

SENATE BILL 867

C8, K3

(5lr2290)

ENROLLED BILL

— *Education, Energy, and the Environment/Health and Government Operations* —

Introduced by **Senator Hester**

Read and Examined by Proofreaders:

Proofreader.

Proofreader.

Sealed with the Great Seal and presented to the Governor, for his approval this

_____ day of _____ at _____ o'clock, _____ M.

President.

CHAPTER _____

1 AN ACT concerning

2 **Cyber Maryland Program – Revisions**

3 FOR the purpose of transferring the Cyber Maryland Program from the Maryland
4 Technology Development Corporation to the Maryland Department of Labor;
5 altering the duties of the Program; requiring the Program to award certain
6 competitive grants and contracts; altering the purposes for which the Cyber
7 Maryland Fund may be used; altering certain funding requirements related to the
8 Program; ~~requiring that unused balances from certain programs and funds be~~
9 ~~transferred to the Program at the close of the fiscal year;~~ altering the membership of
10 the Cyber Maryland Board; and generally relating to the Cyber Maryland Program.

11 BY transferring

12 Article – Economic Development

13 Section 10–491 and the part “Part XI. Miscellaneous”

14 Annotated Code of Maryland

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.

Italics indicate opposite chamber/conference committee amendments.



1 (2024 Replacement Volume and 2024 Supplement)
2 to be
3 Article – Labor and Employment
4 Section 11–1701 and the subtitle “Subtitle 17. Miscellaneous”
5 Annotated Code of Maryland
6 (2016 Replacement Volume and 2024 Supplement)

7 BY repealing and reenacting, with amendments,
8 Article – Labor and Employment
9 Section 11–1701 to be under the amended subtitle “Subtitle 17. Cyber Maryland
10 Program”
11 Annotated Code of Maryland
12 (2016 Replacement Volume and 2024 Supplement)
13 (As enacted by Section 1 of this Act)

14 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
15 That Section(s) 10–491 and the part “Part XI. Miscellaneous” of Article – Economic
16 Development of the Annotated Code of Maryland be transferred to be Section(s) 11–1701
17 and the subtitle “Subtitle 17. Miscellaneous” of Article – Labor and Employment of the
18 Annotated Code of Maryland.

19 SECTION 2. AND BE IT FURTHER ENACTED, That the Laws of Maryland read
20 as follows:

21 **Article – Labor and Employment**

22 Subtitle 17. **[Miscellaneous] CYBER MARYLAND PROGRAM.**

23 11–1701.

24 (a) [(1)] In this [section] **SUBTITLE** the following words have the meanings
25 indicated.

26 [(2)] (B) “Board” means the Cyber Maryland Board.

27 [(3)] (C) “Fund” means the Cyber Maryland Fund.

28 [(4)] (D) “Program” means the Cyber Maryland Program.

29 **11–1702.**

30 [(b)] (A) There is a Cyber Maryland Program in the [Corporation]
31 **DEPARTMENT.**

32 [(c)] (B) The purposes of the Program are to:

1 (1) create and execute a talent pipeline that materially reduces workforce
2 vacancies by July 1, 2026;

3 (2) serve as a one-stop shop for employers seeking to leverage cyber
4 workforce development programs offered by the State and its partners;

5 (3) inform cybersecurity training and education programs operated by
6 public or private entities with industry-driven needs;

7 (4) build the most advanced local and State information technology
8 workforce in the nation, which, to the maximum extent possible, reflects the racial, gender,
9 ethnic, and geographic diversity of the State;

10 (5) coordinate and accelerate cybersecurity research and innovation in the
11 State; and

12 (6) support the efforts of the Department of Information Technology to
13 improve the State government's cybersecurity posture, including State agencies, local
14 government units, and critical infrastructure.

