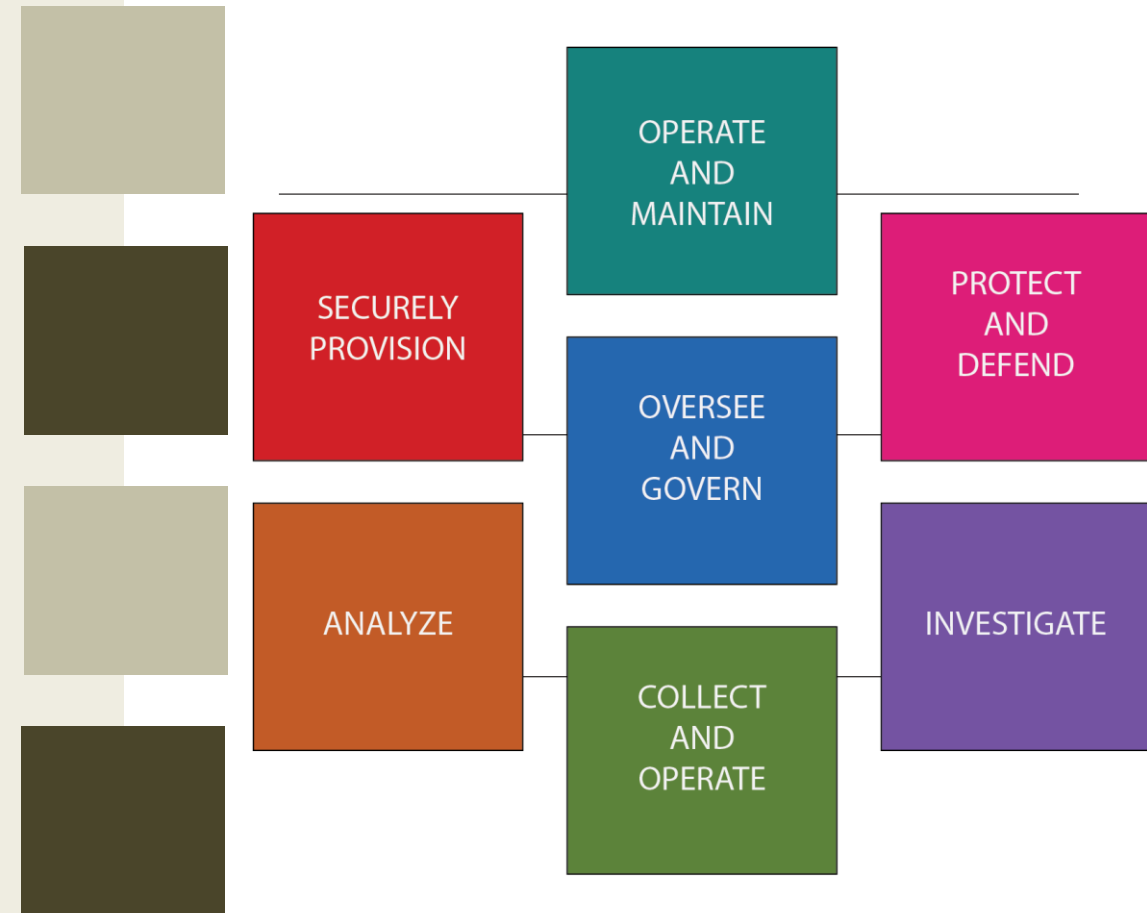


Improves communication about how to identify, recruit, develop, and retain cybersecurity talent.

Categorizes, organizes, and describes cybersecurity work.

Can be used by:

- Public and Private Sector Employers
- Education Providers
- Technology Developers
- Current and Future Cybersecurity Workers
- Training and Certification Providers
- Policymakers



NICE FRAMEWORK
NIST Special Publication 800-181

NICE FRAMEWORK - NIST Special Publication 800-181

Cybersecurity Workforce Categories (7)

Specialty Areas (33) – Distinct areas of cybersecurity work

Work Roles (52) – The most detailed groupings of IT, cybersecurity, or cyber-related work, which include specific *Knowledge, Skills, and Abilities (KSA's)* required to perform a set of *Tasks*.

