

SB 241 - MWA - Support.pdf

Uploaded by: Brandon Butler

Position: FAV

MWA Members

Anne Arundel County
Anne Arundel Workforce
Development Corporation *Kirkland
Murray, Executive Director*

Baltimore City
Mayor's Office of Employment
Development
MacKenzie Garvin, Director

Baltimore County
Baltimore County Department of
Economic and Workforce
Development
Jonathan Sachs, Director

Carroll County
Carroll County Workforce
Development
Heather Lee Powell, Manager

Frederick County
Frederick County Workforce
Services
Michelle Day, Director

Howard County
Howard County Office of Workforce
Development
Stephanie Adibe, Director

Lower Shore
Lower Shore Workforce Alliance
(Somerset, Wicomico, & Worcester,
Counties)
*Leslie Porter-Cabell, Workforce
Director*

Montgomery County WorkSource
Montgomery, Inc. *Anthony
Featherstone, Executive Director*

Prince George's County
Prince George's County Workforce
Development Board *Walter
Simmons, Executive Director*

Southern Maryland
Southern Maryland Job Source
(Calvert, Charles, & St. Mary's
Counties)
Ruthy Davis, Director

Susquehanna Region
Susquehanna Workforce Network,
Inc. (Cecil & Harford Counties)
Kimberly Justus, Executive Director

Upper Shore
Upper Shore Workforce Investment
Board (Caroline, Dorchester, Kent,
Queen Anne's, & Talbot Counties)
*Dan McDermott, Interim Executive
Director*

Western Maryland
Western Maryland Consortium
(Allegany, Garrett &
Washington Counties)
*Amos McCoy, Interim Executive
Director*

January 28, 2025

The Honorable Brian Feldman
Senate Education, Energy, and the Environment Committee
2 West Miller Senate Office Building
Annapolis, Maryland 21401

Dear Chairman Feldman and Members of the Senate Education, Energy & Environment Committee:

The Maryland Workforce Association, an Association of the thirteen (13) local workforce boards in Maryland, would like to express its support for **Senate Bill 241: Cyber Maryland Program - Revisions**. As you may know, Maryland's local workforce boards are the local experts in workforce development in your communities. They are the proverbial boots on the ground who assist job seekers find their next employment opportunity, and businesses find their next great employee. Through federal funding, Maryland's local workforce boards are able to meet job seekers where they are through providing training opportunities and supportive services such as childcare assistance, and the payment of transportation costs.

The Bill would move the Cyber Maryland program from TEDCO to the Maryland Department of Labor. As an investment in the cybersecurity workforce in Maryland, we agree that aligning this state investment with Maryland's public workforce system.

As noted in current law, the President of the Maryland Workforce Association sits on the currently comprised board. That does not change under the current legislation. We additionally note that the legislation specifically includes local workforce boards as potential recipients of grants aligned with the strategic plan of the Program.

This re-alignment of workforce dollars into the public workforce system is important and needed, as Maryland's local workforce boards are targeting cybersecurity and related industries in their communities. For these reasons, we support Senate Bill 241 and thank the Department for bringing this measure forward.

Should you have any questions or comments regarding our support for this measure, please do not hesitate to reach out to Brandon Butler, the Association's Executive Director at 240.434.5524 or mwaexecdirector@gmail.com.

Sincerely,

Kirkland Murray, President
Maryland Workforce Association

Baltimore Cyber-SB 241-Cyber Maryland Program-Revi

Uploaded by: Bruce Spector

Position: FAV



TO: The Honorable Brian Feldman, Chair, Senate Education, Energy, and the Environment Committee and Members of the Committee
FROM: Bruce Spector, Chairman of the Board, Baltimore Cyber Range
DATE: January 28, 2025
RE: SB 241 Cyber Maryland Program- Revisions
POSITION: **SUPPORT**

Good afternoon, Chairman Feldman and members of the Senate Committee on Education, Energy and the Environment. My name is Bruce Spector, and I am the Chairman of Baltimore Cyber Range, a Maryland based company that specializes in providing state of the art cybersecurity training to Maryland's citizens and filling the over 30,000 job vacancies in cybersecurity that exist in Maryland.

