



IT Security



Supply Chain



OT Security



Insider Threat



Physical Security



Interoperable Communications

# NICCS VETERANS CHAMPION COMMUNICATIONS MANUAL



DEFEND TODAY.  
SECURE TOMORROW

**THE CYBERSECURITY AND INFRASTRUCTURE SECURITY AGENCY (CISA) IS HELPING VETERANS JOIN OUR NATION'S CYBERSECURITY WORKFORCE.**

## ABOUT THIS MANUAL

To help your Veteran members build a career path in cybersecurity, CISA offers a variety of free resources including on-demand training, scholarships, and a course catalog tool. These resources are included in this easy-to-use manual to help arm organizations like yours to help Veterans join the cybersecurity workforce of tomorrow.

Our nation faces a rising number of cyberspace-based attacks and threats. From 2019 to 2023, the United States has encountered more than 3.79 million complaints of cyber-incident, resulting in over \$37.4 billion in victim losses<sup>1</sup>. The impact of cyber incidents is not limited to victimized companies; individuals, employees, and customers can experience distressing aftermaths such as identity theft and personal data loss.

The demand for cybersecurity professionals is growing. The current cybersecurity workforce shortage is estimated to be about 4.8 million cybersecurity workers worldwide<sup>2</sup>, making cybersecurity one of the most highly sought-after careers.

Cybersecurity professionals are necessary to protect government and private industry networks. Veterans can help fill the growing openings in this field by learning new cybersecurity skills or brushing up on existing skills. Resonating with their past military experiences, Veterans may understand the crucial need to thwart cyber adversaries, make quick decisions in dynamic situations, and help defend our country. Veterans' adaptability may also make them ideal candidates for the cybersecurity field.

We need YOUR help spreading the word about these resources and the growing career opportunity—please join us in this effort to help your veteran members learn more about exciting, emerging, and growing career opportunities in cybersecurity!

## EDUCATION AND TRAINING RESOURCES

CISA offers tools and resources to help Veterans explore a cybersecurity career at their own pace. Veterans can forge a path tailored to meet their specific professional goals based on their individual interests and skillsets.

### Understanding Cybersecurity Work Roles

#### *The Workforce Framework for Cybersecurity (NICE Framework)*

The [Workforce Framework for Cybersecurity \(NICE Framework\)](#) provides a blueprint to categorize, organize, and describe cybersecurity work into Work Role Categories, Work Roles, Tasks, Knowledge, and Skill (TKS) statements, and Competency Areas. The NICE Framework provides a common language to speak about cybersecurity roles and jobs. Within the NICE Framework, there are seven categories, each comprising of various work roles. Each work role includes the TKSs required to perform the role. Veterans can explore the NICE Framework to learn more about TKSs needed to succeed in cybersecurity work roles.

<sup>1</sup> <https://www.ic3.gov/>

<sup>2</sup> <https://www.isc2.org/research>

## Finding Training Opportunities

### *National Initiative for Cybersecurity Careers and Studies (NICCS) Education & Training Catalog*

The [NICCS Education & Training Catalog](#) is an open source tool to help aspiring and current cybersecurity professionals locate nearby and virtual cybersecurity-related courses. All courses align with the [NICE Framework](#) and users can easily filter them to find modules that are appropriate to their interest and level of professional development. Veterans can visit the [Course Catalog](#) to find their next cybersecurity-related course quickly.

### *CISA Learning – Includes Courses from the Federal Virtual Training Environment (FedVTE)*

Veterans can also gain access to [CISA Learning](#), a free, online cybersecurity training center that provides 24/7 on-demand access to a plethora of courses. Tailored to varying proficiency levels from beginner and intermediate to advanced, Veterans can explore and take courses at their own pace that aligns to their skill level.

All modules align with the [NICE Framework](#), allowing Veterans to build the necessary knowledge and skills to enter the cybersecurity workforce confidently.

Please note that CISA Learning recently replaced several Learning Management System platforms including FedVTE. CISA Learning will continue to offer FedVTE courses on topics such as cloud security, ethical hacking and surveillance, risk management, malware analysis, and more.

