



THE SENATE OF MARYLAND  
ANNAPOLIS, MARYLAND 21401

**Testimony in Support of SB867 - Cyber Maryland Program - Revisions**

March 21, 2025

Chair Pena-Melnyk, Vice-Chair Cullison, and members of the Health and Government Operations 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. SB 867 is the cross file to HB 1468, cross filed by Delegate Forbes, which this committee recently heard.

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.<sup>1</sup> At the same time, the region faces one of the nation's most significant talent shortages, with a gap of 6,513 unfilled positions.<sup>2</sup> 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

---

<sup>1</sup>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 13.

<sup>2</sup> 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.

key findings from the Maryland Cybersecurity Talent Strategy<sup>3</sup>, and has additional details which expands the program's workforce development role and updates how its funding is utilized.

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
- Suggest where grant funding for the CyberMaryland Fund will go, 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 recommends funding 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 (\$1,000,000)
  - Supporting the development of a service-based learning program for cybersecurity.
  - Supporting transitioning veterans within the State who have cyber skills, adjacent skills, or relevant clearances acquired during their service.
  - Supporting existing or developing new programs and incentives for worker training.
  - Supporting cybersecurity education at the kindergarten, elementary school, and secondary levels, including at summer camps.
  - A marketing campaign to attract cyber talent and industry to the state.

---

<sup>3</sup> *Maryland's Cybersecurity Talent Strategy 2025.*

- The Maryland Statewide Computing Alignment to Locate Education (SCALE) Portal. The Maryland SCALE portal will enable youth and adults to follow a computing education training and/or industry certification pathway to enter Maryland's technologically advanced workforce.<sup>4</sup>

The amended bill that is being presented before this committee has the support of TEDCO and the Department of Labor and includes a few technical changes and removes the re-appropriation of funds.

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, appearing to read "Katie Fry Hester". The signature is written in a cursive, flowing style.

Senator Katie Fry Hester  
Howard and Montgomery Counties

---

<sup>4</sup> *Statewide Computing Alignment to Locate your Education Pathway (SCALE)*. Retrieved from [https://drive.google.com/file/d/1FqMG77ffxZ24S8RO5zx\\_qzDaawFtATvC/view](https://drive.google.com/file/d/1FqMG77ffxZ24S8RO5zx_qzDaawFtATvC/view)