

OFFICE OF THE DON CIO



# DON Cybersecurity/Information Assurance Workforce Management

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DON CIO,  
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23 March 2010

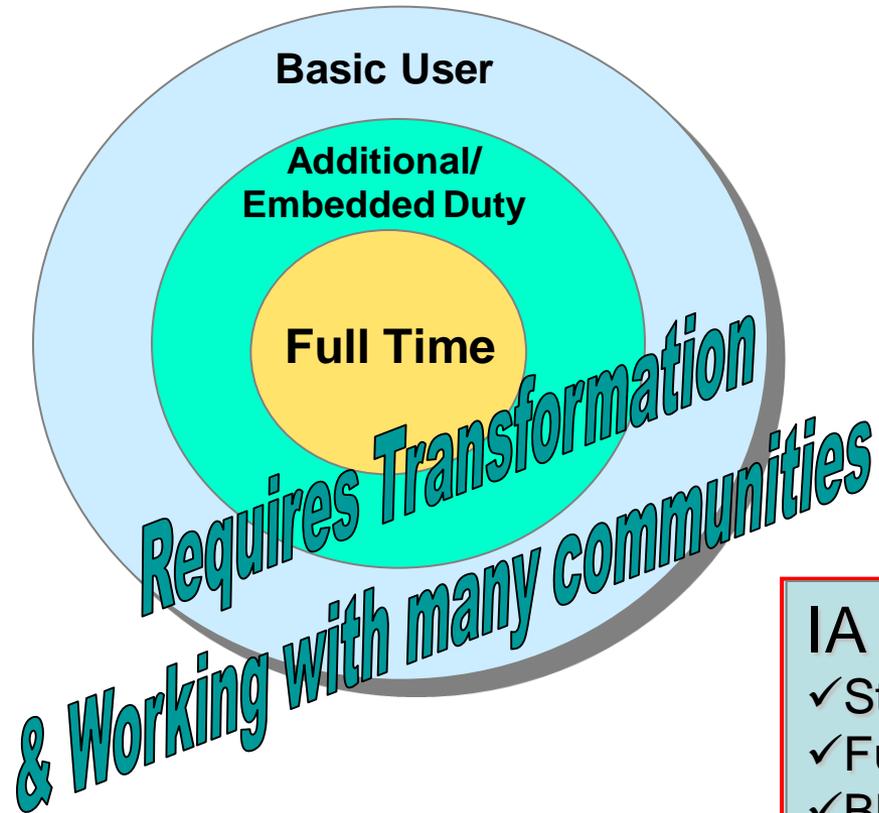


# Steps to Transform IAWF Management

- Charter DON team to determine best approach
- Establish governance due to complexity - Cybersecurity/IAWF
- Establish common lexicon
- Write policy
  - Establish DON standards and consistency
  - Define Metrics
  - Develop Compliance reporting and feedback loop
- Develop Communications Plan (conferences, articles, memos)
- Promulgate Implementation Plan
- Provide annual direction from DON CIO
- Provide direction from Service operational/tactical leadership
- Share best practices and “lessons learned”
- Reinforce enterprise requirements



# Defining the Enterprise IAWF



## IA Professional

- Civilian
- Contractor
- Officer & Enlisted
- Active & Reserve
- Ashore & Afloat

### IA Workforce Transition to:

- ✓ Standardized DON workforce
- ✓ Full Time Professionals
- ✓ Blended Training Solution
- ✓ NIST/CNSS Standards
- ✓ Certified
- ✓ Electronically Managed

