

PUBLIC LAW 113-246—DEC. 18, 2014

CYBERSECURITY WORKFORCE ASSESSMENT  
ACT

Public Law 113–246  
113th Congress

An Act

Dec. 18, 2014  
[H.R. 2952]

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.

Cybersecurity  
Workforce  
Assessment Act.  
6 USC 101 note.

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,*

**SECTION 1. SHORT TITLE.**

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

6 USC 146 note.

**SEC. 2. DEFINITIONS.**

In this Act—

(1) the term “Cybersecurity Category” means a position’s or incumbent’s primary work function involving cybersecurity, which is further defined by Specialty Area;

(2) the term “Department” means the Department of Homeland Security;

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

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

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

Deadlines.  
6 USC 146.

(a) **WORKFORCE ASSESSMENT.**

(1) **IN GENERAL.**—Not later than 180 days after the date of enactment of this Act, and annually thereafter for 3 years, the Secretary shall assess the cybersecurity workforce of the Department.

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

(A) an assessment of the readiness and capacity of the workforce of the Department to meet its cybersecurity mission;

(B) information on where cybersecurity workforce positions are located within the Department;

(C) information on which cybersecurity workforce positions are—

(i) performed by—

(I) permanent full-time equivalent employees of the Department, including, to the greatest extent practicable, demographic information about such employees;

- (II) independent contractors; and
- (III) individuals employed by other Federal agencies, including the National Security Agency; or
- (ii) vacant; and
- (D) information on—
  - (i) the percentage of individuals within each Cybersecurity Category and Specialty Area who received essential training to perform their jobs; and
  - (ii) in cases in which such essential training was not received, what challenges, if any, were encountered with respect to the provision of such essential training.
- (b) **WORKFORCE STRATEGY.**—
  - (1) **IN GENERAL.**—The Secretary shall—
    - (A) not later than 1 year after the date of enactment of this Act, develop a comprehensive workforce strategy to enhance the readiness, capacity, training, recruitment, and retention of the cybersecurity workforce of the Department; and
    - (B) maintain and, as necessary, update the comprehensive workforce strategy developed under subparagraph (A).
  - (2) **CONTENTS.**—The comprehensive workforce strategy developed under paragraph (1) shall include a description of—
    - (A) a multi-phased recruitment plan, including with respect to experienced professionals, members of disadvantaged or underserved communities, the unemployed, and veterans;
    - (B) a 5-year implementation plan;
    - (C) a 10-year projection of the cybersecurity workforce needs of the Department;
    - (D) any obstacle impeding the hiring and development of a cybersecurity workforce in the Department; and
    - (E) any gap in the existing cybersecurity workforce of the Department and a plan to fill any such gap.
- (c) **UPDATES.**—The Secretary submit to the appropriate congressional committees annual updates on—
  - (1) the cybersecurity workforce assessment required under subsection (a); and
  - (2) the progress of the Secretary in carrying out the comprehensive workforce strategy required to be developed under subsection (b).

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

Not later than 120 days after the date of enactment of this Act, the Secretary shall submit to the appropriate congressional committees a report on the feasibility, cost, and benefits of establishing a Cybersecurity Fellowship Program to offer a tuition payment plan for individuals pursuing undergraduate and doctoral

Deadline.  
Reports.

degrees who agree to work for the Department for an agreed-upon period of time.

Approved December 18, 2014.

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LEGISLATIVE HISTORY—H.R. 2952:

HOUSE REPORTS: No. 113–324 (Comm. on Homeland Security).  
CONGRESSIONAL RECORD, Vol. 160 (2014):

July 28, considered and passed House.  
Dec. 10, considered and passed Senate, amended.  
Dec. 11, House concurred in Senate amendments.

