



THE CYBER CAREER PATHWAYS TOOL: THE NEW INTERACTIVE TOOL FOR CAREER EXPLORATION



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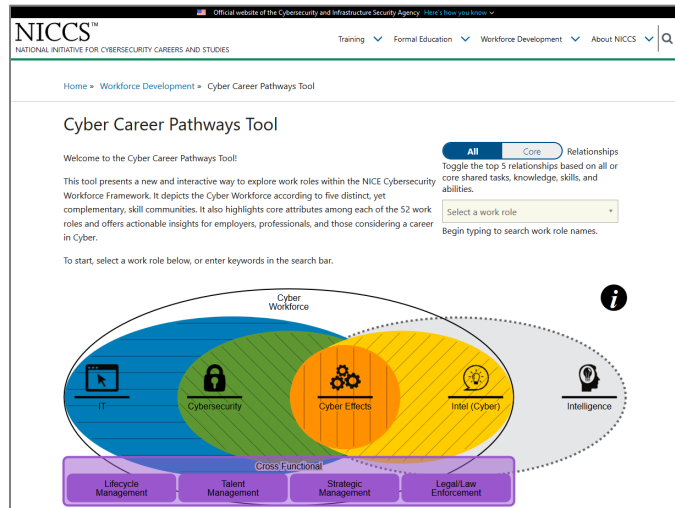
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WHY SHOULD YOU USE THE CYBER CAREER PATHWAYS TOOL?

This tool will help you identify, build, and navigate a potential cyber career pathway by increasing your understanding of the knowledge, skills, and abilities needed to begin, transition, or advance your cyber career.

The tool presents a new and interactive way to explore work roles within the [NICE Cybersecurity Workforce Framework](#). It depicts the cyber workforce as five distinct, yet complementary, skill communities. It also highlights core attributes among each of the 52 work roles and offers actionable insights for employers, professionals, and individuals considering a career in cyber.



You can find this tool on the Cybersecurity and Infrastructure Security Agency's (CISA) [National Initiative for Cybersecurity Careers and Studies \(NICCS\)](#) website in addition to other tools and resources for current and future cybersecurity professionals. The resource was created and is maintained in partnership with the Interagency Federal Cyber Career Pathways Working Group, led by CISA, the Department of Defense, and the Department of Veterans Affairs.



WHO IS THE TOOL FOR?

The Cyber Career Pathways Tool is designed for:

- **Professionals** looking to begin or advance their cyber career through training, reskilling, and upskilling;
- **Employers and managers** recruiting cyber talent, creating position descriptions, guiding employees, procuring training, and conducting workforce assessments; and
- **Students and recent graduates** looking to learn more about the NICE Framework, identify cyber work roles of interest, and identify and pursue training and certifications to prepare for a cyber career.

Users from a variety of backgrounds can use the tool to better understand the cyber workforce as a whole, in addition to the various types of cyber work roles and their relationship to one another.



KEY FEATURES

The Cyber Career Pathways Tool allows you to explore the cyber workforce through the lens of Cyber Communities, expand your knowledge of NICE Framework roles through core Knowledge, Skills and Abilities (KSAs), and compare related work roles to gain a better understanding of how to obtain the skills needed to move from one work role to another. Users are encouraged to take advantage of the interactive nature of the tool and use the tool for exploration as well as information gathering.

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Features:

- Cyber Workforce Communities diagram
- Work role display by Cyber Community
- Individual work role displays with core Tasks, Knowledge, Skills, and Abilities
- Work role comparison displays for related work roles

The screenshot displays a network diagram on the left with 'Cyber Instructor (712)' at the center, connected to other roles: 'Network Operations Specialist (441)', 'Security Control Assessor (612)', 'Executive Cyber Leadership (961)', and 'Cyber Workforce Developer and Manager (751)'. The right panel shows the 'Details' for the 'Cyber Instructor' role, including its description, community, subcommunity, category, specialty area, OPM ID, and a list of top 5 related roles with their percentages.

Details	Tasks	Knowledge	Skills	Abilities	Capability Indicators
<p>Cyber Instructor</p> <p>Develops and conducts training or education of personnel within cyber domain.</p> <p>Community: Cross Functional</p> <p>Subcommunity: Talent Management</p> <p>Category: Oversee and Govern</p> <p>Specialty Area: Training, Education, and Awareness</p> <p>OPM ID: 712</p> <p>Top 5 roles related by shared tasks, knowledge, skills and abilities:</p> <ul style="list-style-type: none"> • Cyber Instructional Curriculum Developer (76.55%) • Executive Cyber Leadership (16.98%) • Security Control Assessor (15.85%) • Cyber Workforce Developer and Manager (14.29%) • Network Operations Specialist (11.11%) 					



ABOUT THE INTERAGENCY FEDERAL CYBER CAREER PATHWAYS WORKING GROUP

The Interagency Federal Cyber Career Pathways Working Group (WG) is dedicated to developing cyber career resources, including career pathways for NICE Framework work roles for use throughout the Federal Government, as well as private industry and academia. This interagency collaboration directly supports Executive Order 13870, *America’s Cybersecurity Workforce* and the President Management Agenda’s Cross-Agency Priority Goal, *Developing a Workforce for the 21st Century*. This WG is tri-chaired by the Department of Defense, the Department of Veterans Affairs, and CISA.



ABOUT CISA

CISA is the Nation’s risk advisor, working with partners to defend against today’s threats and collaborating to build more secure and resilient infrastructure for the future. CISA manages and develops the NICCS website, which serves as a one-stop shop for cybersecurity information and training.