

## Union Calendar No. 212

113TH CONGRESS  
1ST SESSION

# H. R. 3107

[Report No. 113-294]

To require the Secretary of Homeland Security to establish cybersecurity occupation classifications, assess the cybersecurity workforce, develop a strategy to address identified gaps in the cybersecurity workforce, and for other purposes.

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### IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 17, 2013

Ms. CLARKE introduced the following bill; which was referred to the  
Committee on Homeland Security

DECEMBER 12, 2013

Additional sponsors: Mr. HORSFORD, Mr. MEEHAN, and Mr. THOMPSON of  
Mississippi

DECEMBER 12, 2013

Reported with an amendment, committed to the Committee of the Whole  
House on the State of the Union, and ordered to be printed

[Strike out all after the enacting clause and insert the part printed in *italic*]

[For text of introduced bill, see copy of bill as introduced on September 17, 2013]

# **A BILL**

To require the Secretary of Homeland Security to establish cybersecurity occupation classifications, assess the cybersecurity workforce, develop a strategy to address identified gaps in the cybersecurity workforce, 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 “Homeland Security Cy-*  
5 *bersecurity Boots-on-the-Ground Act”.*

6 **SEC. 2. CYBERSECURITY OCCUPATION CLASSIFICATIONS,**  
7 **WORKFORCE ASSESSMENT, AND STRATEGY.**

8 *(a) CYBERSECURITY OCCUPATION CLASSIFICATIONS.—*

9 *(1) IN GENERAL.—Not later than 90 days after*  
10 *the date of the enactment of this Act, the Secretary of*  
11 *Homeland Security shall develop and issue com-*  
12 *prehensive occupation classifications for individuals*  
13 *performing activities in furtherance of the cybersecu-*  
14 *rity mission of the Department of Homeland Secu-*  
15 *rity.*

16 *(2) APPLICABILITY.—The Secretary of Homeland*  
17 *Security shall ensure that the comprehensive occupa-*  
18 *tion classifications issued under paragraph (1) are*  
19 *used throughout the Department of Homeland Secu-*  
20 *rity and are made available to other Federal agencies.*

21 *(b) CYBERSECURITY WORKFORCE ASSESSMENT.—*

22 *(1) IN GENERAL.—Not later than 180 days after*  
23 *the date of the enactment of this Act, the Secretary of*  
24 *Homeland Security, acting through the Chief Human*  
25 *Capital Officer and Chief Information Officer of the*

1 *Department of Homeland Security, shall assess the*  
2 *readiness and capacity of the Department to meet its*  
3 *cybersecurity mission.*

4 (2) *CONTENTS.—The assessment required under*  
5 *paragraph (1) shall, at a minimum, include the fol-*  
6 *lowing:*

7 (A) *Information where cybersecurity posi-*  
8 *tions are located within the Department of*  
9 *Homeland Security, specified in accordance with*  
10 *the cybersecurity occupation classifications*  
11 *issued under subsection (a).*

12 (B) *Information on which cybersecurity po-*  
13 *sitions are—*

14 (i) *performed by—*

15 (I) *permanent full time depart-*  
16 *mental employees, together with demo-*  
17 *graphic information about such em-*  
18 *ployees' race, ethnicity, gender, dis-*  
19 *ability status, and veterans status;*

20 (II) *individuals employed by*  
21 *independent contractors; and*

22 (III) *individuals employed by*  
23 *other Federal agencies, including the*  
24 *National Security Agency; and*

25 (ii) *vacant.*

1           (C) *The number of individuals hired by the*  
2           *Department pursuant to the authority granted to*  
3           *the Secretary of Homeland Security in 2009 to*  
4           *permit the Secretary to fill 1,000 cybersecurity*  
5           *positions across the Department over a three*  
6           *year period, and information on what challenges,*  
7           *if any, were encountered with respect to the im-*  
8           *plementation of such authority.*

9           (D) *Information on vacancies within the*  
10          *Department's cybersecurity supervisory work-*  
11          *force, from first line supervisory positions*  
12          *through senior departmental cybersecurity posi-*  
13          *tions.*

