

Homeland Security

# NICE 2.0 - Achieving Cybersecurity Excellence Through Evolution of the Nation's Cyber Workforce

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# Cybersecurity Workforce Needs

There is a growing need...

- By 2015, an estimated 2.5 million\* new cybersecurity positions will exist, and America needs clear requirements for job candidates and the positions they fill.
- The cyber community must develop a sustainable pipeline of high-caliber candidates with standardized, requisite skills and training across government, industry, and academia.

### Workforce Challenges

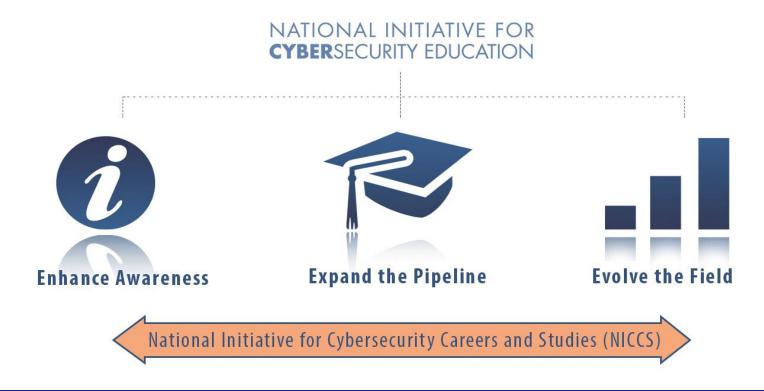
- Lack of standardized language to describe and organize cybersecurity work.
- Colleges can't create programs that are clearly aligned to jobs.
- Employers often have to retrain new hires in the specific skills required.
- Students don't have clear job prospects and career opportunities.
- Policy makers can't set standards to promote workforce professionalization.

\*Source: FCW citation: http://fcw.com/articles/2011/11/10/cybersecurity-workforce-plan.aspx



# Cybersecurity Workforce Needs

The National Initiative for Cybersecurity Education (NICE) was established to raise national cybersecurity awareness, broaden the pool of cyber workers through strong education programs, and build a globally competitive cybersecurity workforce.





The National Cybersecurity Workforce Framework (the Workforce Framework) is the foundation for increasing the size and capability of the US cybersecurity workforce.

The Workforce Framework establishes:

- Organizes cybersecurity into 7 Categories and 32 Specialty Areas
- Establishes a baseline of knowledge, skills, and abilities (KSAs) and tasks

The Workforce Framework assists with strategic human capital efforts, including:

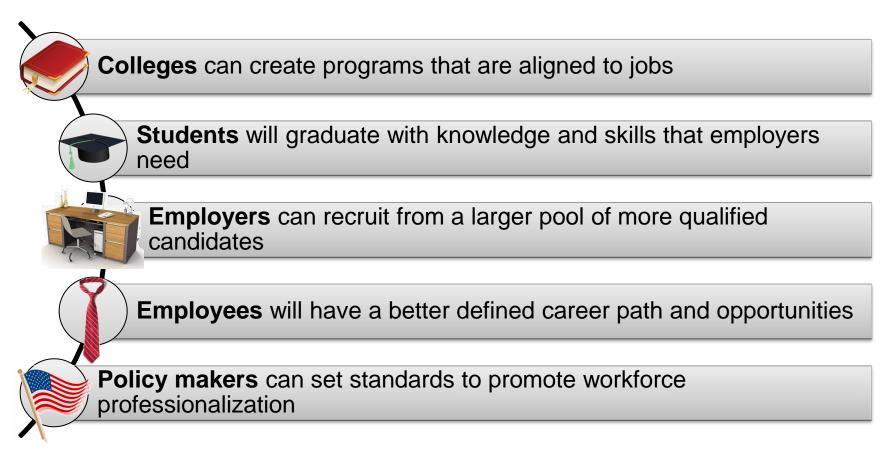
- Workforce Planning
- Recruitment and Selection
- Training and Development
- Succession Planning





# The Workforce Framework

When degrees, jobs, training and certifications are aligned to the Workforce Framework...





### THE NATIONAL INITIATIVE FOR CYBERSECURITY CAREERS AND STUDIES (NICCS) PORTAL

### The nation's one-stop-shop for cybersecurity careers and studies.

- Interactive Workforce Framework.
- Workforce Framework User Guides
- Searchable Training Catalog
- Stop-Think-Connect awareness materials
- Teaching and Workforce Development Tools
- News and Events

### www.niccs.us-cert.gov





# QUESTIONS



For questions about NICE, the Workforce Framework, and other initiatives, please contact:

National Initiative for Cybersecurity Careers and Studies (NICCS) Mailbox at <u>NICCS@hq.dhs.gov</u>

### <u>Links</u>

#### Workforce Framework:

www.niccs.uscert.gov/training/tc/framework

#### NICCS:

www.niccs.us-cert.gov





Stakeholder Engagement and Cyber Infrastructure Resilience 7