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TCecure, LLC
100 International Drive, Floor 23
Baltimore, MD 21202

Tuesday, March 16, 2021

My name is Tina Williams-Koroma, and I am the President/CEO at TCecure, LLC. I urge you to support Senate Bill 902 to establish the Cyber Workforce Program in the Partnership for Workforce Quality Program. The Cyber Workforce Program will leverage existing infrastructure in the Department of Commerce and will build on current educational programs and workforce training assets in the state. Utilizing federally awarded workforce development funds to create the Cyber Workforce Grant Fund, this Bill will provide the necessary resources to support the urgent and growing cybersecurity needs across Maryland. Fundamentally, SB 902 creates the framework for industry-driven input and collaboration in the development and execution of Maryland's workforce development strategy.

On any given day, there are more than 22,000 unfilled cybersecurity jobs in Maryland, and this does not include cyber positions embedded in other industries. These vacancies create security vulnerabilities in our critical infrastructure and essential services. I regularly engage with several Maryland-based workforce and economic development initiatives and organizations, including, but not limited to NPower, TEDCO, University of Maryland Baltimore County (UMBC) Training Centers (TC) apprenticeship program through the Maryland Department of Labor, Licensing, and Regulation (DLLR), Baltimore County Department of Workforce and Economic Development (DEWD), several Maryland universities' recruiting websites, etc. Despite all these engagements however, we often must look outside of Maryland to hire talent. Most of our TCecure open positions for cybersecurity not only require cyber expertise, but also require security clearances. Identifying talent with the requisite cyber knowledge, skills, abilities, AND clearance is extremely difficult, and we often miss out on opportunities to grow our employee base here in Maryland. Further, a portion of our work requires part-time labor for the temporary or short-term cyber customer requirements that often arise, and we typically must hire non-Maryland talent to satisfy these staffing requirements.

By supporting and investing in this Bill and the Cyber Workforce Program, you will train Marylanders for good paying jobs with high growth potential. Simply put, Senate Bill 902 can put people to work and be the economic driver we need, especially as Maryland recovers from



the coronavirus pandemic. I strongly recommend that the bill also be updated to include diversity and inclusion metrics reporting to track, measure, and enforce equitable outcomes in providing awareness to, and engagement of, all Marylanders who may be interested in participating in the cybersecurity workforce.

I hope I can count on you to support this critical legislation.

A handwritten signature in brown ink that reads "Tina C. Williams-Koroma". The signature is written in a cursive, flowing style.

Tina C. Williams-Koroma
President/CEO
TCecure, LLC
CAMI Member Company