WORK - NIST Special Publication 800-181

Workforce Categories (7)

3) – Distinct areas of

The most of IT, cyber-related specific and Abilities

				OPERATE AND MAINTAIN	OVERSEE AND GOVERN	SECURELY PROVISION			
				ANALYZE	Customer Service and Technical Support	Cybersecurity Management	Risk Management		
				PROTECT AND DEFEND	All Source Analysis	Data Administration	Executive Cyber Leadership	Software Development	
				COLLECT AND OPERATE	Cyber Defense Analysis	Exploitation Analysis	Knowledge Management	Legal Advice and Advocacy	Systems Architecture
				INVESTIGATE	Cyber Defense Infrastructure Support	Language Analysis	Network Services	Program/Project Management and Aquisition	Systems Development
					Collection Operations	Incident Response	Systems Administration	Strategic Planning and Policy	Systems Requirements Planning
					Cyber Operational Planning	Targets	Systems Analysis	Training, Education, and Awareness	Technology R&D
					Cyber Forensics	Vulnerability Assessment and Management	Threat Analysis		Test and Evaluation

NICE FRAMEWORK - Categories

Categories	Descriptions
Securely Provision (SP)	Conceptualizes, designs, and builds secure information technology (IT) systems, with responsibility for aspects of systems and/or networks development.
Operate and Maintain (OM)	Provides the support, administration, and maintenance necessary to ensure effective and efficient information technology (IT) system performance and security.
Oversee and Govern (OV)	Provides leadership, management, direction, or development and advocacy so the organization may effectively conduct cybersecurity work.
Protect and Defend (PR)	Identifies, analyzes, and mitigates threats to internal information technology (IT) systems and/or networks.
Analyze (AN)	Performs highly-specialized review and evaluation of incoming cybersecurity information to determine its usefulness for intelligence.
Collect and Operate (CO)	Provides specialized denial and deception operations and collection of cybersecurity information that may be used to develop intelligence.
Investigate (IN)	Investigates cybersecurity events or crimes related to information technology (IT) systems, networks, and digital evidence.

Oversee and Govern (6 Specialty Areas, 14 Work Roles)

Category	Specialty Area	Work Role
Oversee and Govern	Legal Advice and Advocacy	Cyber Legal Advisor
		Privacy Officer/Compliance Manager
	Training, Education, and Awareness	Cyber Instructional Curriculum Developer
		Cyber Instructor
	Cybersecurity Management	Information Systems Security Manager
		Communication Security Manager
	Strategic Planning and Policy	Cyber Workforce Developer and Manager
		Cyber Policy and Strategy Planner
	Executive Cyber Leadership	Executive Cyber Leadership
	Program/Project Management and Acquisition	Program Manager
		IT Project Manager
		Product Support Manager
		IT Investment/Portfolio Manager
		IT Program Auditor

Building Blocks for a Capable and Ready Cybersecurity Workforce



NICE FRAMEWORK RESOURCE CENTER



101 Resources

- Search the NICE Framework
- One Pager
- Video Tutorial



Employer Resources

- DoD Cyber Workforce
- Position Description Tool
- Capability Indicators



Education/Training Provider Resources

- Course/Curriculum Mappings
- Certification Mappings
- Training Catalog



Learner Resources

- Pathways
- Career Profiles
- Hands-on Activities

GET INVOLVED



NICE Conference and Expo

November 16-18, 2020 | Atlanta, Georgia

NICEconference.org

The annual convening of community members and thought leaders from education, government, industry, and non-profits to explore ways of developing a skilled cybersecurity workforce ready to meet the challenges of the future.



NICE K12 Cybersecurity Education Conference

December 7-8, 2020 | St. Louis, Missouri

K12cybersecurityconference.org

Bringing together those interested in K12 cybersecurity education, this annual event highlights cybersecurity career awareness, integration of cybersecurity into educational portfolios, innovative educational approaches, and more.

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