods, educator and community manager, California Cyberhub.
* The U.S. Department of Energy is hosting a [CyberForce Competition](https://cyberforcecompetition.com/). They are seeking volunteers to assist in the competition.
* During the next meeting, scheduled for September 27, Noel Kyle, Education Section Chief, Cybersecurity Education and Awareness Branch, DHS, will speak on the topic of NICE Framework Work Role Capability Indicators: Indicators for Performing Work Roles (Nov 2017) and how they’ve added the [Capability Indicators](https://niccs.us-cert.gov/featured-stories/nice-cybersecurity-workforce-framework-capability-indicators-are-now-live) to the [NICCS](https://niccs.us-cert.gov) portal.
* The subgroup is continuing discussions on how to map competencies to capability indicators.
* Finally, members of this subgroup will be presenting at the NICE conference. Case studies to develop critical skills for professional development will be conveyed. Look for the session titled, “Play Your Way to Success: Building Tomorrow's Workforce.”
* The subgroup meets the fourth Thursday each month at 3:30 p.m. Eastern Time. The next meeting is September 27th.
* Visit the Competitions website [here](https://www.nist.gov/itl/applied-cybersecurity/nice/about/working-group/competitions-sub-working-group)

## K12 - No update.

## Training and Certifications

* Linda Montgomery, Cyber World Institute, provided the update.
* The mapping matrix should be published this Monday (October 1) for public comment. The public comment period will last 45 days. Look for an email announcement. Subgroup members are interested in your feedback.
* This working document aligns industry available certifications to NICE Framework work roles.
* During the next iteration, members will take a deeper look at certification alignment to work role proficiencies. SMEs interested in providing feedback are encouraged to contact [Linda Montgomery](mailto:lmontgomery@tlclasvegas.com)
* Other topics this group are discussing include certification pathways, adult pathways and alternative ways training and certifications can improve a better cyber pipeline.
* The next Training and Certifications meeting is October 3rd.
* Visit the Training and Certifications website [here](https://www.nist.gov/itl/applied-cybersecurity/nice/about/working-group/training-and-certifications-sub-working-group)

## Workforce Management

* Susie Cone, IT Consultant, provided the update.
* The [guidebook](mailto:https://www.nist.gov/itl/applied-cybersecurity/nice/workforce-management-guidebook) project is wrapping up and receiving design treatment. All public review comments have been integrated. The document has been tweaked and formatted for optimal printing.
* Subgroup members plan to work with Marian Merritt, NICE Lead for Industry Engagement, on a distribution plan.
* Distribution is targeted for October, in coordination with week 3 of [NCSAM](https://staysafeonline.org/ncsam/themes/) Week 3: Oct. 15–19: It’s Everyone’s Job to Ensure Online Safety at Work.
* The guidebook will also be available during the NICE conference.
* Finally, members are looking at reviewing ideas for the next project.
* The next subgroup meeting is October 18th.
* Visit the Workforce Management website [here](https://www.nist.gov/itl/applied-cybersecurity/nice/about/working-group/workforce-management-sub-working-group)

# Project Progress Reports

## National Cybersecurity Career Awareness Week

* Visit the NCCAW site [here](https://www.nist.gov/itl/applied-cybersecurity/nice/events/national-cybersecurity-career-awareness-week)

## NICE K-12 Cybersecurity Education Conference

### Felicia Rateliff, Program Manager, iKeepSafe provided the update.

* + 1. The conference is being held December 3-4 in San Antonio, TX at the Grand Hyatt hotel on the River Walk.
    2. Reservations must be made by November 3rd to receive the government rate. Visit the [K12 conference site](https://www.k12cybersecurityconference.org/registration/) to reserve rooms.
    3. The conference agenda is available online with an app this year.
    4. Three pre-conference workshops are available this year. Seating is limited and is filling fast.
    5. iKeepSafe is also hosting Cyber Day for Girls on Sunday, sponsored by IBM and [iKeepSafe](https://ikeepsafe.org/).
    6. Information on tours in San Antonio during the conference is coming.
    7. There are over 100 presenters for the conference this year. Keynote speakers are: Kyla Guru, Co-founder and CEO of Bits n' Bytes Cybersecurity Education; Rhonda Childress, IBM Fellow and Vice President GTS Data Security and Privacy Officer; James Rivera, Executive Assistant, the Law Office of Anthony Catrell; and Marina Alderete Gavito, Innovation Director at USAA.
    8. iKeepSafe is also working with the San Antonio Chamber of Commerce to have a Cyber Signing Day program during conference day one to recognize students who have signed internships with major cyber-partners. The Antonio Spurs will be present.
    9. Everyone can help promote the conference in social media, etc.
    10. Find out more [here](https://www.k12cybersecurityconference.org/)

## NICE Annual Conference

* Randy Pestana, Florida International University, provided the update.
  + 1. The conference agenda is online [here](https://niceconference.org/conference)
    2. Around 300 people have registered for the conference so far. The deadline to [register](https://niceconference.org/registration) is October 21st.
    3. Preconference seminars are filling fast. Seminars are set for the day before the conference.
    4. The conference exhibit hall is sold out. A list of vendors will be available on the conference website soon.
    5. Rooms in the hotel block are filling soon at the conference site. Email [Randy](https://niceconference.org/registration) directly.
    6. Find out more [here](https://niceconference.org/)

