

CAREER PATHWAY CYBER INSTRUCTIONAL CURRICULUM DEVELOPER (711)

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Table of Contents

CAREER PATHWAY CYBER INSTRUCTIONAL CURRICULUM DEVELOPER (711) 1

1 711-CYBER INSTRUCTIONAL CURRICULUM DEVELOPER 3

1.1 Work Role Overview 3

1.2 Core Tasks..... 6

1.3 Core Knowledge, Skills, and Abilities 7

1.4 Core Competencies..... 10

1.5 Suggested Qualifications / Capability Indicators 12

2 APPENDIX: 711-CYBER INSTRUCTIONAL CURRICULUM DEVELOPER TASK ANALYSIS AND KSA MAPPING..... 13

2.1 Key to Reading the Task Analysis and KSA Mapping..... 13

2.2 711-Cyber Instructional Curriculum Developer Task Analysis and KSA Mapping 14

1 711-CYBER INSTRUCTIONAL CURRICULUM DEVELOPER

1.1 WORK ROLE OVERVIEW

The table below provides an overview of various role-specific elements related to 711-Cyber Instructional Curriculum Developer.

Table 1. 711-Cyber Instructional Curriculum Developer Work Role Overview

NICE Role Description	Develops, plans, coordinates, and evaluates cyber training/education courses, methods, and techniques based on instructional needs.
OPM Occupational Series	<p>Personnel performing the 711-Cyber Instructional Curriculum Developer work role are most commonly aligned to the following Occupational Series (Top 5 shown):</p> <ul style="list-style-type: none"> - 2210-Information Technology – 51% - 301-Misc. Administration and Program – 12% - 1750-Instructional Systems – 9% - 1712-Training Instruction – 9% - 343-Management and Program Analysis – 6%
Work Role Pairings	<p>Personnel performing the 651-Enterprise Architect work role are most commonly paired with the following complimentary Work Roles (Top 5 shown):</p> <ul style="list-style-type: none"> - 712-Cyber Instructor – 52% - 801-Program Manager – 14% - 751-Cyber Workforce Developer and Manager – 9% - 541-Vulnerability and Assessment Analyst – 4% - 131-Target Developer – 3%
Functional Titles	<p>Personnel performing the 711-Cyber Instructional Curriculum Developer work role may, within the cyber domain, unofficially or alternatively be called:</p> <ul style="list-style-type: none"> - Content/Training Developer - Chief Learning Officer - Curriculum Development Associate - Curriculum Specialist / Consultant / Methodologist / Developer / Designer - Education Consultant - Education Program Administrator - Education Research Analyst - Education Services Specialist - Instructional Systems Specialist - Learning and Development Specialist - Training, Outreach, and Awareness Specialist

	<ul style="list-style-type: none"> - Vocational Development Specialist
<p>Distribution of GS-Levels</p>	<p>Personnel performing the 711-Cyber Instructional Curriculum Developer work role are most commonly found within the following grades on the General Schedule.</p> <ul style="list-style-type: none"> - <input checked="" type="checkbox"/> GS-9 – 6% - <input type="checkbox"/> GS-10 – redacted* - <input checked="" type="checkbox"/> GS-11 – 6% - <input checked="" type="checkbox"/> GS-12 – 17% - <input checked="" type="checkbox"/> GS-13 – 42% - <input checked="" type="checkbox"/> GS-14 – 11% - <input type="checkbox"/> GS-15 – redacted** <p>*17% of all personnel performing the 711-Cyber Instructional Curriculum Developer work role are in non-GS pay plans and are excluded from this section ** percentages less than 3% have been redacted</p>
<p>On Ramps</p>	<p>The following work roles are examples of possible roles an individual may perform prior to transitioning into the 711-Cyber Instructional Curriculum Developer work role:</p> <ul style="list-style-type: none"> - 211-Law Enforcement/Counterintelligence Forensics Analyst - 212-Cyber Defense Forensics Analyst - 221-Cyber Crime Investigator - 411-Technical Support Specialist - 421-Database Administrator - 422-Data Analyst - 431-Knowledge Manager - 441-Network Operations Specialist - 451-System Administrator - 461-Systems Security Analyst - 511-Cyber Defense Analyst - 521-Cyber Defense Infrastructure Support Specialist - 531-Cyber Defense Incident Responder - 541-Vulnerability Assessment Analyst - 612-Security Control Assessor - 621-Software Developer - 622-Secure Software Assessor - 631-Information Systems Security Developer - 632-Systems Developer - 641-Systems Requirements Planner - 651-Enterprise Architect - 652-Security Architect - 661-Research and Development Specialist - 671-System Testing and Evaluation Specialist - 712-Cyber Instructor

