The Use and Usefulness of the Cybersecurity Data Element

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Key Points Using the OPM Data Element

- *The OPM cybersecurity <u>data elements</u> were published in the Guide to Personnel Data Standards on October 1, 2012.*

- Only one two-diget code is permitted so it is important that the most appropriate code is used and that the codes are used consistently.
  - If the work of an incumbent or the requirements of a position are predominantly in one <u>Specialty Area</u>, that code should be used.
  - If there are multiple relevant Specialty Areas within a <u>Category</u> with no predominant single Specialty Area, the code for the Category in which those Specialty Areas fall should be used.

9 Category Codes with 31 Specialty Area Codes

00	**Not Applicable**	52	Computer Network Defense (CND) Infrastructure Support
10	**Analyze (4)**	53	Incident Response
11	All Source Intelligence	54	Vulnerability Assessment and Management
12	Exploitation Analysis	60	**Securely Provision (7)**
13	Targets	61	Information Assurance (IA) Compliance
14	Threat Analysis	62	Software Assurance and Security Engineering
20	**Investigate (2)**	63	Systems Development
21	Digital Forensics	64	Systems Requirements Planning
22	Investigation	65	Systems Security Architecture
30	**Collect and Operate (3)**	66	Technology Research and Development
31	Collection Operations	67	Test and Evaluation
32	Cyber Operations	70	**Oversight and Development (5)**
33	Cyber Operations Planning	71	Education and Training
40	**Operate and Maintain (6)**	72	Information Systems Security Operations (Information Systems Security Officer [ISSO])
41	Customer Service and Technical Support		
42	Data Administration	73	Legal Advice and Advocacy
43	Knowledge Management	74	Security Program Management (Chief Information Security Officer [CISO])
44	Network Services		
45	System Administration	75	Strategic Planning and Policy Development
46	Systems Security Analysis	80	**Cybersecurity Program/Project Management**
50	**Protect and Defend (4)**	90	**Cybersecurity Supervision, Management, and Leadership**
51	Computer Network Defense (CND) Analysis		

The OPM Data element will:

- Identify positions for which the primary function is cybersecurity

- Enable OPM and Federal agencies to identify the cybersecurity workforce, determine baseline capabilities, examine hiring trends, identify skill gaps, and more effectively recruit, hire, train, develop and retain an effective cybersecurity workforce

- Allow HR Professionals to better understand the workforce and what issues need to be addressed

- Provide a platform for organizations outside of the Federal Government to similarly organize their cybersecurity professionals

Interlocking Elements for Strategic Workforce Management

Knowledge transfer:
- Tacit vs. Explicit
- Skill vs. Competency
- Build on Career Mgmt

Individual identifies personal:
- Strengths
- Weaknesses
- Aspirations

Professional Development Plans

Career Management Process

Individual Training Programs

Career Development Support

Alignment with Mission and Strategic Goals

Close personal skill gaps:
- Knowledge and skills
- Personal vs. Organizational
- Continuous growth

Organization provides:
- Career mapping
- Progression information
- IDP infrastructure

Management of resources:
- Projection of future org
- Supply vs. Demand
- Build – Buy – Rent talent

Workforce Planning

Succession Management

Pipeline of talent:
- Projection of needs
- Bench strength analysis
- Optimize resources