

119TH CONGRESS
2D SESSION

S. 3619

To require the Secretary of Defense to develop a cyber workforce strategy for the Department of Defense, and for other purposes.

IN THE SENATE OF THE UNITED STATES

JANUARY 13, 2026

Mr. PETERS (for himself and Mr. ROUNDS) introduced the following bill;
which was read twice and referred to the Committee on Armed Services

A BILL

To require the Secretary of Defense to develop a cyber workforce strategy for the Department of Defense, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Department of Defense
5 Comprehensive Cyber Workforce Strategy Act of 2026”.

6 **SEC. 2. DEPARTMENT OF DEFENSE CYBER WORKFORCE**
7 **STRATEGY.**

8 (a) STRATEGY AND REPORT REQUIRED.—Not later
9 than January 31, 2027, the Secretary of Defense shall,
10 acting through the Chief Information Officer of the De-

1 partment of Defense and the Assistant Secretary of De-
2 fense for Cyber Policy and in consultation with the Chief
3 Information Officers and Principal Cyber Advisors of the
4 military departments—

5 (1) develop a comprehensive cyber workforce
6 strategy; and

7 (2) submit to the Committee on Armed Services
8 of the Senate and the Committee on Armed Services
9 of the House of Representatives a report on the
10 strategy developed under paragraph (1).

11 (b) CONTENTS.—The report required by subsection
12 (a)(2) shall include the following:

13 (1) An assessment of progress achieved and re-
14 maining gaps in implementation of the 2023–2027
15 Department of Defense Cyber Workforce Strategy,
16 including identification of elements that should be
17 continued, modified, or discontinued in the strategy
18 developed under subsection (a)(1).

19 (2) A descriptive analysis of the Defense Cyber
20 Workforce Framework (in this section referred to as
21 the “Framework”), including the goals, activities,
22 milestones, and key performance indicators used by
23 the Department of Defense to measure progress and
24 assess the effectiveness of the implementation of the
25 strategy required by subsection (a)(1).

1 (3) Assessment of the scope of the affected
2 workforce for the Framework, including specific
3 workforce numbers, vacancy numbers, work roles, or
4 other statistical data relating to personnel system
5 metrics.

6 (4) Identification of progress of the Department
7 in implementing the Framework based on the goals,
8 activities, milestones, and key performance indica-
9 tors described in paragraph (2).

10 (5) Identification of any issues, problems, or
11 roadblocks identified by the Department in imple-
12 menting the Framework, as well as any adjustments
13 required to measurements of progress or inclusions
14 of new goals, activities, milestones, key performance
15 indicators, or work roles since publication of such
16 framework, and any steps taken by the Department
17 to overcome issues or lack of authority to address
18 roadblocks.

19 (6) Opportunities to leverage support from non-
20 Department entities, or of any workforce or talent
21 management authorities that exist within other Fed-
22 eral agencies in which inclusion in the Framework
23 might benefit the Department.

24 (7) The availability of commercial tools that
25 support Framework talent management processes

1 and might enhance performance or effectiveness, in-
2 cluding for workforce qualification and certification
3 tracking, talent identification and tracking, tagging
4 for additional skill identifiers in existing personnel
5 management systems, or enhancing skill develop-
6 ment for specific work roles.

7 (8) Opportunities to leverage supplementary
8 personnel models that might be adapted from other
9 domains, such as cyber civilian reserves or cyber
10 auxiliary forces.

11 (9) Integration of existing academic centers of
12 excellence or other university partnerships to help
13 improve workforce development, talent acquisition,
14 and skills development.

15 (10) A review of Framework work roles for arti-
16 ficial intelligence, data science, and data engineering
17 to assess alignment with corresponding work roles in
18 industry and recommendations for modifications to
19 enable more effective recruiting of industry talent.

20 (11) Resource requirements and implementation
21 timeline for the strategy developed under subsection
22 (a)(1), including budget estimates and key mile-
23 stones.

24 (c) EXTERNAL VIEWS.—In developing the strategy
25 required under subsection (a)(1), the Secretary may solicit

1 or coordinate views from external organizations with rel-
2 evant expertise in human resources planning or human
3 capital strategy, higher education or training, or cyber
4 professional industry associations.

5 (d) FORM.—The report submitted pursuant to sub-
6 section (a)(2) shall be submitted in unclassified form, but
7 may include a classified annex.

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