	<ul style="list-style-type: none"> - 722-Information Systems Security Manager (ISSM) - 723-Communication Security (COMSEC) Manager - 731-Cyber Legal Advisor - 732-Privacy Officer/Privacy Compliance Manager - 751-Cyber Workforce Developer and Manager - 752-Cyber Policy and Strategy Planner - 802-IT Project Manager
<p>Off Ramps</p>	<p>The following work roles are examples of common transitions an individual may pursue after having performed the 711-Cyber Instructional Curriculum Developer. This is not an exhaustive list, nor does it consider learning and development opportunities an individual may pursue to prepare themselves for performing alternate work roles:</p> <ul style="list-style-type: none"> - 712-Cyber Instructor - 751-Cyber Workforce Developer and Manager - 752-Cyber Policy and Strategy Planner - 802-IT Project Manager

1.2 CORE TASKS

The table below provides a list of tasks that represent the Core, or baseline, expectations for performance in the 711-Cyber Instructional Curriculum Developer work role, as well as additional tasks that those in this role may be expected to perform.

Table 2. 711-Cyber Instructional Curriculum Developer Core Tasks

Task ID	Task	Core or Additional
T0352	Conduct learning needs assessments and identify requirements.	Core
T0365	Develop or assist in the development of training policies and protocols for cyber training.	Core
T0437	Correlate training and learning to business or mission requirements.	Core
T0450	Design training curriculum and course content based on requirements.	Core
T0534	Conduct periodic reviews/revisions of course content for accuracy, completeness alignment, and currency (e.g., course content documents, lesson plans, student texts, examinations, schedules of instruction, and course descriptions).	Core
T0230	Support the design and execution of exercise scenarios.	Additional
T0247	Write instructional materials (e.g., standard operating procedures, production manual) to provide detailed guidance to relevant portion of the workforce.	Additional
T0248	Promote awareness of security issues among management and ensure sound security principles are reflected in the organization's vision and goals.	Additional
T0249	Research current technology to understand capabilities of required system or network.	Additional
T0345	Assess effectiveness and efficiency of instruction according to ease of instructional technology use and student learning, knowledge transfer, and satisfaction.	Additional
T0357	Create interactive learning exercises to create an effective learning environment.	Additional
T0367	Develop the goals and objectives for cyber curriculum.	Additional
T0380	Plan instructional strategies such as lectures, demonstrations, interactive exercises, multimedia presentations, video courses, web-based courses for most effective learning environment in conjunction with educators and trainers.	Additional
T0442	Create training courses tailored to the audience and physical environment.	Additional
T0451	Participate in development of training curriculum and course content.	Additional
T0536	Serve as an internal consultant and advisor in own area of expertise (e.g., technical, copyright, print media, electronic media).	Additional
T0926	Develop or assist with the development of privacy training materials and other communications to increase employee understanding of company privacy policies, data handling practices and procedures and legal obligations.	Additional

1.3 CORE KNOWLEDGE, SKILLS, AND ABILITIES

The table below provides a ranking of KSAs that represent the Core, or baseline, expectations for performance in the 711-Cyber Instructional Curriculum Developer work role, as well as additional KSAs that those in this role may be expected to demonstrate.

