

VA IT Competency Model for 2210 – IT Specialist (InfoSec)

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Abstract:

VA addresses security risks through a wide range of security-enhancing programmatic and technological measures; critical among those is the Office of Cyber Security (OCS) awareness, training, education, and certification program.

One goal of that program is the promulgation of relevant and effective cyber security training. The Federal Information Security Management Act of 2002 (FISMA) requires that the VA provide cyber security awareness training annually to all employees. This requirement is in keeping with the widely-accepted principle that well-trained personnel are the most effective cyber security control.

Rather than adopt a “one size fits all” approach, the VA has developed a set of Cyber Security Practitioner courses customized to specific key responsibilities for Information Security Officers (ISOs) within VA. The intent of each of these courses is to increase knowledge and skills to enable individuals to recognize information security concerns and how to respond accordingly.

Our changing environment has necessitated the expansion and further development of this training concept, and the result has been to create the VA Competency Model Project. This new concept will enhance the abilities of our cyber security professionals and follow OPM competency requirements, and address Federal Information Security Management Act (FISMA) training requirements in compliance with NIST SP 800-16 Information Technology Security Training requirements: A Role-and Performance Based Model to VA's security information security officers.

The VA Competency model project for the 2210 series (InfoSec) is on the leading edge of utilizing a learning management system to tie OPM Identified competencies to training to develop a highly skilled and motivated workforce of VA cyber security practitioners.

Biography:

Terri S. Cinnamon

Director, Training and Policy Management Service Cyber Security
Office of Information and Technology (OI&T)
Department of Veterans Affairs

EDUCATION: 1999 B.A. Organizational Management and Leadership Wheeling Jesuit University

Started with the Department of Veterans Affairs, Falling Waters, WV 1991.

As Director, Training and Policy Management Service, lead all Information Assurance Training and Policy Development and oversee Information Technology Acquisitions ensuring IA policy is addressed and adhered for contract award approval

October 2006 - Received the prestigious *Government Information Security Leadership Award* for distinguished service and commitment to excellence in implementing IT Security Programs.

Career Highlights and Accomplishments:

- Lead the Federal Government with the implementation of an Interagency Agreement (IAA) with the Office of Personnel Management in collaboration with the Learning Management System which will give the ISO community a competency model tied to training for development of an ISO career development plan.
- Contribute significantly and add value to multiple One-VA initiatives. Team Lead of the Learning Management System (LMS). Core group Team member of the EES Project Manager's group providing Security guidance s requested. OCIS' Echelon II ISOs are part of the pilot group. Continuing work implementing the InfoSec 2210 competencies model.
- Planned and implemented Cyber Security Practitioner (CSP 300) training resulting in closing over 1200 open contingency planning controls in the VA's FISMA SMART database.
- Orchestrated the VA's Laptop Encryption Live-Meeting training event where TEAP conducted 2 pilot training sessions and 33 training sessions for over 1200 VA IT staff.
- Developed and Implementing VA 6500 Information Assurance Policy and Handbook which will remediate approximately 1,600 identify deficiencies for IA policy for the Department of Veteran's Affairs.
- Developing Information Assurance Information Security Officer Internship Program. This program The ISO Internship Program will have 3 tightly integrated components; training, one-on-one mentoring, and on the job training. The on the job testing of controls, revising system security plans, updating SMART, and responding to data requests will round out the program. It is strongly believed that this 3 component immersion program will enable VA to develop a strong core of ISOs with sufficient security competencies to protect VA information and information resources across VA.
- Conducted Role-based Training (RBT) Phase I for VA employees with significant information security responsibilities. Total number of staff trained was 8,462 with an overall compliance rate of 108.43%.
- Successfully executed the VA Cyber Security Professional (CSP 200) Level road shows providing on-site training to over 500 information security officers and systems administrators at 23 different sites in less than 2 months.
- Managed the VA InfoSec2005 conference project resulting in the largest VA Information Security conference ever with over 800 VA employees and over 100 vendors. The conference was a unique challenge because of the major change in focus that occurred after planning of the conference was underway.
- As the Contracting Officer Technical Representative (COTR) for the Cyber Security Practitioner (CSP) Professionalization Project, led the development and delivery of a series of training modules (both formal classroom and Web-based instruction) for 600 VA Information Security Officers. The training modules include 18 domains of knowledge that comprise the core body of knowledge for information security that is both comprehensive and specific to VA.
- Developed uniform and consistent Position Descriptions for cyber security officers across the VA. Position descriptions were developed for Echelon I, II and III personnel.
- Lead implementation efforts for the cyber security officer credentialing program. Developed ethics statement and credential consisting of a badge and the authorization document.
- Designed an incentive program to help recruit and retain cyber security officers for the VA.
- Established a VA-specific cyber security practitioner certification program comprised of in-depth Web-based training and assessment.
- Developed a staffing model for Echelon II to support a more efficient and effective means for delivering OCIS services across the VA.
- Represents the VA for Information Assurance Workforce Development and submits quarterly progress reporting to OMB.
- Organizing, coordinating and directing resources and FTEE. Experience and knowledge of both national and local emergency programs in conjunction with telecommunications planning.