

# FISMA & OPM Awareness & Training Requirements & Related NIST Guidance

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A photograph of a large, modern, multi-story office building with a grid of windows, set against a cloudy sky. The building is the central focus of the background image.

NIST is a non-regulatory federal agency within the U.S. Department of Commerce. NIST's primary mission is to promote economic growth by working with industry to develop and apply technology, measurements, and standards.

NIST carries out its mission through a portfolio of four programs:

**Measurement and Standards Laboratories**

provides technical leadership for the Nation's measurement and standards infrastructure, and assures the availability of essential reference data and measurement capabilities

**Advanced Technology Program**

stimulates U.S. economic growth by developing high risk and enabling technologies through industry-driven cost-shared partnerships

**Manufacturing Extension Partnership**

strengthens the global competitiveness of smaller U.S.-based manufacturing firms by assisting in the adoption of advanced technologies, techniques, and business practices

**National Quality Program**

enhances U.S. competitiveness, quality, and productivity, manages the Malcolm Baldrige National Quality Award, and provides global leadership in promoting quality awareness

# Today's Menu . . .

- FISMA requirements
- OPM requirements
- NIST SP 800-50
- NIST SP 800-16 and Rev. 1
- NIST SP 800-53

# FISMA Says . . .

- Agencywide information security program shall include . . . ***security awareness training to inform personnel, including contractors, and other users of information systems*** . . . of information security risks . . . and their responsibilities in complying with agency policies and procedures . . .

# NIST SP 800-50 Says . . .

- “Users” does not mean only employees
- Users Include:
  - Employees
  - Contractors
  - Foreign or domestic guest researchers
  - Other agency personnel
  - Visitors
  - Guests
  - Other collaborators or associates requiring access

# FISMA Says . . .

- The head of each agency shall . . . delegate to the agency Chief Information Officer . . . training and overseeing personnel with ***significant responsibilities for information security*** . . .

# NIST Says . . .

Who has significant responsibilities?  
Each agency must determine, but:

- CIO
- SAISO/CISO & Security Staff
- System Owners
- Information Owners
- Network Administrators
- System Administrators
- Security Administrators

# FISMA: Train People with Significant Responsibilities . . .

What about contractors? The FAR says:

- *"Have the necessary organization, experience . . . And technical controls, or the ability to obtain them . . ."*
- *"Be otherwise qualified and eligible . . ."*
- Allowable cost: *"Costs of training and education that are related to the field in which the employee (e.g., contractor's employee) is working . . ."*
- Savvy contracting specialist: *"Yes, the contractor personnel should show up trained to perform the requirements of the contract."*



# OPM (June 2004) Says . . .

- Develop awareness and training plan
- All users of federal information systems must be exposed to awareness materials at least annually
- Identify employees with significant information security responsibilities and provide role-specific training in accordance with NIST standards and guidance

# NIST SP 800-50 Says . . .

- Conduct needs assessment
- Develop awareness and training plan
- Entire workforce should be exposed to awareness material annually
- A continuous awareness program, using various methods of delivery throughout the year, can be very effective
- Identify employees with significant information security responsibilities

# OPM Also Says . . .

## Train

- Executives
- Program and functional managers
- CIOs, IT security program managers, auditors, and other security oriented personnel (e.g., system and network administrators, and system/ application security officers)
- IT function management and operations personnel

# NIST SP 800-50 Says . . .

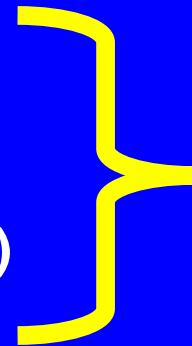
- Sources of training courses and material: use existing courses/material, develop in-house, contract out?
- Off-the-shelf suitable or customize
- Maximize partnerships with agency training function, with other agencies
- Use the training methodology in NIST SP 800-16 to build courses

# Training Programs Derive from . . .

FISMA Requirements

NIST Materials

(Special Publication 800 Series &  
Federal Information Processing Standards)



