Baseline Assessment of Existing Cybersecurity Workforce
at the U.S. Nuclear Regulatory Commission
December 2016

The U.S. Nuclear Regulatory Commission (NRC) reports the following baseline assessment information required by Section 3(b)(1)(D) of the *Federal Cybersecurity Workforce Assessment Act of 2015*, contained in the *Consolidated Appropriations Act of 2016* (Public Law 114-113), enacted December 18, 2015.

i.   *The percentage of personnel with information technology (IT), cybersecurity, or other cyber-related job functions who currently hold the appropriate industry-recognized certifications as identified under the National Initiative for Cybersecurity Education.*

   The NRC identified approximately 375 employees with information technology (IT), cybersecurity, or cyber-related functions. These employees were surveyed to determine if they have any current industry-recognized certifications. About 30 percent of the employees surveyed responded. Approximately 25 percent of those responding to the survey have current industry-recognized certifications.

ii. *The level of preparedness of other civilian and non-civilian cyber personnel without existing credentials to take certification exams.*

   Approximately 75 percent of the employees with IT, cybersecurity, or cyber-related functions who responded to the survey do not have current industry-recognized certifications. The overall self-reported levels of preparedness of these employees to complete a certification exam are as follows: approximately 65 percent feel unprepared; 20 percent feel somewhat prepared; 5 percent feel prepared; and 10 percent did not provide a response to this question. Ten employees indicated that they plan to obtain an industry-recognized certification within the next year.

iii. *A strategy for mitigating any gaps identified in clause (i) or (ii) with the appropriate training and certification for existing personnel.*

   The NRC's baseline assessment did not identify any gaps that necessitate additional training or certification requirements. The NRC hires highly skilled professionals for its IT and cybersecurity workforce and, therefore, no gaps were identified. While certifications are one of the many qualifications we consider, they are not currently required. For those employees who choose to obtain certifications, preparation resources are available under an NRC contract with Skillsoft and the Department of Homeland Security's Federal Virtual Training Environment, which is open to all Federal employees.