Baltimore Cyber Range is very honored and pleased to offer our full support to SB 241 and commend the leadership of the Moore Administration, Sec. Wu, and the Department of Labor for making this an important part of their legislative package for this session. Baltimore Cyber Range would also like commend the Maryland Technology Development Corporation's work as they continue to be a great partner in innovating Maryland's economy.

As a partner to the Department of Labor since 2017, we see this bill as the next logical evolution of building our cyber workforce, remaining competitive versus other states, and solving the very large gap of trained cybersecurity professionals.

I am particularly pleased to see the provision on page three of the legislation that will direct the Department to utilize best practices like the United States Chamber of Commerce Talent Pipeline Management Program to partner with industry. This grows directly out of our commitment to the EARN program where meeting the training needs of industry and actively involving them in the curriculum development is a critical component to filling job vacancies.

This is integral to our work at Baltimore Cyber Range and a key focus to the members of our Strategic Industry Partnership, many of which are among the largest cybersecurity employers in the state.

I would also like to comment on the additions to the Cyber Maryland mission in developing registered apprenticeship programs, something that Baltimore Cyber Range is fully committed to and welcomes the leadership of the Department.

On behalf of Baltimore Cyber Range, I would respectfully request a favorable report on Senate Bill 241. I am happy to answer any questions that you or the committee might have.

Thank you.

sb0241F.pdf

Uploaded by: Drew Jabin

Position: FAV

SENATE BILL 241

C8, K3

(PRE-FILED)

5lr0379
CF HB 82

By: **Chair, Education, Energy, and the Environment Committee (By Request – Departmental – Labor)**

Requested: October 4, 2024

Introduced and read first time: January 8, 2025

Assigned to: Education, Energy, and the Environment

A BILL ENTITLED

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; altering the purposes for which the Cyber
6 Maryland Fund may be used; repealing certain funding requirements related to the
7 Program; altering the membership of the Cyber Maryland Board; and generally
8 relating to the Cyber Maryland Program.

9 BY transferring

10 Article – Economic Development
11 Section 10–491 and the part “Part XI. Miscellaneous”
12 Annotated Code of Maryland
13 (2024 Replacement Volume and 2024 Supplement)

14 to be

15 Article – Labor and Employment
16 Section 11–1701 and the subtitle “Subtitle 17. Miscellaneous”
17 Annotated Code of Maryland
18 (2016 Replacement Volume and 2024 Supplement)

19 BY repealing and reenacting, with amendments,

20 Article – Labor and Employment
21 Section 11–1701 to be under the amended subtitle “Subtitle 17. Cyber Maryland
22 Program”
23 Annotated Code of Maryland
24 (2016 Replacement Volume and 2024 Supplement)
25 (As enacted by Section 1 of this Act)

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



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

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

Article – Labor and Employment

Subtitle 17. [Miscellaneous] CYBER MARYLAND PROGRAM.

11–1701.

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

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

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

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

11–1702.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

11-1703.

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

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

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

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

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

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

3 [(ii)] **(2)** The State Treasurer shall hold the Fund separately, and
4 the Comptroller shall account for the Fund.

5 [(5)] **(E)** The Fund consists of:

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

7 [(ii)] **(2)** any other money from any other source accepted for the
8 benefit of the Fund.

9 [(6)] **(F)** The Fund may be used only for:

10 [(i)] **(1)** administrative expenses of the Program, including hiring
11 staff in accordance with the State budget and hiring consultants and other professionals as
12 necessary to implement, maintain, and administer the Program and the Fund; and

13 [(ii)] **(2)** providing grants to elementary and secondary schools,
14 institutions of higher education, including community colleges, **EMPLOYERS, INCLUDING**
15 **for-profit corporations, and nonprofit organizations, REGISTERED APPRENTICESHIP**
16 **SPONSORS, LOCAL WORKFORCE BOARDS, INDUSTRY ASSOCIATIONS, LABOR UNIONS,**
17 **LOCAL GOVERNMENT, LOCAL OR REGIONAL ECONOMIC DEVELOPMENT ENTITIES,**
18 **AND OTHER RELEVANT PARTNER ENTITIES AT THE DEPARTMENT’S DISCRETION** to
19 operate cybersecurity programs based on the strategic plan of the Program.