Table 3. 711-Cyber Instructional Curriculum Developer Core Knowledge, Skills, and Abilities

KSA ID	Description	Competency	Importance to Work Role
K0004	Knowledge of cybersecurity and privacy principles.	Information Systems/Network Security	Foundational to All Work Roles
K0001	Knowledge of computer networking concepts and protocols, and network security methodologies.	Infrastructure Design	Foundational to All Work Roles
K0003	Knowledge of laws, regulations, policies, and ethics as they relate to cybersecurity and privacy.	Legal, Government, and Jurisprudence	Foundational to All Work Roles
K0002	Knowledge of risk management processes (e.g., methods for assessing and mitigating risk).	Risk Management	Foundational to All Work Roles
K0005	Knowledge of cyber threats and vulnerabilities.	Vulnerabilities Assessment	Foundational to All Work Roles
K0006	Knowledge of specific operational impacts of cybersecurity lapses.	Vulnerabilities Assessment	Foundational to All Work Roles
K0239	Knowledge of media production, communication, and dissemination techniques and methods, including alternative ways to inform via written, oral, and visual media.	Presenting Effectively	Core
A0004	Ability to develop curriculum that speaks to the topic at the appropriate level for the target audience.	Teaching Others	Core
A0054	Ability to apply the Instructional System Design (ISD) methodology.	Teaching Others	Core
K0245	Knowledge of principles and processes for conducting training and education needs assessment.	Teaching Others	Core
K0252	Knowledge of training and education principles and methods for curriculum design, teaching and instruction for individuals and groups, and the measurement of training and education effects.	Teaching Others	Core
A0070	Ability to apply critical reading/thinking skills.	Critical Thinking	Additional
A0106	Ability to think critically.	Critical Thinking	Additional
A0083	Ability to evaluate information for reliability, validity, and relevance.	Data Analysis	Additional
K0246	Knowledge of relevant concepts, procedures, software, equipment, and technology applications.	Information Assurance	Additional
A0105	Ability to tailor technical and planning information to a customer's level of understanding.	Information Management	Additional

KSA ID	Description	Competency	Importance to Work Role
K0287	Knowledge of an organization's information classification program and procedures for information compromise.	Information Management	Additional
S0066	Skill in identifying gaps in technical capabilities.	Information Technology Assessment	Additional
S0166	Skill in identifying gaps in technical delivery capabilities.	Information Technology Assessment	Additional
A0089	Ability to function in a collaborative environment, seeking continuous consultation with other analysts and experts—both internal and external to the organization—to leverage analytical and technical expertise.	Interpersonal Skills	Additional
A0055	Ability to operate common network tools (e.g., ping, traceroute, nslookup).	Network Management	Additional
A0058	Ability to execute OS command line (e.g., ipconfig, netstat, dir, nbtstat).	Operating Systems	Additional
S0070	Skill in talking to others to convey information effectively.	Oral Communication	Additional
A0118	Ability to understand technology, management, and leadership issues related to organization processes and problem solving.	Organizational Awareness	Additional
A0119	Ability to understand the basic concepts and issues related to cyber and its organizational impact.	Organizational Awareness	Additional
K0146	Knowledge of the organization's core business/mission processes.	Organizational Awareness	Additional
A0013	Ability to communicate complex information, concepts, or ideas in a confident and well-organized manner through verbal, written, and/or visual means.	Presenting Effectively	Additional
A0018	Ability to prepare and present briefings.	Presenting Effectively	Additional
S0296	Skill in utilizing feedback to improve processes, products, and services.	Process Control	Additional
A0063	Ability to operate different electronic communication systems and methods (e.g., e-mail, VOIP, IM, web forums, Direct Video Broadcasts).	System Administration	Additional
A0022	Ability to apply principles of adult learning.	Teaching Others	Additional
A0024	Ability to develop clear directions and instructional materials.	Teaching Others	Additional
A0032	Ability to develop curriculum for use within a virtual environment.	Teaching Others	Additional
A0057	Ability to tailor curriculum that speaks to the topic at the appropriate level for the target audience.	Teaching Others	Additional
A0057	Ability to tailor curriculum that speaks to the topic at the appropriate level for the target audience.	Teaching Others	Additional
A0114	Ability to develop or procure curriculum that speaks to the topic at the appropriate level for the target.	Teaching Others	Additional
A0171	Ability to conduct training and education needs assessment.	Teaching Others	Additional
K0124	Knowledge of multiple cognitive domains and tools and methods applicable for learning in each domain.	Teaching Others	Additional

