



Homeland Security

Building the Nation's Cybersecurity Workforce

Benjamin Scribner

Department of Homeland Security (DHS)

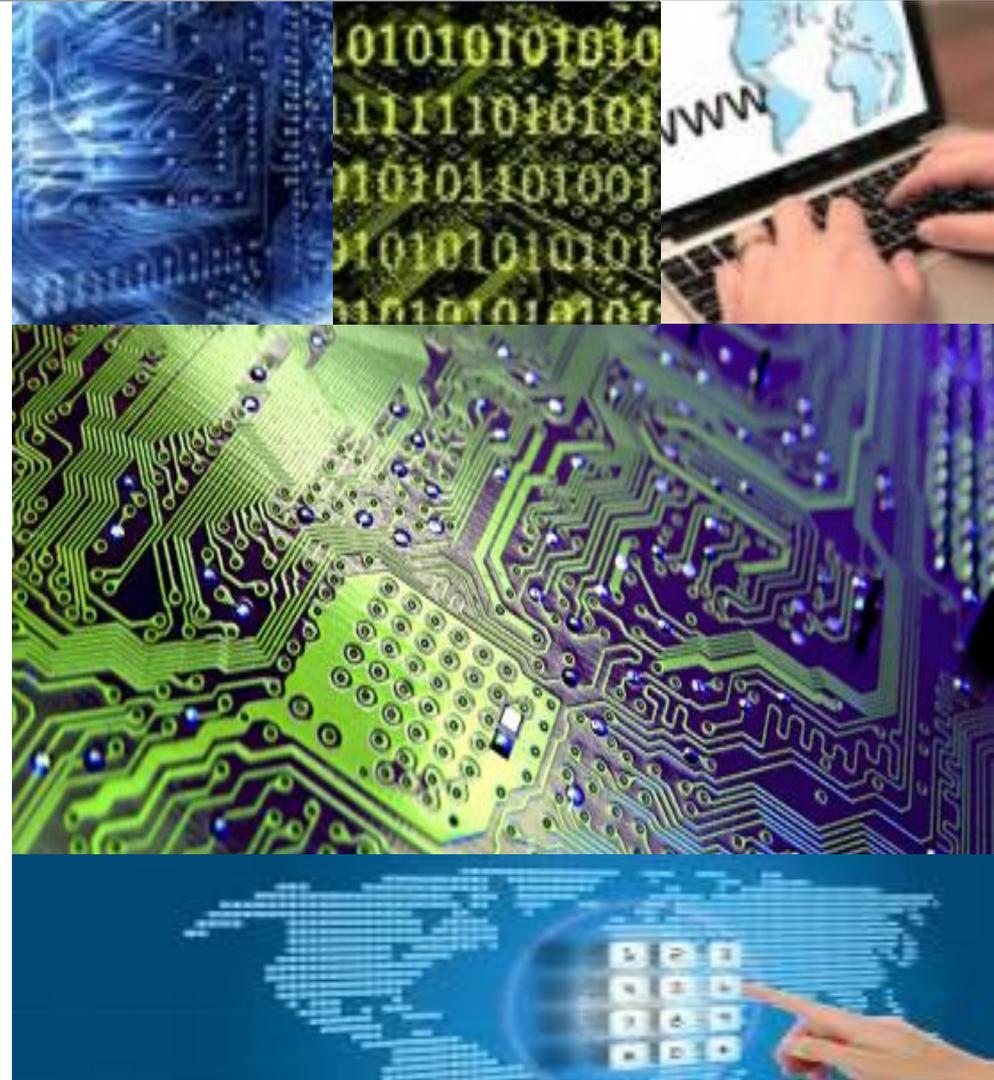
National Cybersecurity Education & Awareness Branch (CE&A)

March 24, 2015

FISSEA Conference

Cyber Attacks Threaten our Way of Life

- ▶ National Security
- ▶ Economic Stability
- ▶ Personal Safety



We Need to Strengthen our Cyber Defense Corp



- ▶ Clearly defined cybersecurity roles
- ▶ Clear, specific, & realistic job requirements
- ▶ Standardized skills & training
- ▶ Qualified cyber defenders to fill 2.5 million new cybersecurity positions



