

Thomas R. Carper ^{S.L.C.}

AMENDMENT NO. _____ Calendar No. _____

Purpose: In the nature of a substitute.

IN THE SENATE OF THE UNITED STATES—113th Cong., 2d Sess.

H. R. 2952

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.

Referred to the Committee on _____ and ordered to be printed

Ordered to lie on the table and to be printed

AMENDMENT IN THE NATURE OF A SUBSTITUTE intended to be proposed by Mr. CARPER

Viz:

1 Strike all after the enacting clause and insert the following:
2

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the "Cybersecurity Work-
5 force Assessment Act".

6 **SEC. 2. DEFINITIONS.**

7 In this Act—

8 (1) the term "Cybersecurity Category" means a
9 position's or incumbent's primary work function in-
10 volving cybersecurity, which is further defined by
11 Specialty Area;

1 (2) the term "Department" means the Depart-
2 ment of Homeland Security;

3 (3) the term "Secretary" means the Secretary
4 of Homeland Security; and

5 (4) the term "Specialty Area" means any of the
6 common types of cybersecurity work as recognized
7 by the National Initiative for Cybersecurity Edu-
8 cation's National Cybersecurity Workforce Frame-
9 work report.

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

12 (a) **WORKFORCE ASSESSMENT.**—

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

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

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

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

1 (C) information on which cybersecurity
2 workforce positions are—

3 (i) performed by—

4 (I) permanent full-time equiva-
5 lent employees of the Department, in-
6 cluding, to the greatest extent prac-
7 ticable, demographic information
8 about such employees;

9 (II) independent contractors; and

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

13 (ii) vacant; and

14 (D) information on—

15 (i) the percentage of individuals with-
16 in each Cybersecurity Category and Spe-
17 cialty Area who received essential training
18 to perform their jobs; and

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

23 (b) WORKFORCE STRATEGY.—

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

1 (A) not later than 1 year after the date of
2 enactment of this Act, develop a comprehensive
3 workforce strategy to enhance the readiness, ca-
4 pacity, training, recruitment, and retention of
5 the cybersecurity workforce of the Department;
6 and

7 (B) maintain and, as necessary, update the
8 comprehensive workforce strategy developed
9 under subparagraph (A).

10 (2) CONTENTS.—The comprehensive workforce
11 strategy developed under paragraph (1) shall include
12 a description of—

13 (A) a multi-phased recruitment plan, in-
14 cluding with respect to experienced profes-
15 sionals, members of disadvantaged or under-
16 served communities, the unemployed, and vet-
17 erans;

18 (B) a 5-year implementation plan;

19 (C) a 10-year projection of the cybersecu-
20 rity workforce needs of the Department;

21 (D) any obstacle impeding the hiring and
22 development of a cybersecurity workforce in the
23 Department; and

1 (E) any gap in the existing cybersecurity
2 workforce of the Department and a plan to fill
3 any such gap.

4 (c) UPDATES.—The Secretary submit to the appro-
5 priate congressional committees annual updates on—

6 (1) the cybersecurity workforce assessment re-
7 quired under subsection (a); and

8 (2) the progress of the Secretary in carrying
9 out the comprehensive workforce strategy required
10 to be developed under subsection (b).

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

12 Not later than 120 days after the date of enactment
13 of this Act, the Secretary shall submit to the appropriate
14 congressional committees a report on the feasibility, cost,
15 and benefits of establishing a Cybersecurity Fellowship
16 Program to offer a tuition payment plan for individuals
17 pursuing undergraduate and doctoral degrees who agree
18 to work for the Department for an agreed-upon period of
19 time.