KSA ID	Description	Competency	Importance to Work Role
K0204	Knowledge of learning assessment techniques (rubrics, evaluation plans, tests, quizzes).	Teaching Others	Additional
K0208	Knowledge of computer based training and e-learning services.	Teaching Others	Additional
K0213	Knowledge of instructional design and evaluation models (e.g., ADDIE, Smith/Ragan model, Gagne’s Events of Instruction, Kirkpatrick’s model of evaluation).	Teaching Others	Additional
K0216	Knowledge of learning levels (i.e., Bloom’s Taxonomy of learning).	Teaching Others	Additional
K0217	Knowledge of Learning Management Systems and their use in managing learning.	Teaching Others	Additional
K0220	Knowledge of modes of learning (e.g., rote learning, observation).	Teaching Others	Additional
K0243	Knowledge of organizational training and education policies, processes, and procedures.	Teaching Others	Additional
K0250	Knowledge of Test & Evaluation processes for learners.	Teaching Others	Additional
K0628	Knowledge of cyber competitions as a way of developing skills by providing hands-on experience in simulated, real-world situations.	Teaching Others	Additional
S0064	Skill in developing and executing technical training programs and curricula.	Teaching Others	Additional
S0102	Skill in applying technical delivery capabilities.	Teaching Others	Additional
A0112	Ability to monitor advancements in information privacy technologies to ensure organizational adaptation and compliance.	Technology Awareness	Additional
K0059	Knowledge of new and emerging information technology (IT) and cybersecurity technologies.	Technology Awareness	Additional
A0015	Ability to conduct vulnerability scans and recognize vulnerabilities in security systems.	Vulnerabilities Assessment	Additional
K0147	Knowledge of emerging security issues, risks, and vulnerabilities.	Vulnerabilities Assessment	Additional
A0019	Ability to produce technical documentation.	Written Communication	Additional

1.4 CORE COMPETENCIES

The table below is a compilation of competencies aligned to the 711-Cyber Instructional Curriculum Developer work role, and their associated importance. Listed competencies are collections of three or more similar Knowledge, Skills, or Abilities aligned to the Work Role. *These competencies originate from the [NICE Framework Competency Pivot Tool](#).*

Table 4. 711-Cyber Instructional Curriculum Developer Core Competencies

Technical Competency	Comp ID	Definition	Work Role Related KSAs	Importance
Organizational Awareness	C037	KSAs that relate to understanding an organization’s mission and functions, its social and political structure and how programs, policies, procedures, rules, and regulations drive and impact the work and objectives of the organization.	<ul style="list-style-type: none"> - Ability to understand technology, management, and leadership issues related to organization processes and problem solving. - Ability to understand the basic concepts and issues related to cyber and its organizational impact. - Knowledge of the organization's core business/mission processes. 	Core
Presenting Effectively	C039	KSAs that relate to the activity in which someone shows, describes, or explains something to an audience.	<ul style="list-style-type: none"> - Knowledge of media production, communication, and dissemination techniques and methods, including alternative ways to inform via written, oral, and visual media. - Ability to communicate complex information, concepts, or ideas in a confident and well-organized manner through verbal, written, and/or visual means. - Ability to prepare and present briefings. 	Core
Teaching Others	C052	KSAs that relate to imparting knowledge of or giving information about or instruction in (a subject or skill)	<ul style="list-style-type: none"> - Ability to tailor curriculum that speaks to the topic at the appropriate level for the target audience. - Ability to apply the Instructional System Design (ISD) methodology. - Knowledge of learning levels (i.e., Bloom’s Taxonomy of learning). - Skill in developing and executing technical training programs and curricula. - Ability to conduct training and education needs assessment. - Knowledge of modes of learning (e.g., rote learning, observation). - Ability to develop clear directions and instructional materials. - Knowledge of training and education principles and methods for curriculum design, teaching and instruction for individuals and groups, and the measurement of training and education - Ability to develop curriculum for use within a virtual environment. - Knowledge of learning assessment techniques (rubrics, evaluation plans, tests, quizzes). 	Core