The Power of Public-Private Partnerships

Government



Education



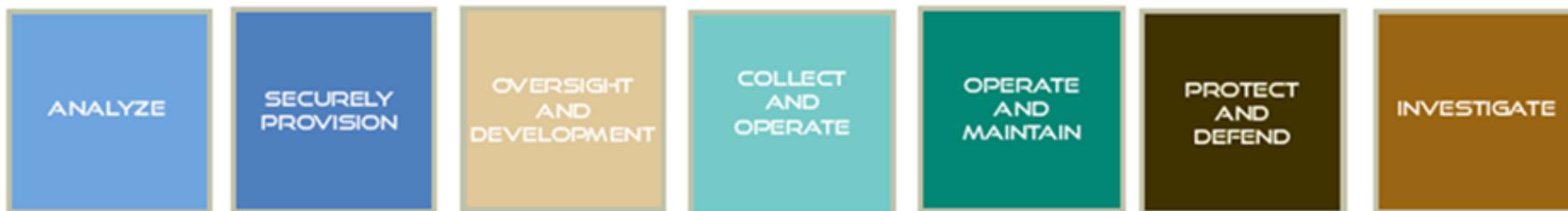
Industry



The Foundation for our Nation's Cyber Workforce

The National Cybersecurity Workforce Framework

- ▶ 7 Categories and Specialty Areas
- ▶ Baselines knowledge, skills, and abilities & tasks
- ▶ Support for strategic workforce development



How You Can Use the Workforce Framework

1. Go to niccs.us-cert.gov
2. Download user guide
3. Download and use communications toolkit

The screenshot displays the NICCS website homepage. At the top, there is a navigation bar with links for HOME, AWARENESS, EDUCATION, TRAINING, CAREERS, NEWS & EVENTS, COMMUNITY, and RESEARCH. Below the navigation bar is a large banner for the NICE Conference & Expo, featuring the text "NICE CONFERENCE & EXPO" and "NATIONAL INITIATIVE FOR CYBERSECURITY EDUCATION". The banner also includes the dates "November 5-6, 2014" and the location "Sheraton Columbia Town Center Hotel, Columbia, MD". Below the banner is a section titled "NICCS™ is the One Stop Shop for Cybersecurity Careers and Studies!".

The main content area is divided into several sections:

- Information For:** A list of target audiences including Federal Employees, General Public, Students, Educators, Parents, Cybersecurity Professionals, Human Capital Managers, Cybersecurity Managers, Policy Makers, Veterans, State, Local, Tribal and Territorial Governments (SLTT), and Women & Minorities.
- UPCOMING EVENTS:** A section for upcoming events, including "Dec 2" from "HCMG Dec 2 to Dec 4 Arlington, VA" with a "VIEW CALENDAR" button.
- STAY SAFE ONLINE:** A section with a laptop icon and the text "View our Cybersecurity How-To Guide to learn safe online strategies and find additional Awareness resources."
- EXPLORE THE WORKFORCE FRAMEWORK:** A section with a book icon and the text "Explore the Cybersecurity Specialty Areas, Tasks, and KSAs defined in the Workforce Framework."
- FIND COURSES:** A section with a person icon and the text "Find the education and training courses you need to keep up with changing threats."
- LEARN ABOUT WORKFORCE PLANNING:** A section with a globe icon and the text "Learn about skill gap analysis, training strategies, and other activities to keep your Cybersecurity workforce on top."

Below these sections are four columns of resources:

- Education Resources:** Information for Students and Educators, from P-12, Undergrad to Doctoral Candidates. Includes links for Discover Innovative Programs, Explore Degree Programs, Find Cyber Competitions, and Find Scholarships.
- Training Resources:** Tools to connect Cybersecurity Professionals and Training Opportunities. Includes links for Find Training Opportunities, Explore the Workforce Framework, Explore Professional Certifications, and Map & Submit Training Opportunities.
- Talent Management:** Career development and HR Resources for Cyber Professionals and HR Professionals. Includes links for Understanding Professionalization and Find Cybersecurity Careers.
- Research:** Whitepapers, studies and other research promoting Cybersecurity education and the Profession. Includes links for Search NICE Research and Submit Research.

At the bottom, there are two sections:

- I Want To..:** A list of actions including Become a Cybersecurity Professional, Advance My Cybersecurity Career, Explore the Workforce Framework, Search for Training Courses, Get My Child Involved, Become a NICE Partner, Become an Education and Training Catalog Vendor, and Learn about NICE.
- DHS & NICCS Partners:** A section featuring the NICE logo and logos for DHS, NIST, and other partners.

Our Vision for the Nation's Cyber Workforce



Educators Align programs to specific jobs



Students Graduate with marketable knowledge & skills



Employers Recruit from more qualified candidates



Employees Have defined career paths & opportunities



Policy makers Set standards to promote the workforce