

NICE Strategic Plan (2021-2025)

The NICE Strategic Plan outlines the vision, mission, values, goals, and objectives for both the organization and the greater NICE community. It is the result of the extensive experience of – and engagement with – NICE partners. NICE will develop implementation plans and metrics through a consultative process that includes the NICE Interagency Coordinating Council and the NICE Community Coordinating Council. Actions based on this plan will be pursued and results achieved by organizations and individuals working collaboratively and through their independent efforts.

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National Initiative for Cybersecurity Education (NICE)

Description:

The National Initiative for Cybersecurity Education (NICE) is a partnership among government, academia, and the private sector focused on education, training, and workforce development that will strengthen the cybersecurity posture of organizations.

Stakeholder(s):

National Institute of Standards and Technology (NIST)

U.S. Department of Commerce

Government

Academia

The Private Sector

Cybersecurity Workforce :

This “cybersecurity workforce” includes those whose primary focus is on cybersecurity as well as those in the workforce who need specific cybersecurity-related knowledge and skills in order to perform their work in a way that enables organizations to properly manage the cybersecurity-related risks to the enterprise.

Vision

The cybersecurity posture of organizations is strengthened

Mission

To educate, train, and develop the cybersecurity workforce

Values

Communication: Foster Communication and encourage openness to build trust

Collaboration: Facilitate Collaboration, combining the knowledge and skills of stakeholders with multiple viewpoints and approaches to achieve the best outcomes

Sharing: Share and Leverage Resources to support community-developed approaches and solutions

Leverage

Evidence: Act Based on Evidence, pursuing objective and reliable sources of information and using data to inform actions or decisions

Metrics: Evaluate and Improve our effectiveness by using quantitative metrics and qualitative measures

Critical Analysis: Challenge Assumptions, examining rationale for past and present education, training, and workforce approaches and applying critical analysis to future solutions

Innovation: Stimulate Innovation, inspiring and experimenting with new approaches in a search for creative and innovative solutions that might disrupt or defy the status quo

Inclusion: Model Inclusion, advocating and enabling engagement of stakeholders from diverse backgrounds and with varying viewpoints

1. Careers

Promote the Discovery of Cybersecurity Careers and Multiple Pathways

1.1. Awareness & Discovery

Identify and share effective practices for promoting cybersecurity career awareness and discovery to diverse stakeholders

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

1.2. Learning & Credentials

Increase understanding of multiple learning pathways and credentials that lead to careers that are identified in the Workforce Framework for Cybersecurity (NICE Framework)

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

1.3. Candidates

Develop and utilize proven tools and resources to identify individuals most likely to succeed in a cybersecurity career

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

1.4. Information & Tools

Provide information and tools about cybersecurity-related career options to those who influence career choices (e.g., teachers and faculty, school counselors, career coaches, career development personnel, mentors, and parents or guardians)

Stakeholder(s):

Teachers

Career Development Personnel

Faculty

Mentors

School Counselors

Parents

Career Coaches

Guardians

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

1.5. Experiences

Galvanize employers to promote discovery and exploration of cybersecurity career opportunities and work-based learning experiences

Stakeholder(s):

Employers

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

2. Skills & Diversity

Transform Learning to Build and Sustain a Diverse and Skilled Workforce

2.1. Learning

Foster proven learning methods and experiences shown to effectively build and sustain a diverse, inclusive, and skilled cybersecurity workforce

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

2.2. Integration & Multidisciplinarity

Advocate for multidisciplinary approaches that integrate cybersecurity across varied curricula that support diverse learners from a variety of backgrounds and experiences

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

2.3. Credentials

Improve the quality and availability of credentials (e.g., diplomas, degrees, certificates, certifications, badges) that validate competencies

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

2.4. Assessments

Facilitate increased use of performance-based assessments to measure competencies and the capability to perform NICE Framework tasks

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

2.5. Records

Encourage the use of Learning and Employment Records to document and communicate skills between learners, employers, and education and training providers

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

2.6. Teaching

Champion the development and recognition of teachers, faculty, and instructors as part of the in-demand workforce

Stakeholder(s):

Teachers

Instructors

Faculty

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

3. Talent Management

Modernize the Talent Management Process to Address Cybersecurity Skills Gaps

3.1. Recruitment, Hiring & Retention

Enhance the capabilities of organizations and sectors to effectively recruit, hire, develop, and retain the talent needed to manage cybersecurity-related risks

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

3.2. Connections

Utilize new technologies such as machine learning and automated approaches to increase connections and fit between employers and job seekers

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

3.3. Competencies & Capabilities

Align qualification requirements according to proficiency levels to reflect the competencies and capabilities required to perform tasks in the NICE Framework

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

3.4. Positions & Opportunities

Promote the establishment of more entry-level positions and opportunities that provide avenues for growth and advancement

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

3.5. Development & Training

Encourage and enable ongoing development and training of employees, including rotational and exchange programs, to foster and keep current talent with diverse skills and experiences

Stakeholder(s):

Employees

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

3.6. Reskilling & Transitioning

Nurture effective practices in reskilling the unemployed, underemployed, incumbent workforce, and transitioning veterans to prepare them for careers in cybersecurity

Stakeholder(s):

Unemployed People

Transitioning Veterans

Underemployed Workers

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

4. Workforce Framework

Expand Use of the Workforce Framework for Cybersecurity (NICE Framework)

4.1. Methods, Resources & Tools

Document and widely disseminate methods, resources, and tools shown to successfully expand use of the NICE Framework

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

4.2. Strategic Alignment

Align the NICE Framework to the NIST Cybersecurity Framework, NIST Privacy Framework, and other cybersecurity, privacy, and risk management publications

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

4.3. Review, Improvement & Updating

Establish processes for regularly reviewing, improving, and updating the NICE Framework

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

4.4. Tools & Interoperability

Explore development of new tools or integration of NICE Framework data into existing tools to increase access and facilitate interoperability

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

4.5. Automation

Identify and highlight components of the NICE Framework (Tasks, Knowledge, and Skill Statements) that could be potentially performed via automated techniques

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

4.6. International Outreach

Expand international outreach to promote the NICE Framework and document approaches being used in other countries

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

5. Practices

Drive Research on Effective Practices for Cybersecurity Workforce Development

5.1. Education, Training & Development

Collaborate with stakeholders to research and disseminate results on factors that influence the impact of cybersecurity education, training, and workforce development

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

5.2. Evidence & Advice

Inspire bold investigation of critical societal and global issues impacting cybersecurity education and workforce, synthesizing data-driven evidence, and providing trustworthy advice

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

5.3. Learning

Prioritize research on the most effective and proven practices for blending successful learning practices across education, training, and workforce development settings

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

5.4. Programs & Curriculum

Utilize research results to inform programs and curriculum design, foster continuous learning opportunities, impact learner success, and ensure equitable access

Performance Indicators

Description	Type	Start Date	End Date
	Target		
[To be determined]	Actual		

Administrative Information

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