14          (E) *Information on the percentage of indi-*  
15          *viduals within each cybersecurity occupation*  
16          *classification who received essential training to*  
17          *perform their jobs, and in cases in which such*  
18          *training is not received, information on what*  
19          *challenges, if any, were encountered with respect*  
20          *to the provision of such training.*

21          (F) *Information on recruiting costs in-*  
22          *curring with respect to efforts to fill cybersecurity*  
23          *positions across the Department in a manner*  
24          *that allows for tracking of overall recruiting and*

1           *identifying areas for better coordination and*  
2           *leveraging of resources within the Department.*

3           (c) *WORKFORCE STRATEGY.*—

4           (1) *IN GENERAL.*—*Not later than 180 days after*  
5           *the date of the enactment of this Act, the Secretary of*  
6           *Homeland Security shall develop a comprehensive*  
7           *workforce strategy that enhances the readiness, capac-*  
8           *ity, training, and recruitment and retention of the*  
9           *cybersecurity workforce of the Department of Home-*  
10          *land Security.*

11          (2) *CONTENTS.*—*The comprehensive workforce*  
12          *strategy developed under paragraph (1) shall in-*  
13          *clude—*

14                (A) *a multiphased recruitment plan, in-*  
15                *cluding relating to experienced professionals,*  
16                *members of disadvantaged or underserved com-*  
17                *munities, the unemployed, and veterans;*

18                (B) *a 5-year implementation plan; and*

19                (C) *a 10-year projection of Federal work-*  
20                *force needs.*

21          (d) *INFORMATION SECURITY TRAINING.*—*Not later*  
22          *than 270 days after the date of the enactment of this Act,*  
23          *the Secretary of Homeland Security shall establish and*  
24          *maintain a process to verify on an ongoing basis that indi-*  
25          *viduals employed by independent contractors who serve in*

1 *cybersecurity positions at the Department of Homeland Se-*  
2 *curity receive initial and recurrent information security*  
3 *training comprised of general security awareness training*  
4 *necessary to perform their job functions, and role-based se-*  
5 *curity training that is commensurate with assigned respon-*  
6 *sibilities. The Secretary shall maintain documentation to*  
7 *ensure that training provided to an individual under this*  
8 *subsection meets or exceeds requirements for such individ-*  
9 *ual's job function.*

10 *(e) UPDATES.—Together with the submission to Con-*  
11 *gress of annual budget requests, the Secretary of Homeland*  
12 *Security shall provide updates regarding the cybersecurity*  
13 *workforce assessment required under subsection (b), infor-*  
14 *mation on the progress of carrying out the comprehensive*  
15 *workforce strategy developed under subsection (c), and in-*  
16 *formation on the status of the implementation of the infor-*  
17 *mation security training required under subsection (d).*

18 *(f) GAO STUDY.—The Secretary of Homeland Secu-*  
19 *rity shall provide the Comptroller General of the United*  
20 *States with information on the cybersecurity workforce as-*  
21 *essment required under subsection (a) and progress on car-*  
22 *rying out the comprehensive workforce strategy developed*  
23 *under subsection (c). The Comptroller General shall submit*  
24 *to the Secretary, the Committee on Homeland Security of*  
25 *the House of Representatives, and the Committee on Home-*

1 *land Security and Governmental Affairs of the Senate a*  
2 *study on such assessment and strategy.*

3 **SEC. 3. CYBERSECURITY FELLOWSHIP PROGRAM.**

4 *Not later than 120 days after the date of the enactment*  
5 *of this Act, the Secretary of Homeland Security shall sub-*  
6 *mit to the Committee on Homeland Security of the House*  
7 *of Representatives and the Committee on Homeland Secu-*  
8 *riety and Governmental Affairs of the Senate a report on*  
9 *the feasibility of establishing a Cybersecurity Fellowship*  
10 *Program to offer a tuition payment plan for undergraduate*  
11 *and doctoral candidates who agree to work for the Depart-*  
12 *ment of Homeland Security for an agreed-upon period of*  
13 *time.*

14 **SEC. 4. DEFINITION.**

15 *In this Act, the term “cybersecurity mission” means*  
16 *activities that encompass the full range of threat reduction,*  
17 *vulnerability reduction, deterrence, incident response, resil-*  
18 *ency, and recovery activities to foster the security and sta-*  
19 *bility of cyberspace.*





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