Technical Competency	Comp ID	Definition	Work Role Related KSAs	Importance
			<ul style="list-style-type: none"> - Knowledge of Learning Management Systems and their use in managing learning. - Ability to develop or procure curriculum that speaks to the topic at the appropriate level for the target. - Knowledge of multiple cognitive domains and tools and methods applicable for learning in each domain. - Knowledge of organizational training and education policies, processes, and procedures. 	
Vulnerabilities Assessment	C077	KSAs that relate to the principles, methods, and tools for assessing vulnerabilities and developing or recommending appropriate mitigation countermeasures.	<ul style="list-style-type: none"> - Knowledge of cyber threats and vulnerabilities. - Knowledge of specific operational impacts of cybersecurity lapses. - Knowledge of emerging security issues, risks, and vulnerabilities. - Ability to conduct vulnerability scans and recognize vulnerabilities in security systems. 	Additional

1.5 SUGGESTED QUALIFICATIONS / CAPABILITY INDICATORS

Table 5. 711-Cyber Instructional Curriculum Developer Suggested Qualifications / Capability Indicators

For indicators of capability for the 711-Cyber Instructional Curriculum Developer work role, please see [Draft NISTR 8193 - National Initiative for Cybersecurity Education \(NICE\) Framework Work Role Capability Indicators](#).

Section to be populated with updated DoD-8140 Qualification Matrix for 711-Cyber Instructional Curriculum Developer.

2 APPENDIX: 711-CYBER INSTRUCTIONAL CURRICULUM DEVELOPER TASK ANALYSIS AND KSA MAPPING

2.1 KEY TO READING THE TASK ANALYSIS AND KSA MAPPING

Table 6. Key to Reading the Task Analysis and KSA Mapping

Proficiency	Task Statement	Importance
As Written	Task as written within the NICE Cybersecurity Workforce Framework (NICE Framework).	Overall Importance to Work Role
Entry	<i>Example behavioral indicator / task permutation for performing this task at an Entry skills proficiency level.</i>	
Intermediate	<i>Example behavioral indicator / task permutation for performing this task at an Intermediate skills proficiency level.</i>	
Advanced	<i>Example behavioral indicator / task permutation for performing this task at an Advanced skills proficiency level.</i>	

Table 7. Primary Knowledge, Skills, and Abilities Required to Perform the above Task

KSA ID	Description	Competency
ID of K, S, or A	Knowledge, Skill or Ability needed to perform the task as written within the NICE Framework	Competency mapped to the individual K, S, or A.

2.2 711-CYBER INSTRUCTIONAL CURRICULUM DEVELOPER TASK ANALYSIS AND KSA MAPPING

Table 8. T0352 Task Analysis

Proficiency	Task Statement	Importance
As Written within Framework	Conduct learning needs assessments and identify requirements.	Core
Entry	<i>Assist with conducting learning needs assessments and identify requirements.</i>	
Intermediate	<i>Conduct learning needs assessments and identify requirements.</i>	
Advanced	<i>Lead, conduct complex or novel learning needs assessments and identify requirements.</i>	

Table 9. Primary Knowledge, Skills, and Abilities Required to Perform the above Task

