



**Consequence-driven  
Cyber-informed  
Engineering**

## WORKFORCE DEVELOPMENT TRAINING

INL's Workforce Development Training is designed to provide in-depth, team-based training for select individuals who will help guide Tier 1 partners in the execution of a CCE engagement. Training participants are chosen based on skill set, trained to become CCE methodology and process experts, and then further hone their CCE skills through on-the-job engagement training.

INL's Workforce Development Training is building a pipeline of specialists with the right technical expertise and CCE experience to conduct engagements on a larger scale, enabling INL, the U.S. Department of Energy (DOE), and other government agencies to expand the number of critical U.S. operations using the CCE methodology.

Idaho National Laboratory (INL) conducts Tier 1 CCE engagements with companies or organizations that deliver functions deemed highly critical to national security—making them prime targets for cyber sabotage.

A Tier 1 CCE engagement is an intensive analysis effort led by the engagement partner and expertly guided by INL.

These 9- to 12-month engagements offer the full support of INL and DOE, including a dedicated team of 6-12 INL staff and contractors that offers a specific mix of specialized skills and CCE expertise.

## WORKFORCE DEVELOPMENT TRAINING ELEMENTS

### 1 Core Training of Execution Teams and Operations & Analytic Teams

An intense five-day training teaching the CCE methodology, phase execution steps, and how the roles function as a team throughout each phase.

### 2 Specialized Role-Based Training Courses

Deep-dive courses for **Targeter, Analyst, and Facilitator/Notetaker roles**, which have highly specific responsibilities in the CCE process.

### 3 CCE Tool Belt Training

A standalone, in-depth, online training module that teaches select team members the full functionality of the CCE Tool Belt by phase. Provides a foundational understanding of the software-based application to ensure that data storage, organization, and protection is uniformly approached from engagement to engagement.

### 4 On-the-Job Training (OJT)

Graduates conduct one or more Tier 1 engagements under the supervision of experienced CCE team members. Where possible, OJT pairs trainees 1:1 with a senior team member in the same role, allowing junior positions to demonstrate and hone their skills while senior members evaluate their readiness to execute engagements without supervision.









# WORKFORCE DEVELOPMENT TRAINING

## TEAM TRAINING APPROACH AND PARTICIPANT SELECTION

The training is designed to teach participants how to function as a team while executing each phase of the CCE process. Prior to the training, participants are selected because they have the necessary skills or expertise required by their assigned role. In training, each team member learns how to fulfill their specified role and apply those skills to the CCE process.

**Each Execution Team includes at least one member in each role:**

 <b>Project Manager:</b> In charge of a CCE engagement, including timeline, communications, financials and the timeliness and quality of all deliverables	 <b>Analyst:</b> Conducts research, collects information, and implements structured analysis to identify information gaps and help reach conclusions	 <b>SME:</b> Specific expertise in a process, function, technology, or topic area of need, tailored to each partner engagement	 <b>Targeter:</b> Highly specialized role with experience developing tools and techniques to target or compromise a system	 <b>Facilitator:</b> CCE process expert who facilitates all CCE collaboration meetings; helps the team efficiently conduct CCE process steps without providing technical input	 <b>Notetaker:</b> Captures real-time discussions during CCE collaboration meetings in an organized manner
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## WORKFORCE DEVELOPMENT CORE TRAINING DESIGN

**This core training aims to:**

- **Form each team member into a CCE process expert** who fully understands the concepts, methodology, and deliverables of a Tier 1 engagement—and can help guide entity partners through the process
- **Ensure all team members understand their role** and specific responsibilities during each phase of the CCE engagement
- **Build rapport among team members** and allow opportunities to practice working collaboratively to complete exercises that simulate CCE process steps
- **Provide team members with the skills to expertly guide the entity through a partner-led engagement**, an effort that will change the engineering culture and instill the iterative nature of the CCE methodology

## FORMAT

- ➔ **Week-long intensive training** with pre-read course materials and case studies
- ➔ **Class size of 10-20 people**, designated into 3-4 Execution Teams or Operations & Analytic Teams
- ➔ **Features a combination of classroom instruction, facilitated team exercises, and content quizzes** to demonstrate understanding; culminates in a full-day exercise to simulate a complete CCE effort
- ➔ **Allows Execution and Operations & Analytic Teams assigned to upcoming engagements** to practice functioning as a team