

**MACC\_Sadusky\_FAV\_SB0724**

Uploaded by: Sadusky, Dr. Bernard

Position: FAV



## FINANCE COMMITTEE

### TESTIMONY

Submitted by

Dr. Bernard Sadusky, Executive Director

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February 27, 2020

**SB 724 – State Personnel – Information Technology and Cybersecurity Qualifications – Established (Maryland State IT Hiring Act).**

**POSITION: Support**

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The Maryland Association of Community Colleges ("MACC") representing all of Maryland's 16 community colleges support SB 724 - State Personnel – Information Technology and Cybersecurity Qualifications – Established (Maryland State IT Hiring Act). This bill requires certain state departments to identify specific skills instead of solely degree requirements when searching for talent.

Often degree requirements are an artificial barrier to employment and leaves jobs unfilled. This bill would require a deeper reflection and articulation of specific skills and competencies. In doing so the state would open doors to employment for residents who hold appropriate credentials—from certifications to PhD's, create career pathways and fill vacant jobs—closing skill gaps. The adoption of the legislation will not only advance state employment but can demonstrate the efficacy of looking towards credential holders and entrepreneurial learners to fill important jobs—an important step towards closing skill gaps in Maryland.

Expanding and diversifying the pool of qualified candidates to fill Information Technology and Cybersecurity positions will enhance our workforce. This bill does not eliminate the option to have degree requirements for Information Technology and Cybersecurity positions, but rather right-sizes the requirements to the actual skills, knowledge and abilities required to perform the job and in doing so, also provides a model for employee recruitment and onboarding for the private sector.

# **MDGA\_SenatorHester\_FAV\_SB724**

Uploaded by: Senator Hester, Senator Hester

Position: FAV

**KATIE FRY HESTER**  
*Legislative District 9*  
Carroll and Howard Counties

Education, Health, and  
Environmental Affairs Committee

Chair, Joint Committee on  
Cybersecurity, Information Technology  
and Biotechnology



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**THE SENATE OF MARYLAND**  
ANNAPOLIS, MARYLAND 21401

**Sponsor Testimony In Support of SB724 - State Personnel - Information  
Technology and Cybersecurity Qualifications (Maryland State IT Hiring Act)**

February 27th, 2020

Good afternoon Chair Kelley, Vice Chair Feldman, and Members of the Finance Committee:

Thank you for your consideration of SB724 - the Maryland State IT Hiring Act. Over the interim I had the honor of serving as the chair of the workforce development subgroup of the Attorney General's cybersecurity council, and spent a large amount of my time studying the cybersecurity industry and the workforce development initiatives taking place. In speaking to actors throughout the cybersecurity and IT space, I found that many private sector employers are moving away from strict bachelors-degree requirements as relates to IT and cybersecurity, instead electing to orient their workforces towards the knowledge, skills, and abilities necessary to fulfill a cybersecurity role. Doing so provides more recruitment flexibility when addressing workforce shortages by facilitating the recruitment of individuals who receive professional IT certifications as opposed to a 4-year undergraduate degree, as well as the upskilling of current personnel to fulfill IT roles.

This bill would require the State to do the same, keeping us on the forefront of cybersecurity practices. If passed, this legislation would require the Secretary of Budget and Management, in consultation with the Secretary of DoIT and the State Chief Information Security Officer, to establish minimum qualifications for IT and cybersecurity positions that emphasize the competencies and certifications of a job applicant over any particular degree requirement.

These minimum qualifications must also be consistent with the National Initiative for Cybersecurity Education (NICE) - Cybersecurity Workforce Framework, a special publication developed by the National Institute for Standards and Technology (NIST). This is a nationally focused resource that categorizes and describes cybersecurity work, and is intended to establish a common lexicon across the

the public, private, and academic sectors. NIST is also required to maintain this special publication with regular updates as the field evolves and changes over time.

As we contemplate the role of professional certifications and forms of education that may serve as alternatives to a traditional 4-year bachelor's degree in the context of the Blueprint for Maryland Future, it seems appropriate to make efforts to facilitate the acceptance of these methods of accreditation in State government. This not only keeps us on the forefront of cybersecurity industry standards, but allows us to more efficiently fulfill the cyber workforce shortage we currently face. In DoIT alone, the only state agency dedicated solely to IT and cybersecurity with 221 regular employees, 54 positions are left unfilled - corresponding to a vacancy rate of 25%. Using a bachelor's degree as the sole or primary proxy for the evaluation of skills in a field as highly technical as IT and cybersecurity is overly restricting and inefficient, especially considering the groundwork the Federal Government has laid in the form of the NICE Cybersecurity Framework.

In the fiscal note accompanying this legislation, you will find a projection of increased state expenditures if state agencies reclassify their IT positions to increase state salaries. It is in no way the intent of this bill to reclassify IT positions and increase salaries or costs to the state. The sole intent of this bill is to provide a set of qualifications that can facilitate alternative educational routes to existing IT positions, and to apply the NICE Cybersecurity Workforce Framework in State agencies, in order to align with national and industry standards.