KSA ID	Description	Competency
K0124	Knowledge of multiple cognitive domains and tools and methods applicable for learning in each domain.	Teaching Others
K0213	Knowledge of instructional design and evaluation models (e.g., ADDIE, Smith/Ragan model, Gagne’s Events of Instruction, Kirkpatrick’s model of evaluation).	Teaching Others
K0216	Knowledge of learning levels (i.e., Bloom’s Taxonomy of learning).	Teaching Others
K0220	Knowledge of modes of learning (e.g., rote learning, observation).	Teaching Others
K0243	Knowledge of organizational training and education policies, processes, and procedures.	Teaching Others
K0245	Knowledge of principles and processes for conducting training and education needs assessment.	Teaching Others
K0252	Knowledge of training and education principles and methods for curriculum design, teaching and instruction for individuals and groups, and the measurement of training and education effects.	Teaching Others
S0070	Skill in talking to others to convey information effectively.	Oral Communication
S0296	Skill in utilizing feedback to improve processes, products, and services.	Process Control
A0013	Ability to communicate complex information, concepts, or ideas in a confident and well-organized manner through verbal, written, and/or visual means.	Presenting Effectively
A0022	Ability to apply principles of adult learning.	Teaching Others
A0024	Ability to develop clear directions and instructional materials.	Teaching Others
A0054	Ability to apply the Instructional System Design (ISD) methodology.	Teaching Others
A0070	Ability to apply critical reading/thinking skills.	Critical Thinking
A0083	Ability to evaluate information for reliability, validity, and relevance.	Data Analysis
A0089	Ability to function in a collaborative environment, seeking continuous consultation with other analysts and experts—both internal and external to the organization—to leverage analytical and technical expertise.	Interpersonal Skills
A0106	Ability to think critically.	Critical Thinking
A0118	Ability to understand technology, management, and leadership issues related to organization processes and problem solving.	Organizational Awareness

KSA ID	Description	Competency
A0119	Ability to understand the basic concepts and issues related to cyber and its organizational impact.	Organizational Awareness
A0171	Ability to conduct training and education needs assessment.	Teaching Others

Table 10. T0365 Task Analysis

Proficiency	Task Statement	Importance
As Written within Framework	Develop or assist in the development of training policies and protocols for cyber training.	Core
Entry	<i>Help with developing policies and protocols for cyber training.</i>	
Intermediate	<i>Develop or assist in the development of policies and protocols for cyber training.</i>	
Advanced	<i>Manage development or evaluation of policies and protocols for cyber training.</i>	

Table 11. Primary Knowledge, Skills, and Abilities Required to Perform the above Task

KSA ID	Description	Competency
K0124	Knowledge of multiple cognitive domains and tools and methods applicable for learning in each domain.	Teaching Others
K0146	Knowledge of the organization's core business/mission processes.	Organizational Awareness
K0213	Knowledge of instructional design and evaluation models (e.g., ADDIE, Smith/Ragan model, Gagne's Events of Instruction, Kirkpatrick's model of evaluation).	Teaching Others
K0216	Knowledge of learning levels (i.e., Bloom's Taxonomy of learning).	Teaching Others
K0220	Knowledge of modes of learning (e.g., rote learning, observation).	Teaching Others
K0243	Knowledge of organizational training and education policies, processes, and procedures.	Teaching Others
K0252	Knowledge of training and education principles and methods for curriculum design, teaching and instruction for individuals and groups, and the measurement of training and education effects.	Teaching Others
A0054	Ability to apply the Instructional System Design (ISD) methodology.	Teaching Others
A0070	Ability to apply critical reading/thinking skills.	Critical Thinking
A0083	Ability to evaluate information for reliability, validity, and relevance.	Data Analysis
A0089	Ability to function in a collaborative environment, seeking continuous consultation with other analysts and experts—both internal and external to the organization—to leverage analytical and technical expertise.	Interpersonal Skills
A0106	Ability to think critically.	Critical Thinking
A0118	Ability to understand technology, management, and leadership issues related to organization processes and problem solving.	Organizational Awareness
A0119	Ability to understand the basic concepts and issues related to cyber and its organizational impact.	Organizational Awareness