Veterans can access the NICCS [Veterans User Guide](#) to learn more about how to transition to a career in cybersecurity.

## Continuing Education Opportunities

Veterans may use their Post-9/11 GI Bill benefits to pursue a cybersecurity degree. CISA offers academic resources that make the continuing education process easy.

### *Cyber Degree Programs*

[The National Centers of Academic Excellence \(NCAE-C\) program](#), jointly supported by CISA and the National Security Agency (NSA), recognizes institutions and their outstanding cybersecurity-related degree programs with NCAE-C designations. NCAE-Cs are recognized for their close alignment to knowledge units mapped to cybersecurity skills vital to securing our nation's information systems. By attending an NCAE-C institution, students have the opportunity to learn by doing and contribute to the protection of our nation.

Veterans can refer to the User Guide on the [Veterans page on NICCS](#) to learn more about [400+ colleges and universities](#) with NCAE-C designations.

### *Scholarships: A Path to Employment*

The [CyberCorps®: Scholarship for Service \(SFS\) program](#), co-sponsored by CISA and the National Science Foundation (NSF), offers cybersecurity scholarships to outstanding undergraduate, graduate, and doctoral students. Currently, students can receive \$27,000 to \$37,000 to cover the typical costs to attend a participating institution.

The SFS program gives students exclusive access to hiring fairs for [internships and apprenticeships](#) as well as permanent hire opportunities. CISA co-sponsors an annual virtual SFS Job Fair (early winter) and an in-person SFS Job Fair in the Washington, D.C. area (January). Scholarship recipients must serve in the government in a cybersecurity-related position for a period equivalent to the length of the scholarship.

## Navigating a Career Path in Cybersecurity

Launching a new cybersecurity career is exciting, but the prospect can be overwhelming at times. CISA has developed

resources and tools to help Veterans navigate their journey into the profession with ease.

### ***Veterans User Guide***

The [Cybersecurity for Veterans page on NICCS](#) introduces Veterans to cybersecurity training and education resources that help build the skills necessary to transition into a cybersecurity career.

Veterans can refer to the Guide to:

- Better understand the cybersecurity field
- Explore available cybersecurity training and education opportunities
- Plan their transition into the cybersecurity workforce

### ***The Cyber Career Pathways Tool***

The NICCS website hosts a variety of interactive cybersecurity career and workforce development tools to help professionals start or advance their career in cyber.

The [Cyber Career Pathways Tool](#) helps users identify, build, and navigate a potential cyber career pathway by increasing your understanding of the tasks, knowledge, and skills needed to begin, transition, or advance their cyber career. Plan out potential career paths and gain a better understanding of the TKs needed to be successful in the cybersecurity workforce. Get started and explore the Cyber Career Pathways Tool now!

### ***Interactive Cybersecurity Career Map***

With hundreds of thousands of open cybersecurity positions across the U.S. alone, now is the time to get started and apply to be part of the cybersecurity workforce. The [Interactive Cybersecurity Career Map](#) on NICCS displays thousands of open federal cybersecurity positions across the country and around the world. Filter by location, salary range, job title, and in-person/telework options to find a cybersecurity career that fits your criteria.

## **GET THE WORD OUT**

### **Share Your Feedback!**

We want you to hear from you! Please email us at [NICCS@mail.cisa.dhs.gov](mailto:NICCS@mail.cisa.dhs.gov) to share:

- What parts of the Manual and Guide are helpful
- Any additional information that you would like for us to include
- Efforts on how you are helping Veterans explore and join the cybersecurity workforce

### **Partner With Us**

- Email us at [NICCS@mail.cisa.dhs.gov](mailto:NICCS@mail.cisa.dhs.gov) to find out about other opportunities
- Share upcoming speaking opportunities at your events
- Regularly communicate with us on how to spread the word

### **Thank You**

On behalf of CISA, we would like to thank you for your help in reaching out to our nation's Veterans. We are excited to offer these resources to those who have served and are interested in launching a cybersecurity career.