

FAVORABLE

TESTIMONY PRESENTED TO THE
HEALTH & GOVERNMENT OPERATIONS COMMITTEE

HOUSE BILL 1189
ECONOMIC DEVELOPMENT - CYBERSECURITY - CYBER MARYLAND PROGRAM

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POSITION: FAVORABLE

March 8, 2023

Chair Pena-Melnyk , Vice Chair Cullison, and Members of this Committee, thank you for the opportunity to submit testimony in support of House Bill 1189.

On any given day, there are more than 26,000 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 can no longer depend on anecdotes; we need reliable data about the needs of the cyber and IT companies and teams in our state to fill these critical roles. By using the well-evidenced Talent Pipeline Management, we will have a roadmap for effective investments in evidence-based training solutions.**
- **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, that can incentivize and lower barriers, 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

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skills . By coordinating existing programs we have here under the Cyber Maryland program, you will train Marylanders for good paying jobs with high growth potential here in our state. We also want to thank the Bill sponsors for recognizing the strengths of CAMI and our members to drive change in Maryland. Our organization urges a favorable report. Thank you again for the opportunity to testify.