

# NICE Framework Application Rubric

## Assessing Career Pathway Understanding and Work Role Connections

### Rubric Overview

This rubric assesses students' understanding of how activity experiences connect to authentic cybersecurity careers as defined by the NICE Workforce Framework for Cybersecurity.

**Use with:** All three “True Teamwork” activities **Point range:** 3-12 points (3 criteria × 1-4 points each)

### Assessment Criteria

#### Criterion 1: Work Role Recognition (1-4 points)

Score	Descriptor	Observable Behaviors
<b>4 - Advanced</b>	Identifies multiple relevant Work Roles and distinguishes between them	Names specific roles; explains how different roles contribute differently; recognizes role boundaries
<b>3 - Proficient</b>	Identifies relevant Work Roles	Can name 1-2 roles that align with activity; understands basic role functions
<b>2 - Developing</b>	Partial role awareness	Vague references to cybersecurity jobs; doesn't use NICE terminology
<b>1 - Emerging</b>	No role recognition	Cannot connect activity to career pathways

#### NICE Framework Work Roles addressed in these activities:

- Cyber Defense Analyst (PR-CDA-001)
- Incident Responder (PR-CIR-001)
- Vulnerability Assessment Analyst (PR-VAM-001)
- Cyber Policy and Strategy Planner (OV-SPP-002)

#### Criterion 2: Real-World Connection (1-4 points)

Score	Descriptor	Observable Behaviors
<b>4 - Advanced</b>	Makes sophisticated connections to professional practice	Explains how professionals use similar skills; identifies where human-AI collaboration appears in real work

Score	Descriptor	Observable Behaviors
<b>3 - Proficient</b>	Connects activity to professional work	Recognizes activity mirrors real cybersecurity tasks; can give examples
<b>2 - Developing</b>	General awareness	Knows activity relates to “cybersecurity jobs” but lacks specificity
<b>1 - Emerging</b>	No connection made	Treats activity as purely academic exercise

**Criterion 3: Skill Identification (1-4 points)**

Score	Descriptor	Observable Behaviors
<b>4 - Advanced</b>	Identifies specific skills developed and how they apply to careers	Names technical and soft skills; explains transferability; recognizes human-AI collaboration as skill
<b>3 - Proficient</b>	Identifies relevant skills	Can name skills practiced; understands career relevance
<b>2 - Developing</b>	Partial skill awareness	Identifies some skills but may miss collaboration aspects
<b>1 - Emerging</b>	No skill identification	Cannot articulate what was learned

**Skills demonstrated across activities:**

- Technical: Log analysis, incident response, policy development
- Collaboration: Human-AI partnership, team coordination
- Critical thinking: Evidence evaluation, decision-making under uncertainty
- Communication: Stakeholder communication, documentation

**Scoring Guide**

Total Score	Performance Level	Interpretation
10-12	Exemplary	Student demonstrates strong career awareness; consider mentorship or advanced opportunities
7-9	Proficient	Student understands career connections; encourage continued exploration
4-6	Developing	Student needs more explicit career connection instruction; provide additional resources
3	Beginning	Student has not yet connected activity to careers; revisit career framing

## Activity-Specific Work Roles

### Security Detective Teams

- Primary: Cyber Defense Analyst
- Secondary: Cyber Crime Investigator

### AI-Assisted Incident Response

- Primary: Incident Responder
- Secondary: Cyber Defense Analyst, Security Operations Center Analyst

### Ethics in Automated Security

- Primary: Cyber Policy and Strategy Planner
- Secondary: Privacy Officer, Security Governance Specialist

### Instructor Notes

#### Integration strategies:

- Reference NICE roles explicitly during activity introduction
- Connect debrief discussions to career pathways
- Provide NICE Framework resources for interested students

#### Resources for students:

- [NICE Framework Resource Center](#)
- [CyberSeek Career Pathways](#)

*Part of “True Teamwork: Building Human-AI Partnerships for Tomorrow’s Cyber Challenges” - NICE K12 2025*