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

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

24 [(ii)] **(2)** Any interest earnings of the Fund shall be credited to the
25 General Fund of the State.

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

28 [(10)] For fiscal year 2025 and each year thereafter, the Governor:

29 (i) shall include in the annual budget bill an appropriation of
30 \$99,000 for the Fund to be used for talent pipeline management; and

(ii) may include in the annual budget bill an additional appropriation of \$250,000 for the Fund.

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

[(12)] (J) The Governor shall include in the annual budget bill an appropriation in an amount sufficient for the Program.

11-1704.

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

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

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

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

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

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

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

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

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

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

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

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

1 [(viii)] **(11)** the following members, appointed by the Governor:

2 [1.] **(I)** five members from the private sector with
3 cybersecurity needs;

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

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

7 [4.] **(IV)** one representative from a 4-year, public HBCU
8 college; and

9 [5.] **(V)** one representative from a 4-year, public college[;
10 and

11 (ix) the Chief Executive Officer, or the Chief Executive Officer's
12 designee].

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

16 [(ii)] **(2)** The chair may not be:

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

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

20 [(4)] **(D)** The Board shall:

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

24 [(ii)] **(2)** assist the Program with stakeholder outreach and
25 engagement;

26 [(iii)] **(3)** help the Program explore synergies where appropriate
27 with cybersecurity workforce development efforts by regional and county workforce
28 development entities;

1 [(iv)] (4) coordinate as necessary with the [Maryland] Department
2 of [Labor] COMMERCE and the Department; and

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

4 [(5)] (E) A member of the Board:

5 [(i)] (1) may not receive compensation as a member of the Board;
6 but

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

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

11 (F) TO THE EXTENT PRACTICABLE, THE MEMBERSHIP OF THE BOARD
12 SHALL REFLECT THE RACE, GENDER, AGE, AND GEOGRAPHIC DIVERSITY OF THE
13 STATE.

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

15 (2) THE TERMS OF THE APPOINTED MEMBERS ARE STAGGERED AS
16 REQUIRED BY THE TERMS PROVIDED FOR APPOINTED MEMBERS OF THE BOARD ON
17 OCTOBER 1, 2025.

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

20 (4) A MEMBER WHO IS APPOINTED AFTER A TERM HAS BEGUN SERVES
21 ONLY FOR THE REST OF THE TERM AND UNTIL A SUCCESSOR IS APPOINTED AND
22 QUALIFIES.

23 11-1705.

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

28 SECTION 3. AND BE IT FURTHER ENACTED, That the terms of the initial
29 appointed members of the Cyber Maryland Board shall expire as follows:

30 (1) three members in 2026;

1 (2) two members in 2027;

2 (3) two members in 2028; and

3 (4) two members in 2029.

4 SECTION 4. AND BE IT FURTHER ENACTED, That this Act shall take effect
5 October 1, 2025.

SB0241-EEE_MACo_SUP.pdf

Uploaded by: Karrington Anderson

Position: FAV



Senate Bill 241

Cyber Maryland Program - Revisions

MACo Position: **SUPPORT**

To: Education, Energy, and the Environment
Committee

Date: January 30, 2025

From: Karrington Anderson

The Maryland Association of Counties (MACo) **SUPPORTS** SB 241. This bill enhances the Cyber Maryland Program by expanding eligibility for funding to include local governments, local economic development entities, and local workforce boards. This expansion provides counties with essential tools to strengthen cybersecurity workforce development and address the pressing need for a skilled and resilient cybersecurity workforce.

