Attachment 1

OVERVIEW: Federal Cybersecurity Workforce Assessment Act Requirements and Timelines November 2017	
LAW requires us to...	• December 2015: Federal Cybersecurity Workforce Assessment Act directed us to assign new cyber codes, and identify and address critical cyber needs
Identify cyber positions through coding	• January 2017: OPM issued Governmentwide guidance on assigning new cyber codes that aligned to the NICE Framework • April 2017: Agencies issued internal guidance on assigning new cyber codes • December 2017: Shared service providers reprogram agency systems to accommodate larger cyber codes • Now through April 2018: Agencies review positions and assign new cyber codes
Identify critical cyber needs through workforce planning	• Now through April 2018: OPM leads in determining criteria for what is a "Work Role of Critical Need" and provides Governmentwide guidance • April 2019 through 2022: Agencies determine and report their Cyber Work Role(s) of Critical Need • 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
Ensure we have critical cyber skills	• April 2019 and beyond: Government and agencies maintain focus on ensuring cyber workforce has Work Roles of Critical Need

Attachment 2

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