This bill is a recommendation of the workforce development sub-committee of the Attorney General's cybersecurity council, and is supported by the Chairman of the Cybersecurity Association of Maryland, as well as the Maryland Association of Community Colleges. **I respectfully request a favorable report for SB724.**

Sincerely,

A handwritten signature in cursive script that reads "Katie Fry Hester".

Senator Katie Fry Hester  
Howard and Carroll Counties

**CAMI\_GreggSmith\_FAV\_SB724**

Uploaded by: Smith, Gregg

Position: FAV



February 26, 2020

SB724 – State IT Hiring Act  
Position: Favorable

Hello Chair Kelley, Vice-Chair Feldman, Members of the committee:

I am writing on behalf of my company, Attila Security and as Chairman of the Cybersecurity Association of Maryland (CAMI), where I represent over 500 cyber companies in the State of Maryland. With a growing need of Cybersecurity professionals in our state at the federal, state and local level as well as our 500 cybersecurity companies, CAMI strongly supports the passage of Bill SB724.

Our companies need more skills than just those with bachelor's degrees. We need high school graduates, interns, apprentices, people with AA degrees as well as people returning to work. If potential employees have the appropriate training that is really all our companies need. On a personal note, my co-founder at Attila Security, stated at NSA at the age of 16, learned valuable skills there, built a product, created a company, and we built Attila to provide a highly secure product used by the US Government today. He never finished college and what is most impressive is how well respected he is with our customers as a 25-year-old.

Cybersecurity skills come in all sorts of forms. Acknowledging that reality will help the State government cultivate the best talent possible – it's what I do every day at my cybersecurity companies. I strongly recommend supporting this bill to fill the State's workforce needs and open up cybersecurity jobs and opportunities to more people.

Sincerely,

Gregg Smith  
CEO, Attila Security  
Chairman, Cybersecurity Association of Maryland

**DBM\_INFO\_SB724**

Uploaded by: Wilkins, Barbara

Position: INFO





**Maryland**

**DEPARTMENT OF BUDGET  
AND MANAGEMENT**

LARRY HOGAN  
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*Lieutenant Governor*

DAVID R. BRINKLEY  
*Secretary*

MARC L. NICOLE  
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## **SENATE BILL 724 State Personnel-Information Technology and Cybersecurity Qualifications-Established (Hester)**

### **STATEMENT OF INFORMATION**

**DATE:** February 27, 2020

**COMMITTEE:** Senate Finance Committee

**SUMMARY OF BILL:** SB 724 requires the Secretary of Budget and Management (DBM) to revise the standards for position selection plans for skilled service and professional service classes in the fields of information technology and cybersecurity by January 1, 2022.

Minimum qualifications for information technology and cybersecurity positions shall be established by the DBM Secretary, in consultation with the Secretary of the Department of Information Technology and the Chief Information Security Officer, that are consistent with the National Initiative for Cybersecurity Education Cybersecurity Workforce Framework developed by the National Institute of Standards and Technology. Competencies and certifications of an applicant are to be emphasized over requirements for a higher education degree. The bill further expresses the legislative intent that the University System of Maryland and Department of Transportation adopt policies consistent with these minimum qualifications for classifications of positions in the fields of information technology and cybersecurity.

**EXPLANATION:** DBM's Office of Personnel Services and Benefits, Division of Classification and Salary (CAS), is responsible for establishing minimum qualifications for all position classifications. This is a management function that is conducted in conjunction with State agencies and can be initiated by an agency. CAS reviews requests for minimum qualifications and other aspects of position classifications and, in conjunction with the affected agency, and additional review and comment from the Division of Recruitment and Examination (RED). Union feedback is also solicited, if the class is represented in collective bargaining. **Modifications to classifications' minimum job qualifications and preferred qualifications are made administratively.** All State job openings are posted online at [JobAps](http://JobAps).

The minimum qualifications for most Information Technology classes require possession of a Bachelor's degree from an accredited college or university in Computer Science, Computer Information Technology, Management Information Systems, or other Information Technology related field, as well as experience performing related work, which is determined by the level within the classification series (e.g. trainee, intermediate, full performance, lead/advanced or supervisory level).

It is important to note that substitutions for the required Bachelor's degree are also acceptable. Graduation from an accredited high school with a certain number of credit hours or work experience on a year-for-year basis can be substituted for the required degree and/or high school education. Certain U.S. Armed Forces military experience may also be substituted for the required experience and education.

These minimum qualifications apply to all levels within a classification series, excluding the managerial levels, and are applicable to the following IT classification series: Computer Network Specialist, Database Specialist, IT Functional Analyst, IT Programmer Analyst, IT Quality Assurance Specialist, IT Staff Specialist, IT Systems Technical Specialist, and IT Technical Support Specialist.

The specific educational and experience requirements for managerial level positions are set by the agency based on the essential job functions assigned to the position.

The bill's fiscal impact is indeterminate, but likely to be significant.

**For additional information, contact Barbara Wilkins at  
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