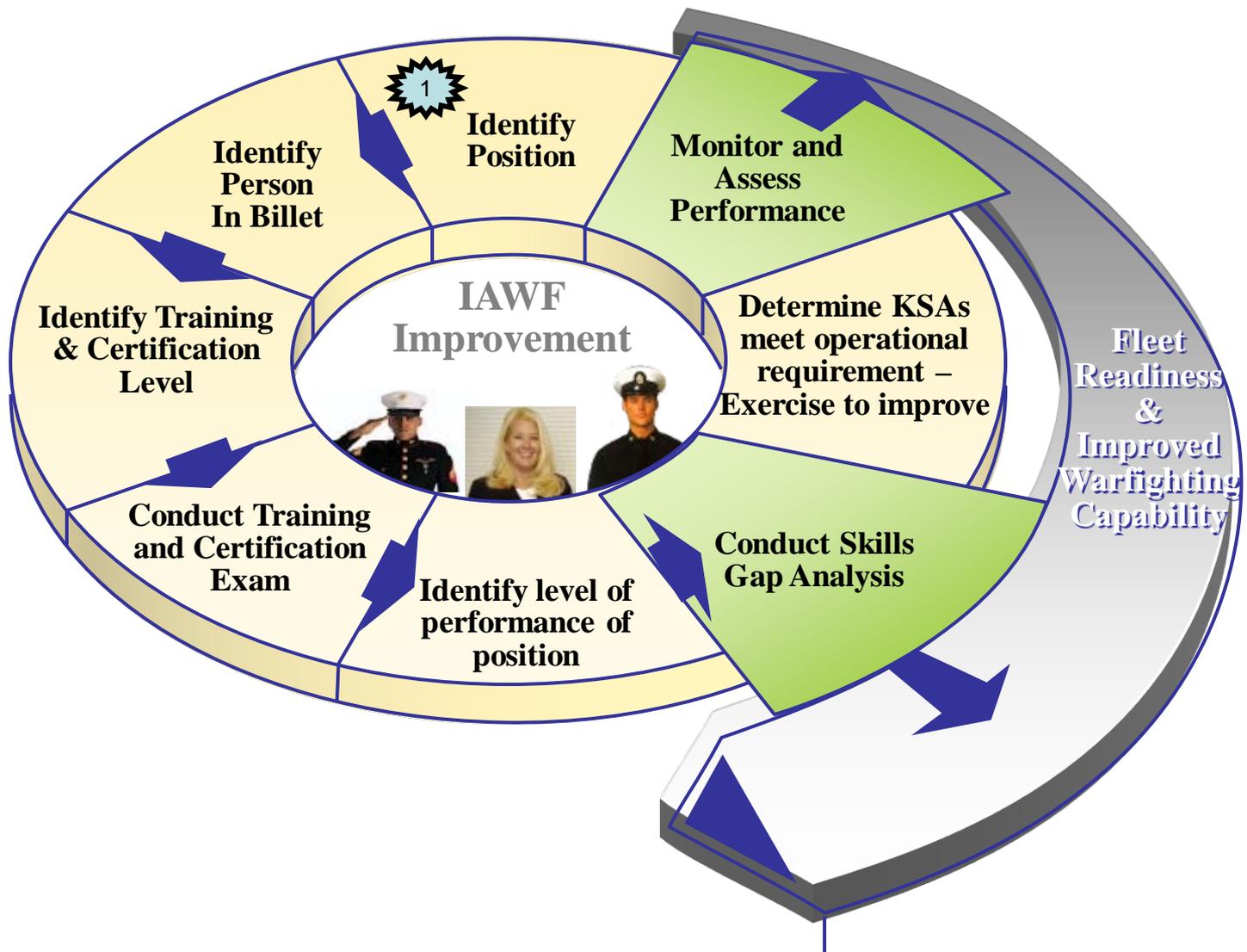


# 2005-2008 IA Workforce Working Group Construct

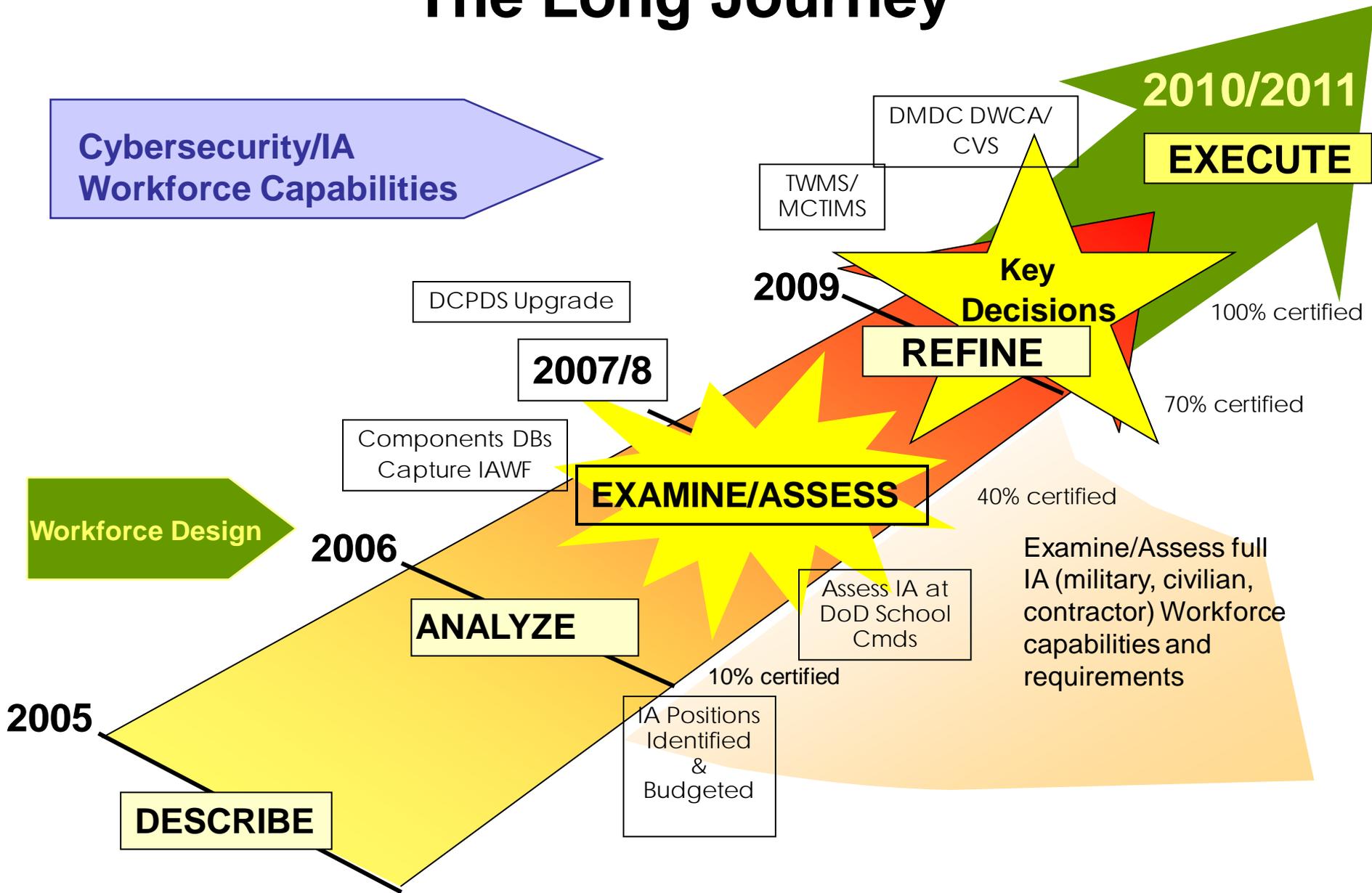
<b>Enterprise-wide Common Approach (Reduce Redundant Efforts/Leverage Best Practices)</b>	<p><b>Membership:</b> TYCOMS Operations Functionals Technical Experts Human Resources</p>	<b>Simultaneous Development and Integration</b>		
	<p><b>Manpower and Personnel</b></p> <ul style="list-style-type: none"> <li>-IA Data Call</li> <li>-IA Competency Management</li> <li>-IA Workforce Management Policy</li> </ul>		<p>OPR: DON CIO OCR: HQMC/OPNAV N61/NNWC</p>	
	<p><b>Membership:</b> Training Representatives Technical Experts TYCOMS Fleet/Operating Forces</p>		<p><b>Training and Certification</b></p> <ul style="list-style-type: none"> <li>-Training Path Standard</li> <li>-Certification Process</li> <li>-Implementation Plans</li> <li>-XML/SCORM e-learning Schema</li> </ul>	<p>OPR: MPT&amp;E/TECOM OCR: HQMC/CNO N61/NNWC</p>
	<p><b>Membership:</b> Manpower, Personnel, Training, Human Resources</p>		<p><b>Workforce Management e-Solution</b></p> <ul style="list-style-type: none"> <li>-Requirements Document</li> <li>-DoD Visibility (DMDC, DCPDS, CVS)</li> <li>-Funding</li> <li>-User Friendly paperless test processes</li> </ul>	<p>OPR: MPT&amp;E/TECOM OCR: HQMC/CNO N61/NNWC</p>
	<p><b>CND SP Committee</b> <b>IASAE Committee</b></p>	<p><b>Membership:</b> Communities of Interest</p>		