15 **[(d)] (C)** The Program shall:

16 (1) conduct ongoing research by collaborating with the Cybersecurity
17 Association [of Maryland], Inc., Cybersecurity Talent Advisory Board to collect and analyze
18 real-time industry data to identify cybersecurity workforce needs as described in the U.S.
19 Chamber of Commerce Talent Pipeline Management Approach;

20 (2) use the results of the research described in item (1) of this subsection
21 to increase the effectiveness of existing State cybersecurity workforce programs for
22 employers in the State;

23 (3) facilitate partnerships for new training and education programs to
24 address the workforce needs identified under item (1) of this subsection;

25 (4) develop a statewide strategic plan for cybersecurity workforce
26 development, using the results of the research described in item (1) of this subsection and
27 with input from the Cybersecurity Association [of Maryland], Inc., Cybersecurity Talent
28 Advisory Board on or before December 1, 2023; [and]

29 **(5) DEVELOP, PROMOTE, SUPPORT, AND INVEST IN TALENT**
30 **IMPROVEMENT STRATEGIES, SUCH AS STRATEGIES THAT LEVERAGE THE U.S.**
31 **CHAMBER OF COMMERCE TALENT PIPELINE MANAGEMENT APPROACH; AND**

32 **[(5)] (6)** ensure that outcomes of the Program are inclusive and, to the
33 maximum extent practicable, reflect the racial, gender, ethnic, and geographic diversity of
34 the State.

1 (D) BEGINNING IN FISCAL YEAR 2026, THE PROGRAM, IN CONSULTATION
 2 WITH THE BOARD, SHALL AWARD COMPETITIVE GRANTS OR CONTRACTS ~~FOR~~
 3 ~~INFORMATION TECHNOLOGY OR OPERATIONAL TECHNOLOGY TO ENHANCE~~
 4 CYBERSECURITY WORKFORCE DEVELOPMENT, INCLUDING CYBERSECURITY FOR
 5 OPERATIONAL TECHNOLOGY.

6 11-1703.

7 [(e) (1) (A) There is a Cyber Maryland Fund.

8 [(2) (B) The purposes of the Fund are to:

9 [(i) (1) achieve the purposes identified under [subsection (c) of
 10 this section] § 11-1702(B) OF THIS SUBTITLE; and

11 [(ii) (2) support innovative approaches to meeting cybersecurity
 12 workforce needs.

13 [(3) (C) The [Corporation] DEPARTMENT shall administer the Fund.

14 [(4) (i) (D) (1) The Fund is a special, nonlapsing fund that is not
 15 subject to § 7-302 of the State Finance and Procurement Article.

16 [(ii) (2) The State Treasurer shall hold the Fund separately, and
 17 the Comptroller shall account for the Fund.

18 [(5) (E) The Fund consists of:

19 [(i) (1) money appropriated in the State budget to the Fund; [and]

20 (2) MONEY TRANSFERRED TO THE FUND IN ACCORDANCE WITH
 21 SUBSECTION (M) OF THIS SECTION; AND

22 [(ii) (3) any other money from any other source accepted for the
 23 benefit of the Fund.

24 [(6) (F) The Fund may be used only for:

25 [(i) (1) administrative expenses of the Program, including hiring
 26 staff in accordance with the State budget and hiring consultants and other professionals as
 27 necessary to implement, maintain, and administer the Program and the Fund; and

28 [(ii) (2) providing grants to elementary and secondary schools,
 29 institutions of higher education, including community colleges, EMPLOYERS, INCLUDING

1 for-profit corporations, [and] nonprofit organizations, REGISTERED APPRENTICESHIP
2 SPONSORS, LOCAL WORKFORCE BOARDS, INDUSTRY ASSOCIATIONS, LABOR UNIONS,
3 LOCAL GOVERNMENTS, LOCAL OR REGIONAL ECONOMIC DEVELOPMENT ENTITIES,
4 AND OTHER RELEVANT PARTNER ENTITIES AT THE DEPARTMENT'S DISCRETION to
5 operate cybersecurity programs based on the strategic plan of the Program.

