

FAVORABLE

TESTIMONY PRESENTED TO THE
APPROPRIATIONS COMMITTEE

SENATE BILL 753

LABOR AND EMPLOYMENT - WORKFORCE DEVELOPMENT - CYBERSECURITY

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ON BEHALF OF THE CYBERSECURITY ASSOCIATION OF MARYLAND, INC.

POSITION: FAVORABLE

April 8, 2022

Chairwoman McIntosh, Vice Chairman Chang, and Members of this Committee, thank you for the opportunity to submit testimony in support of Senate Bill 753.

On any given day, there are more than 22,000 unfilled cybersecurity jobs in Maryland, affecting our more than 600 companies and security teams embedded in other industries. These vacancies create security vulnerabilities in our critical infrastructure and essential services, but we don't have applicant pools with the right skills to fill our open positions.

This program bridges the gap between industry and the cybersecurity pipeline in a few meaningful ways.

- **We know as an industry, and as the job providers, we have a role to play in growing the cybersecurity talent pipeline. Our companies are eager to build work-based learning programs, but it requires a significant investment of human capital upfront to develop and to maintain. The programs leveraged here, like MTIP and MATP, can assist employers in implementing impactful programs and removing barriers to their success.**
- **Furthermore, our companies want to create diverse and inclusive workplaces, but we know that there are systemic challenges to overcome for our workforce to reflect the demographics in our beautiful state. Investments in K-12 outreach programs and the Cyber Warrior Diversity Program at HBCUs can inspire the next generation of cybersecurity professionals to learn and grow here.**

Cybersecurity is an impactful economic driver for our state, but without the workforce to sustain the growth, Maryland will be left behind. To fill in-demand jobs, companies are hiring talent from wherever they can find it, because there is not a coordinated effort to connect local talent early in their training with local companies, or to upskill the current workforce with in-demand skills . By coordinating existing programs we have here under the Accelerator program, you will

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train Marylanders for good paying jobs with high growth potential here in our state. Our organization urges a favorable report. Thank you again for the opportunity to testify.