As cyber threats continue to evolve in sophistication, local governments remain key targets for hackers seeking to disrupt essential services, compromise sensitive data, and jeopardize public safety. Strengthening local cybersecurity infrastructure and workforce capacity is critical to maintaining safe and secure communities across Maryland. SB 241 addresses this issue by providing additional resources and support to counties, ensuring they can actively participate in the statewide effort to enhance cybersecurity readiness and resilience.

This bill expands funding access by enabling local governments and regional entities to directly benefit from grants that were previously limited to schools, employers, and nonprofit organizations. By including workforce boards and economic development entities, the legislation empowers counties to develop and implement customized cybersecurity programs that align with their specific needs and priorities. Furthermore, SB 241 encourages greater collaboration between the State, local governments, and other key stakeholders, fostering a unified and effective approach to workforce development and cyber resilience.

SB 241 ensures that Maryland's local governments are equipped to safeguard critical systems and services while building a pipeline of skilled cybersecurity professionals ready to meet future challenges. By broadening access to resources under the Cyber Maryland Program, this bill supports the counties' vital role in maintaining a secure digital infrastructure.

For these reasons, MACo urges a **FAVORABLE** report on SB 241.

GR25 -SB241 - EEE hearing -Cyber Maryland Program

Uploaded by: Mindy Lehman

Position: FAV



**TESTIMONY PRESENTED TO THE SENATE EDUCATION, ENERGY, AND THE
ENVIRONMENT COMMITTEE**

SENATE BILL 241 - CYBER MARYLAND PROGRAM - REVISIONS

**JANUARY 30, 2025
SUPPORT**

The Maryland Technology Development Corporation (TEDCO) is dedicated to economic growth through the fostering of an inclusive entrepreneurial and innovation ecosystem. TEDCO discovers, invests in, and helps build great Maryland-based technology companies.

As drafted, SB 241 - Cyber Maryland Program - Revisions transfers the Cyber Maryland Program from TEDCO to the Maryland Department of Labor (MD Labor), alters certain duties of the Program and purposes for which the Cyber Maryland Fund may be used, repeals certain funding requirements related to the Program, and alters the membership of the Cyber Maryland Board.

Chapter 578 of 2023 established the Cyber Maryland Program in TEDCO and tasked the program with creating a cybersecurity talent pipeline, serving as a hub for State workforce development programs in cybersecurity, and generally coordinating cybersecurity, research, and innovation in the State. The Act also created the Cyber Maryland Fund, a special, non-lapsing fund, and the Cyber Maryland Board.

TEDCO is appreciative of the opportunity to manage the program and is proud of the work it has achieved to date under the guidance of the Cyber Maryland Board. Last summer, to better understand the state's robust, but fragmented ecosystem, the Cyber Maryland Program, under the guidance of the Cyber Maryland Board, commissioned and released '[*Cybersecurity Workforce Analysis and Strategy*](#)' which provided an analysis of the current state of Maryland's cybersecurity workforce ecosystem. Building off the findings of the report, the Cyber Maryland Board partnered with the Governor's Workforce Development Board within the Maryland Department of Labor to engage over 65 industry leaders, educators, and other state and local stakeholders across the state to coordinate a unified ecosystem wide action plan.

Throughout this process, it became clear that Maryland is the national epicenter for cybersecurity; as a result, there is a global significance to developing Maryland's cybersecurity workforce. The development of a robust workforce pipeline that meets the demands of Maryland's cybersecurity ecosystem requires extensive resources and staff capacity, which can be achieved most efficiently and effectively through strong mission alignment.

Given the strong strategic alignment between the mission of the Cyber Maryland Program and the mission of the Maryland Department of Labor, TEDCO fully supports the transfer of the Cyber Maryland Program, Fund, and Board as proposed in SB241, and is committed to working collaboratively and strategically with the Maryland Department of Labor to facilitate the proposed program transfer.

TEDCO appreciates the opportunity to provide a position statement in support of SB241.