6 [(7)] (G) The [Corporation] DEPARTMENT shall adopt standards to
7 award grants under this section.

8 [(8) (i)] (H) (1) The State Treasurer shall invest the money of the
9 Fund in the same manner as other State money may be invested.

10 [(ii)] (2) Any interest earnings of the Fund shall be credited to the
11 General Fund of the State.

12 [(9)] (I) Expenditures from the Fund may be made only in accordance
13 with the State budget.

14 [(10)] (J) (1) For fiscal year [2025 and each year thereafter] 2026, the
15 Governor[:

16 (i) shall] MAY include in the annual budget bill an appropriation of
17 [\$99,000] \$3,100,000 for the Fund to be used for [talent pipeline management; and

18 (ii) may include in the annual budget bill an additional
19 appropriation of \$250,000 for the Fund] THE AWARDED OF GRANTS AND CONTRACTS
20 UNDER § 11-1702(D) OF THIS SUBTITLE ALIGNED WITH THE STRATEGY OF AND
21 APPROVED BY THE BOARD.

22 (2) FOR FISCAL YEAR 2027 AND EACH FISCAL YEAR THEREAFTER,
23 THE GOVERNOR ~~SHALL~~ MAY INCLUDE IN THE ANNUAL BUDGET BILL AN
24 APPROPRIATION SUFFICIENT TO RUN THE PROGRAM.

25 (3) THE PROGRAM SHALL SEEK ALTERNATE FUNDING SOURCES TO
26 INCLUDE COST-SHARING OR COST-MATCHING AGREEMENTS FROM ~~PARTNERS~~
27 SOURCES OTHER THAN THE STATE, INCLUDING THE FEDERAL GOVERNMENT, THE
28 PRIVATE SECTOR, AND PHILANTHROPY, TO ~~DOUBLE~~ SUPPLEMENT THE MONEY
29 APPROPRIATED TO THE FUND UNDER PARAGRAPH (1) OF THIS SUBSECTION.

30 [(11)] (K) Subject to the availability of funding, for fiscal year 2025 and
31 each year thereafter, \$250,000 of the Fund shall be used for implementing the U.S.
32 Chamber of Commerce Talent Pipeline Management Approach.

1 [(12)] (L) The Governor ~~shall~~ MAY include in the annual budget bill an
 2 appropriation in an amount sufficient for the Program, **INCLUDING TO HIRE SUFFICIENT**
 3 **STAFF TO CARRY OUT ITS DUTIES.**

4 ~~(M) NOTWITHSTANDING § 7-302 OF THE STATE FINANCE AND~~
 5 ~~PROCUREMENT ARTICLE AND ANY OTHER PROVISION OF LAW, THE UNSPENT~~
 6 ~~BALANCE OF THE FOLLOWING PROGRAMS AND FUNDS THAT WAS MADE FOR THE~~
 7 ~~FISCAL YEAR SHALL BE TRANSFERRED TO THE FUND AT THE CLOSE OF THAT FISCAL~~
 8 ~~YEAR:~~

9 ~~(1) EMPLOYMENT ADVANCEMENT RIGHT NOW PROGRAM;~~

10 ~~(2) CYBERSECURITY INVESTMENT TAX CREDIT;~~

11 ~~(3) BUY MARYLAND CYBERSECURITY TAX CREDIT;~~

12 ~~(4) CYBERSECURITY INVESTMENT FUND;~~

13 ~~(5) PATHWAYS IN TECHNOLOGY EARLY COLLEGE HIGH SCHOOL~~
 14 ~~PROGRAM;~~

15 ~~(6) CYBER PUBLIC SERVICE SCHOLARSHIP;~~

16 ~~(7) MARYLAND TECHNOLOGY INTERNSHIP PROGRAM;~~

17 ~~(8) MARYLAND INSTITUTE FOR INNOVATIVE COMPUTING;~~

18 ~~(9) ACCELERATING CYBER CAREERS PROGRAM;~~

19 ~~(10) UNIVERSITY OF MARYLAND, BALTIMORE COUNTY'S CENTER FOR~~
 20 ~~CYBERSECURITY;~~

21 ~~(11) BUILD OUR FUTURE GRANT PILOT PROGRAM; AND~~

22 ~~(12) REGISTERED APPRENTICESHIPS IN CYBERSECURITY.~~

23 **11-1704.**

24 [(f) (1)] (A) There is a Cyber Maryland Board.