Table 12. T0437 Task Analysis

Proficiency	Task Statement	Importance
As Written within Framework	Correlate training and learning to business or mission requirements.	Core
Entry	<i>Support the correlation of training and learning to business or mission requirements.</i>	
Intermediate	<i>Correlate training and learning to business or mission requirements.</i>	
Advanced	<i>Correlate complex or novel training and learning to business or mission requirements.</i>	

Table 13. Primary Knowledge, Skills, and Abilities Required to Perform the above Task

KSA ID	Description	Competency
K0124	Knowledge of multiple cognitive domains and tools and methods applicable for learning in each domain.	Teaching Others
K0146	Knowledge of the organization's core business/mission processes.	Organizational Awareness
K0243	Knowledge of organizational training and education policies, processes, and procedures.	Teaching Others
S0070	Skill in talking to others to convey information effectively.	Oral Communication
S0296	Skill in utilizing feedback to improve processes, products, and services.	Process Control
A0004	Ability to develop curriculum that speaks to the topic at the appropriate level for the target audience.	Teaching Others
A0013	Ability to communicate complex information, concepts, or ideas in a confident and well-organized manner through verbal, written, and/or visual means.	Presenting Effectively
A0018	Ability to prepare and present briefings.	Presenting Effectively
A0019	Ability to produce technical documentation.	Written Communication
A0024	Ability to develop clear directions and instructional materials.	Teaching Others
A0054	Ability to apply the Instructional System Design (ISD) methodology.	Teaching Others
A0057	Ability to tailor curriculum that speaks to the topic at the appropriate level for the target audience.	Teaching Others
A0070	Ability to apply critical reading/thinking skills.	Critical Thinking
A0083	Ability to evaluate information for reliability, validity, and relevance.	Data Analysis
A0089	Ability to function in a collaborative environment, seeking continuous consultation with other analysts and experts—both internal and external to the organization—to leverage analytical and technical expertise.	Interpersonal Skills
A0105	Ability to tailor technical and planning information to a customer's level of understanding.	Information Management
A0106	Ability to think critically.	Critical Thinking
A0114	Ability to develop or procure curriculum that speaks to the topic at the appropriate level for the target.	Teaching Others
A0118	Ability to understand technology, management, and leadership issues related to organization processes and problem solving.	Organizational Awareness
A0119	Ability to understand the basic concepts and issues related to cyber and its organizational impact.	Organizational Awareness

KSA ID	Description	Competency
A0171	Ability to conduct training and education needs assessment.	Teaching Others

Table 14. T0450 Task Analysis

Proficiency	Task Statement	Importance
As Written within Framework	Design training curriculum and course content based on requirements.	Core
Entry	<i>Help with designing training curriculum and course content based on requirements.</i>	
Intermediate	<i>Design training curriculum and course content based on requirements.</i>	
Advanced	<i>Lead, design complex or novel training curriculum and course content based on requirements.</i>	

Table 15. Primary Knowledge, Skills, and Abilities Required to Perform the above Task

