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Education, Energy, and
Environment Committee

Chair, Joint Committee on
Cybersecurity, Information Technology
and Biotechnology



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THE SENATE OF MARYLAND
ANNAPOLIS, MARYLAND 21401

Testimony in Support of SB867 - Cyber Maryland Program - Revisions

March 6, 2025

Chair Feldman, Vice-Chair Kagan, and members of the Education, Energy, and Environment Committee:

Thank you for your consideration of **SB867 - Cyber Maryland Program – Revisions**, which transfers the CyberMaryland Program and CyberMaryland Fund from the Maryland Technology Development Corporation (TEDCO) to the Maryland Department of Labor.

For context, the state has a pressing need to fill currently open jobs. A [2024 report published by Lightcast](#) in collaboration with the CyberMaryland Board revealed that the Maryland/DC region has one of the highest demands for cybersecurity professionals in the country. Between December 2023 and January 2024, there were 9,781 cybersecurity job openings in the area.¹ At the same time, the region faces one of the nation’s most significant talent shortages, with a gap of 6,513 unfilled positions.² As cyber threats continue to escalate, strengthening our cybersecurity workforce is critical to protecting personal information and ensuring digital security. Moreover, given the high demand for cybersecurity professionals, this sector presents a significant opportunity for economic growth and workforce development in Maryland.

This bill is similar to the Department of Labor’s bill (SB241) heard on January 30th, which facilitates the transfer of the CyberMaryland program from TEDCO to the Maryland Department of Labor. However, it was drafted later, and thus has the benefit of being able to integrate the key findings from the Maryland Cybersecurity Talent Strategy³, and has additional details which expands the program’s workforce development role and updates how its funding is utilized.

¹Cybersecurity Workforce Analysis & Strategy. (n.d.-b).
[https://www.tedcomd.com/sites/default/files/2024-05/TEDCO Cyber Maryland - Cybersecurity Workforce Strategy - Final Report.pdf](https://www.tedcomd.com/sites/default/files/2024-05/TEDCO%20Cyber%20Maryland%20-%20Cybersecurity%20Workforce%20Strategy%20-%20Final%20Report.pdf). Page 13.

² Cybersecurity Workforce Analysis & Strategy. (n.d.-b).
[https://www.tedcomd.com/sites/default/files/2024-05/TEDCO Cyber Maryland - Cybersecurity Workforce Strategy - Final Report.pdf](https://www.tedcomd.com/sites/default/files/2024-05/TEDCO%20Cyber%20Maryland%20-%20Cybersecurity%20Workforce%20Strategy%20-%20Final%20Report.pdf). Page 17.

³ *Maryland’s Cybersecurity Talent Strategy 2025*.

Maryland's Cybersecurity Talent Strategy was developed last year by the CyberMaryland Board and the Governor's Workforce Development Board. It has four fundamental goals aimed at closing the workforce gap for employers and expanding economic opportunity for Maryland in the process. These goals include:

1. Equipping every Marylander with foundational skills to grow the pipeline of potential cyber talent;
2. Transforming postsecondary cybersecurity education to align with industry needs;
3. Expanding new pathways into cybersecurity careers beyond traditional higher education; and
4. Strengthening the federal, state, and local Government cybersecurity workforce.

You will see these goals reflected in this draft of the bill. Specifically, SB 867 will:

- Transfer the CyberMaryland Program from TEDCO to the Department of Labor
- Expand the membership of the CyberMaryland Board, encourage diversity amongst board members, and set term restrictions for board members
- Require key performance metrics be included in the annual report on the Program to the Governor
- Allocate the funding in the Governor's budget to the CyberMaryland Fund to provide grants, while expanding and clarifying the eligibility criteria for recipient organizations to ensure activities in FY 2026 align with the most urgent priorities identified in the report.

The bill allocates:

- \$1,000,000 for the establishment of Cybersecurity Clinics to bridge the gap in education between theoretical and practical application, while simultaneously providing critical cybersecurity support to our water systems, hospitals and schools.
- \$500,000 to support the development of a service-based learning program for cybersecurity.
- \$500,000 to support transitioning veterans within the State who have cyber skills, adjacent skills, or relevant clearances acquired during their service.
- \$99,000 for talent pipeline management aligned with the framework from the U.S. Chamber of Commerce Foundation.
- \$250,000 to support existing or develop new programs and incentives for worker training.
- \$250,000 to support cybersecurity education at the kindergarten, elementary school, and secondary levels, including at summer camps.
- \$250,000 for a marketing campaign, in consultation with the Department of Commerce, to attract cyber talent and industry to the state
- \$250,000 for the Maryland Statewide Computing Alignment to Locate Education (SCALE) Portal. The Maryland Statewide Computing Alignment to Locate your


Education pathway (SCALE) project will enable youth and adults to follow a computing education training and/or industry certification pathway to enter Maryland's technologically advanced workforce.⁴

We have a consensus amendment from TEDCO and the Department of Labor for the committee which has a few technical changes and removes the re-appropriation of funds. We will share this amendment as soon as we receive it.

Moving the CyberMaryland Program will allow the Department of Labor to utilize existing resources and grants to better accomplish the goals of the Program. This version of the bill is strong because it clarifies and focuses how the state's resources will be spent. With this bill, we are taking a major step towards equipping Marylanders with the skills needed to enter the cybersecurity field and meet the growing workforce demand in our state.

For these reasons, I respectfully request a favorable report on SB867.

Sincerely,

A handwritten signature in black ink that reads "Katie Fry Hester". The signature is written in a cursive, flowing style.

Senator Katie Fry Hester
Howard and Montgomery Counties

⁴ *Statewide Computing Alignment to Locate your Education Pathway (SCALE)*. Retrieved from https://drive.google.com/file/d/1FqMG77ffxZ24S8RO5zx_qzDaawFtATvC/view