25 [(2)] (B) The Board consists of the following members:

26 [(i) (1)] the Senate and House of Delegates cochairs of the Joint
 27 Committee on Cybersecurity, Information Technology, and Biotechnology;

1 [(ii)] (2) the Secretary, or the Secretary's designee;

2 [(iii)] (3) the Secretary of [Labor] COMMERCE, or the Secretary's
3 designee;

4 [(iv)] (4) the Maryland Secretary of Veterans and Military
5 Families, or the Secretary's designee;

6 [(v)] (5) the Secretary of Information Technology, or the
7 Secretary's designee;

8 (6) THE SECRETARY OF HIGHER EDUCATION, OR THE SECRETARY'S
9 DESIGNEE;

10 (7) THE STATE SUPERINTENDENT OF SCHOOLS, OR THE
11 SUPERINTENDENT'S DESIGNEE;

12 [(vi)] (8) the Chair of the Board of Directors of the Cybersecurity
13 Association [of Maryland], Inc., or the Chair's designee;

14 [(vii)] (9) the Chair of the Maryland Workforce Association, or the
15 Chair's designee;

16 (10) THE ADJUTANT GENERAL, OR THE ADJUTANT GENERAL'S
17 DESIGNEE;

18 ~~(10)~~ (11) THE CHIEF EXECUTIVE OFFICER OF THE MARYLAND
19 TECHNOLOGY DEVELOPMENT CORPORATION (TEDCO), OR THE CHIEF
20 EXECUTIVE OFFICER'S DESIGNEE; AND

21 [(viii)] ~~(11)~~ (12) the following members, appointed by the Governor:

22 [1.] (I) five members from the private sector with
23 cybersecurity needs;

24 [2.] (II) one representative from a nonprofit organization
25 with expertise in cybersecurity talent development;

26 [3.] (III) one representative from a community college;

27 [4.] (IV) one representative from a 4-year, public HBCU
28 college; and

29 [5.] (V) one representative from a 4-year, public college[;
30 and

1 (ix) the Chief Executive Officer, or the Chief Executive Officer's
2 designee].

3 [(3) (i) (C) (1) Subject to [subparagraph (ii)] **PARAGRAPH (2)** of
4 this [paragraph] **SUBSECTION**, the members of the Board shall elect a chair from among
5 the members of the Board.

6 [(ii) (2) The chair may not be:

7 [1.] (I) a State employee; or

8 [2.] (II) the Chief Executive Officer **OF THE MARYLAND**
9 **TECHNOLOGY DEVELOPMENT CORPORATION (TEDCO)**.

10 [(4) (D) The Board shall:

11 [(i) (1) provide input regarding the development of the statewide
12 cybersecurity workforce development strategic plan required under [subsection (d)(4) of
13 this section] **§ 11-1702(C)(4) OF THIS SUBTITLE**;

14 [(ii) (2) assist the Program with stakeholder outreach and
15 engagement;

16 [(iii) (3) help the Program explore synergies where appropriate
17 with cybersecurity workforce development efforts by regional and county workforce
18 development entities;

19 [(iv) (4) coordinate as necessary with the [Maryland] Department
20 of [Labor] **COMMERCE** and the Department; and

21 [(v) (5) provide other advice and support for the Program.

22 [(5) (E) A member of the Board:

23 [(i) (1) may not receive compensation as a member of the Board;
24 but

25 [(ii) (2) is entitled to reimbursement for expenses under the
26 Standard State Travel Regulations, as provided in the State budget.