The CA_SB241.pdf

Uploaded by: Tasha Cornish

Position: FAV

Favorable Position - SB 241 (Cyber Maryland Program - Revisions)

Thank you for the opportunity to provide testimony on Senate Bill 241. My name is Tasha Cornish and I am the Executive Director of the Cybersecurity Association, Inc. (CA), a statewide, nonprofit 501(c)(6) organization dedicated to the growth and success of Maryland's cybersecurity industry. Established in 2015, CA represents over 600 businesses ranging from Fortune 500 companies to independent operators, collectively employing nearly 100,000 Marylanders.

I am writing to express my strong support for SB241, legislation that would transfer the Cyber Maryland Program and Board from TEDCO to the Maryland Department of Labor. Our members depend on a highly-skilled and agile cybersecurity workforce to grow their companies in Maryland. I am not sure this sentence fits here.

This legislation demonstrates a thoughtful approach to program alignment. CA supported the establishment of the Cyber Maryland program as it worked for its final passage in 2023. At the time, TEDCO was a good fit, but now that initial work is complete a transfer to the Maryland Department of Labor is timely as the program is ready for program action. The Maryland Department of Labor possesses the expertise and resources specifically dedicated to workforce development and training. This alignment will enable the Cyber Maryland program to:

- **Enhance collaboration:** By residing within the Department of Labor, the program can more effectively collaborate with other workforce development initiatives, maximizing resources and avoiding duplication of efforts.
- **Expand reach:** The Department of Labor's established network and connections within the workforce ecosystem will allow the Cyber Maryland program to reach a broader audience, including individuals from diverse backgrounds and underserved communities.
- **Increase access to resources:** The Department of Labor has access to a wider range of funding streams and support services that can be leveraged to expand the program's impact and reach.
- **Improve program effectiveness:** Closer alignment with the Department of Labor's mission and expertise will facilitate more targeted and impactful program development and implementation.

TEDCO has done a commendable job in supporting the Cyber Maryland Program. However, this strategic move to the Department of Labor represents a natural evolution that will enable the program to thrive and better serve the needs of Maryland's cybersecurity industry and its workforce.

The cybersecurity companies we proudly call our members are essential to making Maryland the nation's leading cybersecurity hub this decade. Without a strong cybersecurity workforce, we won't be able to achieve that vision.

I urge the committee to favorably consider SB241. This legislation is a crucial step in ensuring Maryland remains a leader in cybersecurity innovation and talent development.

MML- FAV-SB 241 (1).pdf

Uploaded by: Theresa Kuhns

Position: FAV



Maryland Municipal League
The Association of Maryland's Cities and Towns

TESTIMONY

January 28, 2025

Committee: Senate -Education, Energy, and the Environment Committee

Bill: SB 241- Cyber Maryland Program-Revisions

Position: Favorable

Reason for Position:

The Maryland Municipal League (MML) respectfully supports Senate Bill 241, as it alters the Cyber Maryland Fund requirements for municipal entities, providing increased access to grants for local governments to support the state's cybersecurity workforce developments. More specifically, it allows for municipalities to operate cybersecurity programs cohesively with the Cyber Maryland Program's strategic plan with the opportunity for additional financial support.

The alteration to the requirements for the Cyber Maryland Fund additionally means increased economic development as local communities in the state of Maryland start and continue their own cybersecurity workforces. Expanding the requirements of the Cyber Maryland Fund and its funding opportunities to "local workforce boards, local government, local or regional economic development entities and other relevant partner entities" also means continued progress of the state's cybersecurity efforts, allowing for a diverse and inclusive workforce that reflects the diversity of the state itself.

For these reasons, the Maryland Municipal League respectfully requests a favorable report on SB 241. For more information, please contact Iris Ibegbulem, Senior Associate, Advocacy and Public Affairs at irisi@mdmunicipal.org or 443-295-9457. Thank you in advance for your consideration.

