

| <b>OVERVIEW: Federal Cybersecurity Workforce Assessment Act<br/>Requirements and Timelines<br/>November 2017</b> |  |
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| <b>LAW<br/>requires us to...</b>   | <ul style="list-style-type: none"> <li>• December 2015: Federal Cybersecurity Workforce Assessment Act directed us to assign new cyber codes, and identify and address critical cyber needs</li> </ul>   |
| <b>Identify cyber<br/>positions through<br/>coding</b>   | <ul style="list-style-type: none"> <li>• January 2017: OPM issued Governmentwide guidance on assigning new cyber codes that aligned to the NICE Framework</li> <li>• April 2017: Agencies issued internal guidance on assigning new cyber codes</li> <li>• December 2017: Shared service providers reprogram agency systems to accommodate larger cyber codes</li> <li>• Now through April 2018: Agencies review positions and assign new cyber codes</li> </ul>                 |
| <b>Identify critical<br/>cyber needs<br/>through workforce<br/>planning</b>                                      | <ul style="list-style-type: none"> <li>• Now through April 2018: OPM leads in determining criteria for what is a “Work Role of Critical Need” and provides Governmentwide guidance</li> <li>• April 2019 through 2022: Agencies determine and report their Cyber Work Role(s) of Critical Need</li> <li>• April 2019 and beyond: Agencies develop and implement plans to address their Cyber Work Roles of Critical Need, including how they will mitigate skill gaps</li> </ul> |
| <b>Ensure we have<br/>critical cyber skills</b>  | <ul style="list-style-type: none"> <li>• April 2019 and beyond: Government and agencies maintain focus on ensuring cyber workforce has Work Roles of Critical Need</li> </ul>  |

Attachment 2

| <b>KEY MILESTONES</b><br><b>Federal Cybersecurity Workforce Assessment Act</b><br><b>November 2017</b> |   |
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| <b>January 2017</b>  | OPM issued Governmentwide guidance on assigning new cyber codes that aligned to the NICE Framework  |
| <b>April 2017</b>  | Agencies established procedures to identify and code positions requiring performance of IT, cybersecurity, or other cyber-related functions                 |
| <b>December 2017</b>   | Shared service providers will have systems reprogrammed and able to report new cyber codes  |
| <b>April 2018</b>  | Agencies will complete cyber coding   |
| <b>April 2019 through April 2022</b>   | Agencies will identify and report Work Roles of Critical Need in the cybersecurity workforce; OPM and agencies begin addressing Work Roles of Critical Need |