27 [(6) The Governor may remove an appointed member of the Board for
28 incompetence, misconduct, or failure to perform the duties of the position.]

1 (F) TO THE EXTENT PRACTICABLE, THE MEMBERSHIP OF THE BOARD
2 SHALL REFLECT THE RACIAL, GENDER, AGE, AND GEOGRAPHIC DIVERSITY OF THE
3 STATE.

4 (G) ~~(1) THE TERM OF AN APPOINTED MEMBER OF THE BOARD IS 4 YEARS.~~

5 ~~(2) THE TERMS OF THE APPOINTED MEMBERS ARE STAGGERED AS~~
6 ~~REQUIRED BY THE TERMS PROVIDED FOR APPOINTED MEMBERS OF THE BOARD ON~~
7 ~~OCTOBER 1, 2025.~~

8 ~~(3) AT THE END OF A TERM, AN APPOINTED MEMBER CONTINUES TO~~
9 ~~SERVE UNTIL A SUCCESSOR IS APPOINTED AND QUALIFIES.~~

10 ~~(4) A MEMBER WHO IS APPOINTED AFTER A TERM HAS BEGUN SERVES~~
11 ~~ONLY FOR THE REST OF THE TERM AND UNTIL A SUCCESSOR IS APPOINTED AND~~
12 ~~QUALIFIES~~ THE BOARD SHALL ADOPT BYLAWS THAT ESTABLISH STAGGERED TERMS
13 FOR THE MEMBERS OF THE BOARD AND PROCEDURES GOVERNING VACANCIES IN
14 MEMBERSHIP.

15 11-1705.

16 [(g)] (A) On or before December 1 each year, beginning in 2026, the Program, in
17 conjunction with the [Corporation] DEPARTMENT, shall submit a report on the operation
18 and performance of the Program to the Governor and, in accordance with § 2-1257 of the
19 State Government Article, the General Assembly.

20 (B) THE REPORT REQUIRED UNDER SUBSECTION (A) OF THIS SECTION
21 SHALL INCLUDE KEY PERFORMANCE METRICS ESTABLISHED BY THE DEPARTMENT
22 THAT ARE ALIGNED WITH THE STATE STRATEGY AND GOALS FOR THE PROGRAM
23 AND THE PROGRESS OF THE PROGRAM AGAINST THOSE METRICS.

24 SECTION 3. AND BE IT FURTHER ENACTED, That:

25 (a) The Cyber Maryland Program, in conjunction with the Maryland Department
26 of Labor and the Cyber Maryland Board, shall report on cyber workforce program activities
27 determined relevant by the Program through collaboration with relevant departments and
28 entities, including:

29 (1) Employment Advancement Right Now Program;

30 (2) Pathways in Technology Early College High School;

31 (3) Cyber Public Service Scholarship;

32 (4) Maryland Technology Internship Program;

1 (5) Maryland Institute for Innovative Computing;

2 (6) Accelerating Cyber Careers Program;

3 (7) University of Maryland Baltimore County's Center for Cybersecurity;

4 (8) Build Our Future Grant Pilot Program; and

5 (9) Registered Apprenticeships in Cybersecurity.

6 (b) The report required under subsection (a) of this section shall capture the
7 following data for each program:

8 (1) program outputs, such as the number of program participants served;

9 (2) program outcomes, such as the impact of or changes resulting from the
10 program;

11 (3) the performance targets for program outputs and outcomes; and

12 (4) if possible, the return on program investments.

13 (c) On or before December 1, 2026, the Cyber Maryland Program, in conjunction
14 with the Maryland Department of Labor, shall submit the report to the Governor and, in
15 accordance with § 2–1257 of the State Government Article, the General Assembly.

