**NICE Working Group**

**May 22nd Meeting Notes**

**Participants:**

Boni, Bill – T-mobile

Canter, Ron

Cicio, Frank – iQ4

Clark, Lynne – NSA

Dietrich, Glenn – University of TX at San Antonio

DuCharme, Bob – Ixia

Guss, Jody

Hovis, Corby – NSF

Manson, Dan – Cal Poly Pomona

McNair, Bianca – NSA

Newhouse, Bill – NIST

O’Brien, Casey – National CyberWatch Center

Olsen, Erica – FCC

Petersen, Rodney – NIST

Pruitt-Mentle, Davina – ETPRO, CyberWatch

Robinson, Dave – JPMorgan Chase

Qayoumi, Mo – San Jose State University

Santos, Danielle – DHS

Scribner, Ben – DHS

Snowdon, Jane – IBM

Sutton, Michael – DHS

Wiggins, Jim – FITSI

**Welcome Remarks and Membership Roll Call (Jane)**

**Introduction of Participants (Mo)**

**Orientation to NICE Working Group (Jane)**

* Jane described the Roles and responsibilities of participants in the working group and provided an overview of the subgroup organization.
* It was noted here that government employees may participate in the NICE WG as SMEs. However they may not make recommendations.
* Jim asked for clarity on the status/ownership of NICE. Rodney confirmed that ownership is at NIST.

**Deliverables and Associated Metrics for 2015 (Rodney)**

* Rodney noted that the vision for the working group is for it to have flexibility for modifications and anticipates future restructuring.
* Rodney also noted that the working group is meant to be a public private partnership.
* Jim asked about what role the NICCS Framework plays in this. Rodney stated that if findings show that the Framework is worth continuing and promoting, then it will continue to be used, but we are looking for new initiatives too and how existing programs can be enhanced.

**Environmental Scan of Existing Groups and Activities**

1. Davina – K-12
   1. Stakeholders – Environmental Scan
      1. There is a focus on the Career, Technology, Education (CTE) Track
         1. Various Academies have been developed: IT Networking, Database (Oracle), Academy of Information Technology
      2. There are ongoing non-profit cyber competitions
         1. Future Business Leaders of America (FBLA) hosts a multiple choice competition
         2. SkillsUSA hosts many STEM contests
         3. Junior Achievement
      3. Standards – K-12 mapping with CyberWatch
      4. Lynne briefly described what the NSA is doing with GenCyber Camps
      5. Mo briefly described what SJSU is doing with middle schools and the youth network/cyber network
   2. Groups and Activities - Communications
      1. Working on a project directory – a K-12 cyber directory where anyone with programs throughout the U.S. can enter information about their projects
      2. Ben Mentioned that training camps can be put in the NICCS training catalog
   3. Gaps
      1. Rodney asked is there are any gaps in K-12. Davina mentioned that there needs to be a bridge between what’s already heavily implemented. Resources should be allocated to what’s been working well instead of new things. Rodney followed with mentioning that NICE 365 has interest in K-12
2. Dan – Competitions
   1. Stakeholders
      1. Dan has identified several stakeholders including government, academia, employers, players, and mentors.
      2. Dan would like to expand the general public stakeholder group. This includes media, parents, and spectators.
   2. Groups and Events
      1. Dan has identified national, state level, event based, and club based groups and activities.
   3. Gaps
      1. There is an issue with not having a single up to date listing of competitions.
      2. There is also an issue with not having an up to date skills list.
      3. There is no standard for what scores mean at competitions. There is no site showing where one competition leads to another.
      4. What are learning objectives of competitions?
      5. Listing of rules and regulations for all major competitions.
      6. Coach development opportunities.
      7. Spectator opportunities
      8. Virtualization and transparency of competitions
3. Frank – Workforce Planning
   1. Cybersecurity Workforce Alliance
      1. Connecting industry and education. Provides a way for students to engage in virtual real-world projects. This improves the skills and scale of college students by:
         1. Reducing college hire training
         2. Profiling students and professionals
      2. Virtual Epic Challenges connect students into real industry challenges
      3. The CWA aligns curricula – repackaged courses to align with goals
   2. Initiatives
      1. Defining Role Profiles, Domain’s and proficiency assessments for the financial and healthcare sector, expanding to IT, engineering, advanced manufacturing
      2. Defining the Essential (soft) skills, Industry skills and competency assessment model for NICE
      3. Integrating NICE competencies and KSA’s with education courses as credentialed “Professional Certificates”. This would include academic and applied learning (workplace) proficiency assessment.
   3. Groups and Events
      1. Cybersecurity Workforce Alliance (CWA)- Profiling, Epic Challenge and Market Engagement workstreams
      2. SIFMA launched CWA workstream
      3. FSSCC (Financial Services Sector Coordinating Council) launched CWA workstream
      4. BBA (British Bankers Association) launching CWA workgroup in 30 days
      5. Frank asked about extending the Framework to additional sectors. Ben mentions that the Component 3 group includes organizations across the federal government.
   4. Gaps
      1. Funding to support our efforts
      2. Help to extend NICE framework to additional industries
      3. Cross reference training programs in line with competencies and KSAs
      4. Connect the dots with industry and education institution regarding CWA awareness and integrated programs