The Maryland Municipal League uses its collective voice to advocate, empower and protect the interests of our 160 local governments members and elevates local leadership, delivers impactful solutions for our communities, and builds an inclusive culture for the 2 million Marylanders we serve.

47 State Circle, Suite 403 Annapolis, Maryland 21401
(410) 295-9100 www.mdmunicipal.org

Cyber Maryland Program Testimony.pdf

Uploaded by: Janeen Birckhead

Position: FWA

Word Count: 289

Time: 2:00

Testimony for SB241/HB82

(Senate)

**Chairman Feldman, Vice Chair Kagan, and Members
of the Education, Energy, and the Environment**

Committee:

Good afternoon. For the record, I am Major General Janeen L. Birckhead, and I am here to testify in favor of SB241, the Cyber Maryland Program-Revisions. This program is critical to strengthening Maryland's cyber workforce development efforts and improving our cybersecurity posture statewide.

The Maryland National Guard and the Maryland Defense Force already play an integral role on the front lines of cybersecurity across all levels of government.

Our teams collaborate with federal partners, including U.S. Cyber Command at Fort Meade, state agencies like the Department of Information Technology, and even local K-12 school systems, to defend critical infrastructure.

Our Cyber Protection Team conducts defensive operations to secure essential systems, such as the State Board of Elections, local school networks, law enforcement agencies, and other critical state and local networks.

Additionally, the Maryland Army National Guard's Defensive Cyber Operations Element provides expertise in vulnerability assessments, cybersecurity investigations, and network threat analysis and response.

Those citizen-Soldiers, operating under Title 32 as traditional Guard members, bring flexibility to support state missions in State Active-Duty status.

Many of our activities are conducted under the Department of Defense Innovative Readiness Training program, which simultaneously provides our service members with hands-on training while enhancing the state's cybersecurity resilience.

By leveraging the expertise of cyber warriors across the Maryland Military Department, we have strengthened the state's preparedness against evolving threats. Chairman Feldman's amendment to include the Adjutant General on the Cyber Maryland Board will enable greater collaboration and expand opportunities for world-class cyber education and training.

In closing, I respectfully request a favorable report on SB241 with amendment. Thank you for your time, and I am happy to address any questions.

RJR-(NCF) SB241.HB82 Written Testimony (SUPPORT W.

Uploaded by: Laura Nelson

Position: FWA



Senator Brian Feldman, Chair
Senator Cheryl Kagan, Vice Chair
Senate Education, Energy, and the Environment Committee
Miller Senate Office Building, 2 West
Annapolis, Maryland 21401

Senate Bill 241/ HB82: Cyber Maryland Program – Revisions

Position: Support with an Amendment

January 30, 2025

Dear Chairman Feldman and Committee Members:

As President & Chief Executive Officer of the National Cryptologic Foundation (NCF), I write this letter in support (with an amendment) of Senate Bill 241/ HB 82, entitled: *Cyber Maryland Program – Revisions*.

This Departmental bill proposes transferring the Cyber Maryland Program from the Maryland Technology Development Corporation (TEDCO) to the Maryland Department of Labor. In addition, the legislation intends to expand the duties of the Program by supporting and investing in talent improvement strategies, such as those promoted within the U.S Chamber of Commerce Talent Pipeline Management Approach. NCF supports the Department's proposal and seeks this committee to consider adopting an amendment (see *attached*) that would modify one of the Program's current duties under § 11-702 (d)(3).

Pursuant to § 11-1701 (d)(3) it states that the Cyber Maryland Program shall "*facilitate partnerships for new training and education programs to address the workforce needs identified under item (1) of this subsection.*"

Similar to the proposal offered by the Department of Labor to invest in talent improvement strategies such as U.S Chamber of Commerce, NCF is merely seeking to expand the Program's duties to also invest in training and education programs as those developed and available by its national organization.

The National Cryptologic Foundation (NCF) was incorporated in April 1996 as the National Cryptologic Museum Foundation. Over the years, NCF has broadened its purpose to include a robust Education Program and to deliver an innovative approach to solving cybersecurity challenges. NCF's Vision is advancing the nation's interest in cyber and cryptology, through leadership, education, and partnerships.

