Using the NICE Framework

What is the NICE Framework?

The NICE Workforce Framework for Cybersecurity (NICE Framework), NIST Special Publication 800-181 Rev. 1, establishes a common lexicon that categorizes and describes cybersecurity work and what workers need to know and be able to do to complete that work. The NICE Framework is used in both public and private sectors and across industries, in support of cybersecurity career awareness, education and training, and workforce assessment, planning, and development.

How does it work?

The NICE Framework has at its foundation Task, Knowledge, and Skill (TKS) statements, which are then used to form Work Roles and Competency Areas:.

- **Task statement**: Description of a work activity directed towards the achievement of organizational objectives.
- **Knowledge statement**: Description of a retrievable set of concepts in a learner's memory.
- **Skill statements**: Description of a learner's capacity to perform an observable action.
- **Work Roles**: Groupings of work for which an individual or team is responsible or accountable. Work Roles are organized into high-level Work Role Categories and are composed of Tasks that constitute work to be done; Tasks include associated Knowledge and Skill statements that represent learners' potential to perform those Tasks. Work Roles are not the same as jobs or job titles; a single job may be responsible for more than one Work Role.
- **Competency Areas**: Clusters of related Knowledge and Skill statements that correlate with one's capability to perform Tasks in a particular domain.

Who uses the NICE Framework?

The NICE Framework supports an integrated ecosystem of cybersecurity education, training, and workforce development:

K12 Educators	Familiarize students with cybersecurity concepts; help students explore cybersecurity work and chart paths for future learning; develop K12 cybersecurity-specific course content.
Universities and Colleges	Develop course content as well as knowledge and skills assessments that reflect employer needs; develop research projects using a common lexicon.
Students, Job Seekers, and Employees	Explore Work Roles and their associated knowledge and skills; chart pathways for future learning and career advancement.
Training and Certification Providers	Map programs and assessments to a national standard that reflects current marketplace demand; help current and future members of the workforce gain and demonstrate in-demand capabilities.
Technology Providers	Identify the Work Roles and related tasks, knowledge, and skills that are associated with the products and services being developed and supplied.
Employers	Conduct workforce assessments and identify staffing gaps; craft more accurate position descriptions and improve recruitment; manage employee performance and establish strategic workforce development initiatives.

How can I learn more?

The NICE Framework Resource Center lets you explore the current version of the NICE Framework and its associated data elements as well as serves as a resource for people just learning about the NICE Framework, those who would like to learn more about how to use it, and those who want to share about their uses. Examples include:

- **Getting Started Guide:** Learn more about the NICE Framework components and common use cases.
- **NICE Framework Success Stories:** Brief summaries on why and how various organizations have used the NICE Framework.
- **NICE Framework Resources**: Links to framework-related tools, audience-specific resources, and more.
- **NICE Framework Users Group:** Learn from other users, share updates, and collaboratively develop solutions using the NICE Framework.