## CAE Community

* Anastacia Webster, California State University, San Bernardino provided the update.
  + 1. The [CAE Virtual Career Fair](https://www.caecommunity.org/news/2018-cae-virtual-career-fair) is next week on October 5th. It is filling up rapidly. Twenty-three employers are set to participate.
    2. The CAE Symposium is set for November 8 - 9. [Registration](https://www.caecommunity.org/2018-cae-symposium-registration) is filling up.
    3. Find out more [here](https://www.caecommunity.org/)

## NICE Challenge Project

* James D. Ashley III, Lead Engineer/Project Manager, CSUB provided the update.
  + 1. The project has been busy testing web portal updates.
    2. The first list of live issues for the portal was released yesterday.
    3. The next release is the cyber remapping and reservation page changes will be updated over this month. A handful of challenges in protect and defend are being tested for next month.
    4. Visit the web portal [here](https://nice-challenge.com/)

# New Business

## NIST Privacy Framework

* Katie Boekl, Privacy Risk Strategist, NIST presented on the NIST Privacy Framework project on behalf of the NIST Privacy Team.
  + 1. The Privacy Framework effort started recently. The goal is to assist organizations to better manage privacy risks within their own environments.
    2. The U.S. Department of Commerce is developing a new approach to privacy. The National Telecommunications and Information Administration (NTIA) is in the process of developing a policy approach for privacy.
    3. NTIA released a request for comments yesterday. They are looking to develop privacy roles. The team is following the method used to develop the NIST cybersecurity framework.
    4. Workshops and other events are planned over the next year.
    5. The first workshop is scheduled for October 16th in Austin, TX. The workshop is already full, but the team would like to set up a livestream to allow greater participation. There will also be a webinar in November. Future workshops will be break-out sessions based on the Austin workshop. The best way to get information on these events is to sign up for the mailing list [here](https://groups.google.com/a/list.nist.gov/forum/#!forum/privacyframework).
    6. See the attached presentation and visit the NIST Privacy Framework website [here](http://www.nist.gov/privacyframework)

## National Apprenticeship Week

* Cierra Mitchell, Department of Labor (DOL) presented on this year's [National Apprenticeship Week](https://www.dol.gov/apprenticeship/naw/) (NAW) activities.
  + 1. National Apprenticeship Week is now in its fourth year.
    2. The goal is to change the general perception of apprenticeships as being only available in the building trades and to raise overall awareness.
    3. There is a range of apprenticeship sponsors in government and industry. Last year, there were nearly one thousand events across the country for NAW.
    4. Events can be registered on the website.
    5. In about two weeks, a nationwide map of NAW events will be published. Google Maps will provide directions to event locations.
    6. DOL is doing targeted outreach to host and participate in events. Ideas on outreach are welcome.
    7. Cyber-events have been registered on the NAW site. They are working with Microsoft, Cyber Virginia, and others.
    8. Has there been outreach to members of Congress? There have been apprenticeship-related events on the Hill in the past, and there is current interest in having an event on the Hill this year. There were 114 proclamations made in honor of NAW last year. Cierra will update the group if there is new information.
    9. See the attached presentation and visit the National Apprenticeship website [here](https://www.dol.gov/apprenticeship/naw/)

1. **National Science Foundation (NSF) Community College Cyber Pilot Program (C3P)**

* Dr. Victor Piotrowski presented on the [Community College Cyber Pilot Program (C3P)](https://www.nsf.gov/funding/pgm_summ.jsp?pims_id=505573). He Has been the lead for the [CyberCorps SFS](https://www.sfs.opm.gov/) for about 10 years.
  + 1. The C3P program is about 18 years old. Congress authorized a pilot program under NDAA 2018 to award scholarships to specific categories of students (those pursuing an associate degree or specialized certification in cybersecurity; and, have bachelor's degrees; or, are veterans of the armed forces).
    2. The Community College Cybersecurity Program was announced in the spring, 2018.
    3. The first group of proposals was evaluated in July and August, and awards were announced last week totaling 7.2 million dollars for 3 projects.
    4. Two collaborative projects were awarded:
    5. Whatcom Community College and California State University San Bernadino are set to run a three-year project. Year 1 of the Whatcom group project entails preparations; followed by enrolling students in year 2; and an evaluation at the end of year 3. Whatcom and Cal State San Bernardino are also looking for 4 additional community colleges who may want to partner. Whatcom is providing central coordination and partners.
    6. Sinclair Community College, Brookdale Community College, and Moraine Valley Community College are also running a collaborative project. This second project, led by Sinclair Community College, is running a model that was developed at Moraine Valley, and targeted at veterans.
    7. The third award is to San Antonio Community College solely.
    8. The second webinar on the C3P program will be Friday, October 5, 2018 at 2 P.M., EDT. Join the meeting via WebEx [here](https://na01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fnsf2.webex.com%2Fnsf2%2Fj.php%3FMTID%3Dm66a127b9ad541e6bfc0c9274a03a3f7c&data=02%7C01%7Cdanielle.santos%40nist.gov%7C03389df7dd784ea6121b08d61ce27a96%7C2ab5d82fd8fa4797a93e054655c61dec%7C1%7C0%7C636728156392944476&sdata=PkrHJZUbixF86MreKwbNoPNmP0nU%2FrgDBwA86kG4LzE%3D&reserved=0)

Meeting number (access code): 907 470 275

Meeting password: C3P$update

To join by phone: 510-210-8882

See the attached presentation and visit the C3P website [here](https://www.nsf.gov/funding/pgm_summ.jsp?pims_id=505573)

# Summary of Action Items - Meeting notes and presentations will be distributed after the meeting.

# Next Meeting Reminder - The next NICE Working Group meeting is October 24, 2018.