KSA ID	Description	Competency
K0124	Knowledge of multiple cognitive domains and tools and methods applicable for learning in each domain.	Teaching Others
K0146	Knowledge of the organization's core business/mission processes.	Organizational Awareness
K0204	Knowledge of learning assessment techniques (rubrics, evaluation plans, tests, quizzes).	Teaching Others
K0208	Knowledge of computer-based training and e-learning services.	Teaching Others
K0213	Knowledge of instructional design and evaluation models (e.g., ADDIE, Smith/Ragan model, Gagne's Events of Instruction, Kirkpatrick's model of evaluation).	Teaching Others
K0216	Knowledge of learning levels (i.e., Bloom's Taxonomy of learning).	Teaching Others
K0217	Knowledge of Learning Management Systems and their use in managing learning.	Teaching Others
K0220	Knowledge of modes of learning (e.g., rote learning, observation).	Teaching Others
K0243	Knowledge of organizational training and education policies, processes, and procedures.	Teaching Others
K0245	Knowledge of principles and processes for conducting training and education needs assessment.	Teaching Others
K0252	Knowledge of training and education principles and methods for curriculum design, teaching and instruction for individuals and groups, and the measurement of training and education effects.	Teaching Others
S0064	Skill in developing and executing technical training programs and curricula.	Teaching Others
A0004	Ability to develop curriculum that speaks to the topic at the appropriate level for the target audience.	Teaching Others
A0013	Ability to communicate complex information, concepts, or ideas in a confident and well-organized manner through verbal, written, and/or visual means.	Presenting Effectively
A0019	Ability to produce technical documentation.	Written Communication
A0022	Ability to apply principles of adult learning.	Teaching Others
A0024	Ability to develop clear directions and instructional materials.	Teaching Others
A0032	Ability to develop curriculum for use within a virtual environment.	Teaching Others
A0054	Ability to apply the Instructional System Design (ISD) methodology.	Teaching Others
A0057	Ability to tailor curriculum that speaks to the topic at the appropriate level for the target audience.	Teaching Others
A0070	Ability to apply critical reading/thinking skills.	Critical Thinking

KSA ID	Description	Competency
A0083	Ability to evaluate information for reliability, validity, and relevance.	Data Analysis
A0089	Ability to function in a collaborative environment, seeking continuous consultation with other analysts and experts—both internal and external to the organization—to leverage analytical and technical expertise.	Interpersonal Skills
A0106	Ability to think critically.	Critical Thinking
A0114	Ability to develop or procure curriculum that speaks to the topic at the appropriate level for the target.	Teaching Others

Table 16. T0534 Task Analysis

Proficiency	Task Statement	Importance
As Written within Framework	Conduct periodic reviews/revisions of course content for accuracy, completeness alignment, and currency (e.g., course content documents, lesson plans, student texts, examinations, schedules of instruction, and course descriptions).	Core
Entry	<i>Assist with conducting periodic reviews/revisions of course content for accuracy, completeness alignment, and currency (e.g., course content documents, lesson plans, student texts, examinations, schedules of instruction, and course descriptions).</i>	
Intermediate	<i>Conduct periodic reviews/revisions of course content for accuracy, completeness alignment, and currency (e.g., course content documents, lesson plans, student texts, examinations, schedules of instruction, and course descriptions).</i>	
Advanced	<i>Conduct complex or novel periodic reviews/revisions of course content for accuracy, completeness alignment, and currency (e.g., course content documents, lesson plans, student texts, examinations, schedules of instruction, and course descriptions).</i>	

Table 17. Primary Knowledge, Skills, and Abilities Required to Perform the above Task

KSA ID	Description	Competency
K0124	Knowledge of multiple cognitive domains and tools and methods applicable for learning in each domain.	Teaching Others
K0146	Knowledge of the organization's core business/mission processes.	Organizational Awareness
K0204	Knowledge of learning assessment techniques (rubrics, evaluation plans, tests, quizzes).	Teaching Others
K0213	Knowledge of instructional design and evaluation models (e.g., ADDIE, Smith/Ragan model, Gagne's Events of Instruction, Kirkpatrick's model of evaluation).	Teaching Others
K0216	Knowledge of learning levels (i.e., Bloom's Taxonomy of learning).	Teaching Others
K0220	Knowledge of modes of learning (e.g., rote learning, observation).	Teaching Others
K0243	Knowledge of organizational training and education policies, processes, and procedures.	Teaching Others
K0245	Knowledge of principles and processes for conducting training and education needs assessment.	Teaching Others
K0250	Knowledge of Test & Evaluation processes for learners.	Teaching Others
K0252	Knowledge of training and education principles and methods for curriculum design, teaching and instruction for individuals and groups, and the measurement of training and education effects.	Teaching Others
S0064	Skill in developing and executing technical training programs and curricula.	Teaching Others
S0296	Skill in utilizing feedback to improve processes, products, and services.	Process Control