

In the Senate of the United States,

December 10, 2014.

Resolved, That the bill from the House of Representatives (H.R. 2952) entitled “An Act to amend the Homeland Security Act of 2002 to make certain improvements in the laws relating to the advancement of security technologies for critical infrastructure protection, and for other purposes.”, do pass with the following

AMENDMENTS:

Strike all after the enacting clause and insert the following:

1 ***SECTION 1. SHORT TITLE.***

2 *This Act may be cited as the “Cybersecurity Workforce*
3 *Assessment Act”.*

4 ***SEC. 2. DEFINITIONS.***

5 *In this Act—*

6 *(1) the term “Cybersecurity Category” means a*
7 *position’s or incumbent’s primary work function in-*
8 *volving cybersecurity, which is further defined by*
9 *Specialty Area;*

1 (2) *the term “Department” means the Depart-*
2 *ment of Homeland Security;*

3 (3) *the term “Secretary” means the Secretary of*
4 *Homeland Security; and*

5 (4) *the term “Specialty Area” means any of the*
6 *common types of cybersecurity work as recognized by*
7 *the National Initiative for Cybersecurity Education’s*
8 *National Cybersecurity Workforce Framework report.*

9 **SEC. 3. CYBERSECURITY WORKFORCE ASSESSMENT AND**
10 **STRATEGY.**

11 (a) *WORKFORCE ASSESSMENT.—*

12 (1) *IN GENERAL.—Not later than 180 days after*
13 *the date of enactment of this Act, and annually there-*
14 *after for 3 years, the Secretary shall assess the cyber-*
15 *security workforce of the Department.*

16 (2) *CONTENTS.—The assessment required under*
17 *paragraph (1) shall include, at a minimum—*

18 (A) *an assessment of the readiness and ca-*
19 *capacity of the workforce of the Department to*
20 *meet its cybersecurity mission;*

21 (B) *information on where cybersecurity*
22 *workforce positions are located within the De-*
23 *partment;*

24 (C) *information on which cybersecurity*
25 *workforce positions are—*

1 (i) performed by—

2 (I) permanent full-time equivalent
3 employees of the Department, includ-
4 ing, to the greatest extent practicable,
5 demographic information about such
6 employees;

7 (II) independent contractors; and

8 (III) individuals employed by
9 other Federal agencies, including the
10 National Security Agency; or

11 (ii) vacant; and

12 (D) information on—

13 (i) the percentage of individuals within
14 each Cybersecurity Category and Specialty
15 Area who received essential training to per-
16 form their jobs; and

17 (ii) in cases in which such essential
18 training was not received, what challenges,
19 if any, were encountered with respect to the
20 provision of such essential training.

21 (b) WORKFORCE STRATEGY.—

22 (1) IN GENERAL.—The Secretary shall—

23 (A) not later than 1 year after the date of
24 enactment of this Act, develop a comprehensive
25 workforce strategy to enhance the readiness, ca-

1 *capacity, training, recruitment, and retention of*
2 *the cybersecurity workforce of the Department;*
3 *and*

4 *(B) maintain and, as necessary, update the*
5 *comprehensive workforce strategy developed*
6 *under subparagraph (A).*

7 (2) *CONTENTS.—The comprehensive workforce*
8 *strategy developed under paragraph (1) shall include*
9 *a description of—*

10 *(A) a multi-phased recruitment plan, in-*
11 *cluding with respect to experienced professionals,*
12 *members of disadvantaged or underserved com-*
13 *munities, the unemployed, and veterans;*

14 *(B) a 5-year implementation plan;*

15 *(C) a 10-year projection of the cybersecurity*
16 *workforce needs of the Department;*

17 *(D) any obstacle impeding the hiring and*
18 *development of a cybersecurity workforce in the*
19 *Department; and*

20 *(E) any gap in the existing cybersecurity*
21 *workforce of the Department and a plan to fill*
22 *any such gap.*

23 (c) *UPDATES.—The Secretary submit to the appro-*
24 *priate congressional committees annual updates on—*

1 (1) *the cybersecurity workforce assessment re-*
2 *quired under subsection (a); and*

3 (2) *the progress of the Secretary in carrying out*
4 *the comprehensive workforce strategy required to be*
5 *developed under subsection (b).*

6 **SEC. 4. CYBERSECURITY FELLOWSHIP PROGRAM.**

7 *Not later than 120 days after the date of enactment*
8 *of this Act, the Secretary shall submit to the appropriate*
9 *congressional committees a report on the feasibility, cost,*
10 *and benefits of establishing a Cybersecurity Fellowship Pro-*
11 *gram to offer a tuition payment plan for individuals pur-*
12 *suing undergraduate and doctoral degrees who agree to*
13 *work for the Department for an agreed-upon period of time.*

Amend the title so as to read: “An Act to require the Secretary of Homeland Security to assess the cybersecurity workforce of the Department of Homeland Security and develop a comprehensive workforce strategy, and for other purposes.”.

Attest:

Secretary.

113TH CONGRESS
2^D SESSION

H.R. 2952

AMENDMENTS