# Meeting Operational Requirements



# The Long Journey

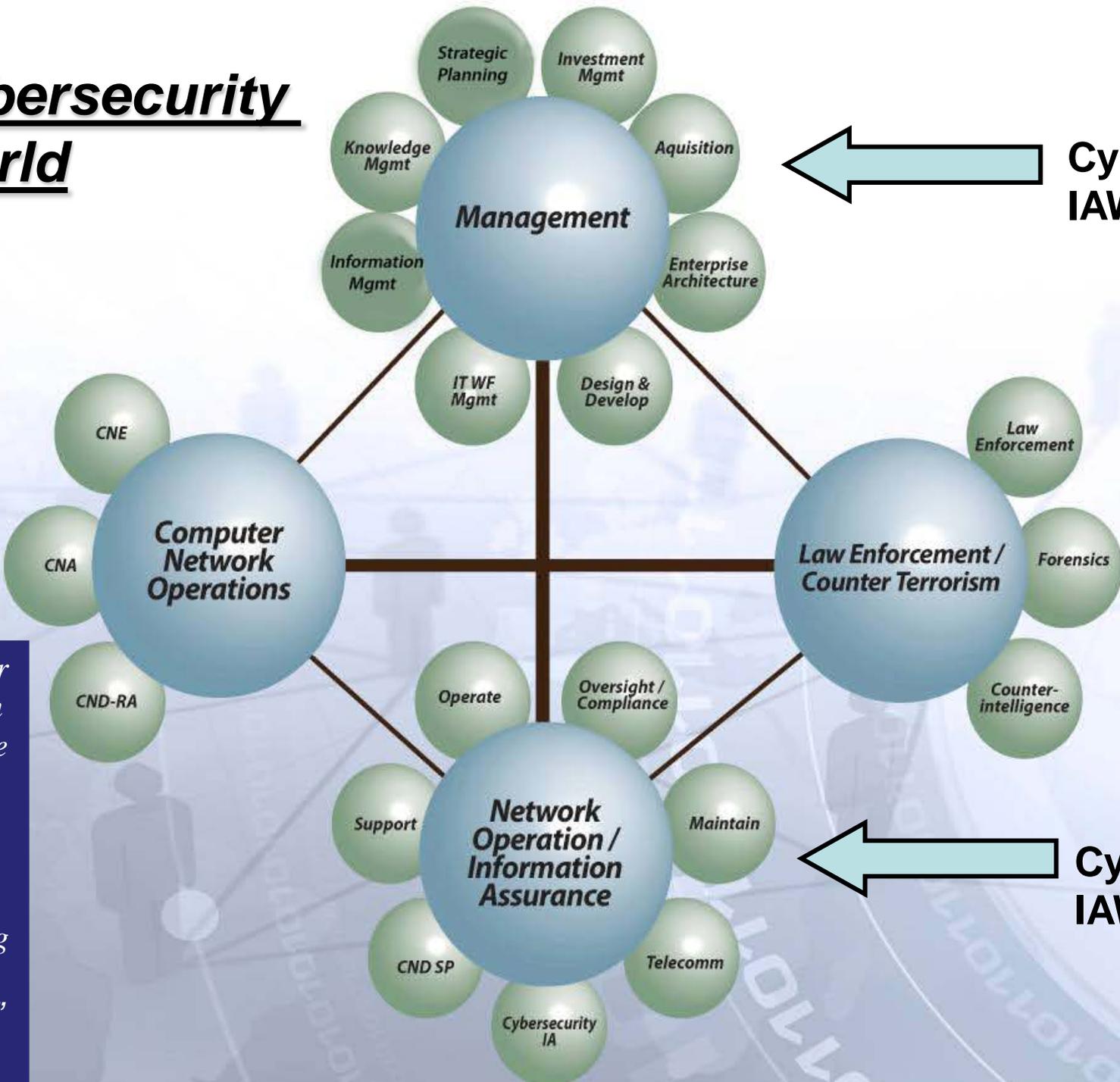




# The Future

- New Certifications
  - Cyber Attack/Exploit
  - Law Enforcement
  - Counterintelligence
- Currency
  - Continuing Education
  - Exercises/Simulations
  - Rapid Education and Training Deployment
- Educators and Trainers
  - Qualified and Current
  - Established Career Path
  - Community Information Sharing

# Cybersecurity World



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# Questions

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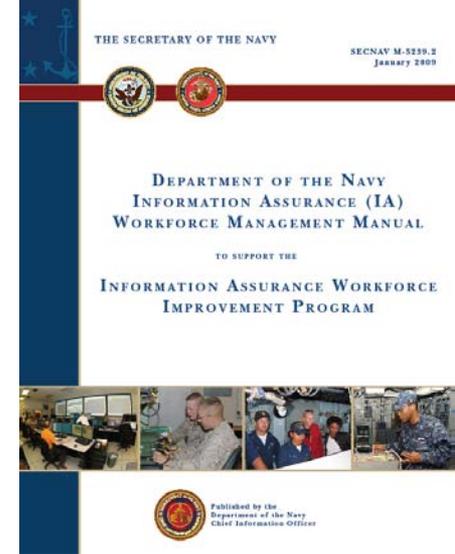
# Oversight and Compliance

IAWF MOCC (Chartered 16 March 2009)

- MOCC Executive Committee (DON CIO, DDCIO Navy and Marine Corps Designees) will:
  - Report to the DON Information Executive Committee (IEC)
  - Continue to make recommendations to OSD DIAP regarding the IA WIP
  - Provide DON Requirements to the Commercial Vendors
  - Communicate compliance requirements
  - Make IA WIP command assist visits
  - Monitor command commercial certification status to ensure compliance
  - Support Cybersecurity (IA) workforce roles development

# Direction – Commands are required to: identify IA billets and people; train and certify; and electronically track

- ◆ Federal Information Security Management Act
- ◆ DODD 8570.01 Information Assurance Training, Certification, and Workforce Management