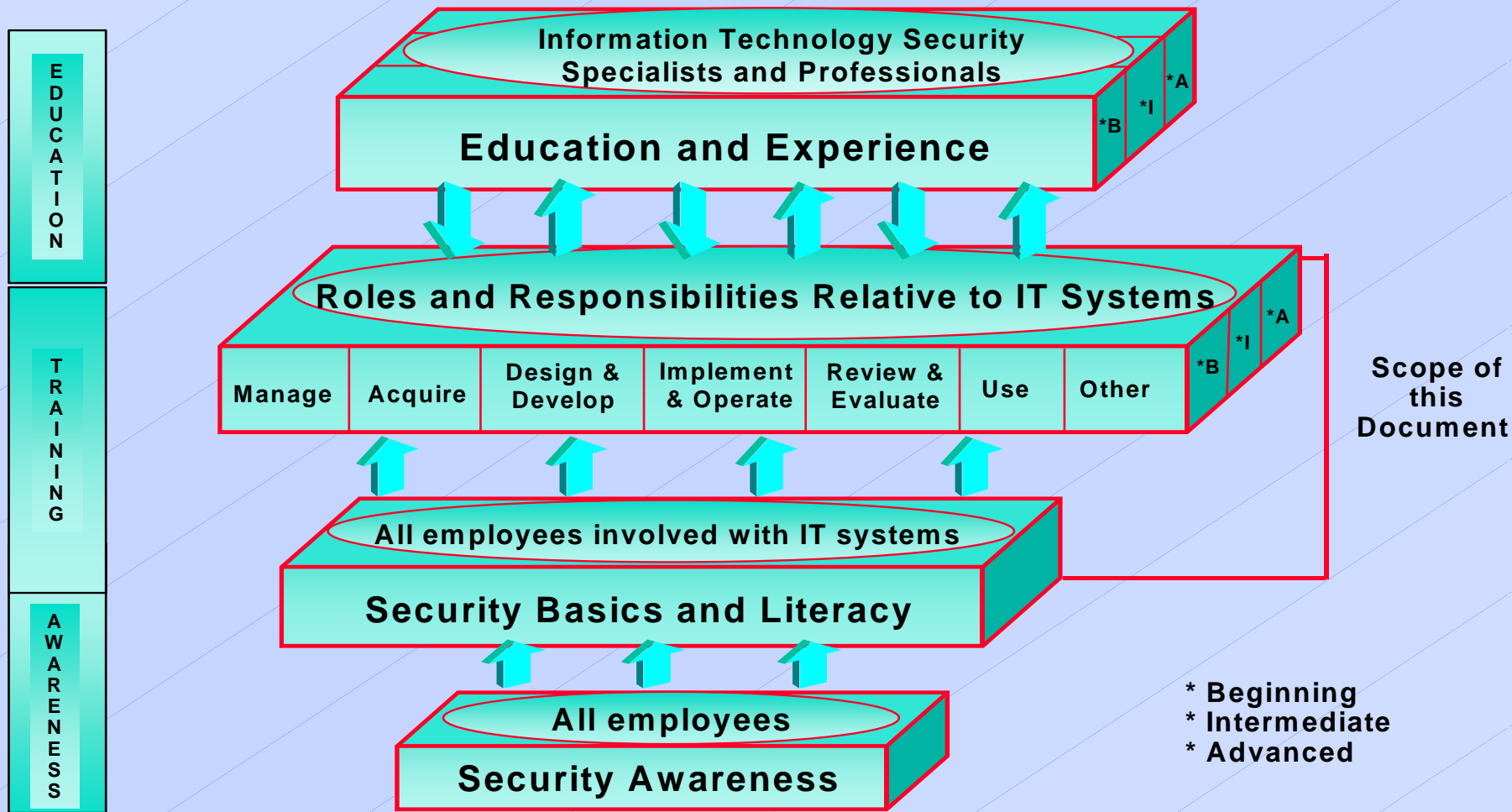
Information  
Security  
Body of  
Knowledge

