Federal Cybersecurity Workforce

Federal Computer Security Managers’ Forum
February 14, 2017
I. New Cybersecurity Codes

II. CyberCareers.gov
Background on Cybersecurity Codes

• 2013: Began identifying and coding Federal positions with cybersecurity functions

• Codes align to National Initiative for Cybersecurity Education (NICE) Cybersecurity Workforce Framework
  – Standardization
  – Common set of tasks, KSAs
• Federal Cybersecurity Workforce Assessment Act enacted December 18, 2015
Background on New Cybersecurity Codes

• Requirements of Act:
  – OPM to align Federal cybersecurity coding of positions to the revised NICE Cybersecurity Workforce Framework
  – Agencies to identify and assign a code to all encumbered and vacant positions with information technology, cybersecurity, and cyber-related functions
Background on New Cybersecurity Codes

• Requirements of Act (cont’d):
  – Agencies to identify cybersecurity work roles of critical need
  – OPM to identify critical needs for the cybersecurity workforce across the Federal Government
Guidance for Assigning New Cybersecurity Codes

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

JAN 04 2017

MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: BETH F. COBERT
ACTING DIRECTOR

Subject: Guidance for Assigning New Cybersecurity Codes to Positions with Information Technology, Cybersecurity, and Cyber-Related Functions

I am pleased to share guidance that explains how agencies will institute the updated procedures for assigning codes to Federal cybersecurity positions. This guidance supports the U.S. Office of Personnel Management’s (OPM) role with implementing the Federal Cybersecurity Workforce Assessment Act. Additionally, coding and identifying our cybersecurity workforce is important foundational work to better managing these critical positions.
Guidance for Assigning New Cybersecurity Codes

• Must assign 3-digit codes to encumbered and vacant positions with information technology, cybersecurity, and cyber-related functions
  – Managers, CIO, HR work together
  – Review and code Position Descriptions
  – May assign up to three of the 3-digit codes to a position
  – Complete coding by April 2018
  – (See new codes in handout)
Resources

• Refer to MAX for periodic updates and helpful resources
Join the Force.
Take the Challenge.
Questions?
Points of Contact

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*BACKUP SLIDES*
Guidance for Assigning New Cybersecurity Codes

- Aligning to NICE Framework is beneficial:
  - Identifying critical needs
  - Enhancing recruitment of needed skills
  - Hiring needed skills
  - Training and development