16 SECTION 4. AND BE IT FURTHER ENACTED, That

17 ~~(a)~~ ~~It~~ it is the intent of the General Assembly that;

18 (1) the amounts awarded in grants and contracts under § 11–702(d) of the
19 Labor and Employment Article, as enacted by Section 2 of this Act, ~~not exceed the following:~~

20 ~~(1)~~ may be allocated to provide \$1,000,000 for the establishment of
21 cybersecurity clinics, including clinics related to operational technology, that:

22 (i) are focused on ensuring individuals attain hands-on
23 cybersecurity skills to protect critical infrastructure sectors including emergency services,
24 water, elementary and secondary schools, health care, energy, small businesses, and
25 nonprofit entities;

26 (ii) provide cyber awareness and training to customers;

27 (iii) perform cybersecurity assessments for customers;

28 (iv) provide recommendations for necessary remediations;

1 (v) install free or reduced-cost cybersecurity tools as part of the
2 grant or at a reduced rate to the end customer; or

3 (vi) provide additional cybersecurity tasks as appropriate; and

4 (2) the balance of the Cyber Maryland Fund be used to implement
5 initiatives approved by the Cyber Maryland Board, including strategies to support
6 transitioning veterans, existing worker training, education for kindergarten through 12th
7 grade students at summer camps, the Maryland Statewide Computing Alignment to Locate
8 your Education Scale (SCALE) portal, a marketing campaign for the Cyber Maryland
9 Brand to attract talent to the State, and others outlined in the statewide strategic plan
10 required under § 11-1702(c)(4) of the Labor and Employment Article.

11 ~~(2) \$500,000 to support the development of a~~
12 ~~service-based learning program for cybersecurity;~~

13 ~~(3) \$500,000 to support transitioning veterans within the State who have~~
14 ~~cyber skills, adjacent skills, or relevant clearances acquired during their service;~~

15 ~~(4) \$99,000 for talent pipeline management aligned with the framework~~
16 ~~from the U.S. Chamber of Commerce Foundation.~~

17 ~~(5) \$250,000 to support existing or develop new programs and incentives~~
18 ~~for existing worker training;~~

19 ~~(6) \$250,000 to support cybersecurity education at the kindergarten,~~
20 ~~elementary school, and secondary school levels, including at summer camps;~~

21 ~~(7) \$250,000 for a marketing campaign, in consultation with the~~
22 ~~Department of Commerce, to attract cyber talent and industry to the State; and~~

23 ~~(8) \$250,000 for the Maryland Statewide Computing Alignment to Locate~~
24 ~~your Education (SCALE) portal.~~

25 ~~(b) It is the intent of the General Assembly that the cybersecurity clinics under~~
26 ~~subsection (a)(1) of this section:~~

27 ~~(1) include five pilot programs, with each pilot program focused on one of~~
28 ~~the following customer groups:~~

29 ~~(i) emergency services;~~

30 ~~(ii) water;~~

31 ~~(iii) elementary and secondary schools;~~

- 1 ~~(iv) health; and~~
- 2 ~~(v) small businesses and nonprofit entities; and~~
- 3 ~~(2) will:~~
- 4 ~~(i) provide cyber awareness and training to customers;~~
- 5 ~~(ii) perform cybersecurity assessments for customers;~~
- 6 ~~(iii) provide recommendations for necessary remediations; and~~
- 7 ~~(iv) install free or reduced cost cybersecurity tools as part of the~~
- 8 ~~grant or at a reduced rate to the end customer.~~

9 ~~SECTION 4. AND BE IT FURTHER ENACTED, That the terms of the initial~~
 10 ~~appointed members of the Cyber Maryland Board shall expire as follows:~~

- 11 ~~(1) three members in 2026;~~
- 12 ~~(2) two members in 2027;~~
- 13 ~~(3) two members in 2028; and~~
- 14 ~~(4) two members in 2029.~~

15 SECTION 5. AND BE IT FURTHER ENACTED, That this Act shall take effect
 16 ~~October~~ July 1, 2025.

Approved:

Governor.

President of the Senate.

Speaker of the House of Delegates.