- ◆ DOD 8570.01- M Information Assurance Workforce Improvement Program
- ◆ SECNAVINST M-5239.3B DON Information Assurance Program
- ◆ SECNAVMAN 5239.2 IAWF Management Manual to Support IA WIP
- ◆ Management Oversight and Compliance Council (IAWF MOCC) Charter of 16 March 2009.
- ◆ DON CIO 021504Z FEB 10 MSG, Subj: Cybersecurity/IA Workforce Improvement Program Implementation Status/CY 2010 Action Plan
- ◆ SECNAVINST 5239.x: IA Workforce Management Oversight and Compliance (draft - in flag level chop)





# Ongoing initiatives which will affect our Future Cybersecurity/IA Workforce Construct

- **Comprehensive National Cybersecurity Initiative** (CNCI) to secure government networks, protect against constant intrusion attempts, and anticipate future threats.
- **DoD and DON Cyber/IM/IT) Strategic Plans** for achieving information advantage.
- **National Military Strategy for Cyberspace Operations** (NMS-CO), **Network Operations** (NetOps) construct for operating and defending the Global Information Grid (GIG). Under United States Strategic Command (USSTRATCOM), - NetOps with other cyber operations - a Sub-unified **US Cyber Command** with subordinate **FLTCYBERCOM** and **MARCYBERCOM** structure.
- **IA Component of the GIG** integrated Architecture and strategies and programs for delivering key identity and IA capabilities as enterprise services.