Agency Policy & Procedures

# SP 800-16 Background

- Published in April 1998
- Written in mid-1990s
- Written by a FISSEA workgroup
- Pre-FISMA
- Pre-OPM 2004 requirements
- Language is dated

# The NIST Model



# “NIST Model” Highlights

## Learning Continuum

- Awareness
- Training
- Education

## Basics and Literacy

- Bridge between awareness and training
- **Does this help you?**



# IT Security Training Matrix

		FUNCTIONAL SPECIALTIES						
TRAINING AREAS		A MANAGE	B ACQUIRE	C DESIGN & DEVELOP	D IMPLEMENT & OPERATE	E REVIEW & EVALUATE	F USE	G OTHER
1	LAWS & REGULATIONS	1A	1B	1C	1D	1E	1F	
2	SECURITY PROGRAM							
2.1	PLANNING	2.1A	2.1B	2.1C	2.1D	2.1E		
2.2	MANAGEMENT	2.2A	2.2B	2.2C	2.2D	2.2E		
3	SYSTEM LIFE CYCLE SECURITY							
3.1	INITIATION	3.1A	3.1B	3.1C		3.1E	3.1F	
3.2	DEVELOPMENT	3.2A	3.2B	3.2C	3.2D	3.2E	3.2F	
3.3	TEST & EVALUATION			3.3C	3.3D	3.3E	3.3F	
3.4	IMPLEMENTATION	3.4A	3.4B	3.4C	3.4D	3.4E	3.4F	
3.5	OPERATIONS	3.5A	3.5B	3.5C	3.5D	3.5E	3.5F	
3.6	TERMINATION	3.6A			3.6D	3.6E		
4	OTHER							

# Six Functional Specialties (Roles)

Manage

Acquire

Design & Develop

Implement & Operate

Review & Evaluate

Use

***Changes . . . ?***

# Three Fundamental Training Content Categories

Laws and Regulations

The IT Security Program

System Life Cycle Security

***Changes . . . ?***

# Role-Based Training: 26 Job Functions

- Auditor, External
- Auditor, Internal
- Certification Reviewer
- Chief Information Officer (CIO)
- Contracting Officer
- Contracting Officer's Technical Representative (COTR)
- Data Center Manager
- Database Administrator
- Designated Approving Authority (DAA)
- Freedom of Information Act Official
- Senior IRM Official
- Information Resources Manager
- IT Security Program Officer/Manager
- Network Administrator
- Privacy Act Official
- Program Manager
- Programmer/Systems Analyst
- Records Management Official
- Source Selection Board Member
- System Administrator
- System Designer/Developer
- System Owner
- Systems Operations Personnel
- Technical Support Personnel
- Telecommunications Specialist
- User

# Role-Based Training: 26 Job Functions

## ***Too many job functions?***

- Combine Internal & External Auditor
- Who has trained a Freedom of Information Act Official?

## ***Any missing job functions?***

- Law enforcement officials
- First responders
- Office of General Counsel

# Information Security Body of Knowledge

## Topics and Concepts

- Access Control
- Awareness and Training
- Audit and Accountability
- Certification, Accreditation, and Security Assessments
- Configuration Management
- Contingency Planning
- Identification and Authentication
- Incident Response
- Maintenance
- Media Protection
- Physical and Environmental Protection
- Planning
- Personnel Security
- Risk Assessment
- System and Services Acquisition
- System and Communications Protection
- System and Information Integrity

# IT Security Training Matrix

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3.6	TERMINATION	3.6A			3.6D	3.6E		
4	OTHER							

# ... And NIST SP 800-53

- 1 of 17 families of controls address awareness and training (AT)
- 4 controls in the AT family
  - AT1: Security Awareness and Training Policy and Procedures
  - AT2: Security Awareness
  - AT3: Security Training
  - AT4: Security Training Records



# Questions? Comments?

## - Thank You -

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