The mission of the NCF is to educate the public on the importance of cybersecurity in defending our nation with a focus on educating the public, especially the nation's brightest young minds. As a nationally reputed provider of assured quality cyber education resources focused on K-20 cohorts, NCF's efforts help reduce cyber workforce deficits and current skills shortfalls, thereby promoting cyber professions as a fulfilling career choice.

Over the last four years, NCF has proudly worked alongside the Maryland General Assembly, Senate Co-Chair, Joint Committee on Cybersecurity, IT and Biotech, and the Cybersecurity Association to support the successful enactment of cyber legislation three years ago.

The purpose of the Cyber Maryland program aligns with the NCF's educational and workforce goals in Maryland and across the country. It was why NCF proudly supported the legislative passage of Senate Bill 801, which established the Cyber Maryland Program in 2023. Below are some examples of NCF's education initiatives in cybersecurity that are currently in use across the country:

- 1.) **#CYBERCHATSPodcast** - Expose youth to cybersecurity concepts, opportunities, and careers through conversations with industry professionals and youth in the cyber community.
- 2.) **Cybersecurity Computer Gaming** - In early 2021, NCF, with the help of Anne Arundel Community College student interns, developed two operational computer-based, cybersecurity-themed games with a focus on middle school students:

- Amanita Whitehat and the Curious Case of the Compromised Computers; and
- Amanita Whitehat and Mayhem at Mallory Middle

The target audience for the game is K-12 with a focus on middle school. This project had numerous benefits for the intern team, including project management experience and leveraging their cybersecurity, networking, digital forensics, and computer science knowledge.

- 3.) **OUTSMART CYBERTHREATS COLLECTION** - The NCF, in partnership with *Start Engineering*, developed, produced, and promulgated a customized focused booklet on data care and two digital companions, a Teacher's Guide and Student Workbook, aimed to engage data care novices and youth ages 10-18.

- Published and Distributed "*How to be Cyber Safe + Savy*" Booklet – Developed in partnership with Start Engineering and Gula Tech Adventures.

- 4.) **Cybersecurity Curriculum Guidelines (CCG)** - The NCF Cybersecurity Curriculum Guidelines (CCG) were created to encourage curriculum providers, teachers, and industry to create curriculum designed to inspire high school students to pursue a profession in cybersecurity, as well as develop thinkers with a cybersecurity mindset that will enhance any profession they pursue.

Seeing the need for a coherent set of guidelines, a team of K-12 educators, post-secondary educators, and cybersecurity experts, known as *Teach Cyber*, in partnership with the NCF, developed these Guidelines. *Teach Cyber* has also created teaching materials for educators

ready to teach high school cybersecurity. The *Teach Cyber* courseware is creative commons licensed, giving educators the right to adopt, adapt, and disseminate the Teach Cyber course.

Curriculum Enhancements: The "Challenge of Cybersecurity" curriculum, consisting of 8 modules, has been updated to support both full-year and modular integration into existing computing courses. Recent updates include revised module overviews, new teaching guides with classroom support, improved lesson formats, updated videos/web links, and revised documents for US Cyber Range labs.

Curriculum Impact: To date, 2,607 educators have registered for the curriculum, leading to over 16,000 downloads. Five modules have been updated, and work is ongoing to revise the remaining three modules.

5.) NCF Ambassador Program - The goal of the NCF Ambassador Program is to educate students on principles of cybersecurity through live instruction by a trained educator/expert who focuses on lessons and exercises in the NCF's "Outsmart Cyberthreats" or OC booklet.

The program is carefully designed to teach students practical things they need to know to keep their personal and important information safe online. Upon successful completion of the (4-6 week) program, they are honored for their achievements and become "ambassadors" in their school and community to encourage fellow students to learn more about being cyber safe.

Through their partnerships, such as the NSA and the University of Maryland Global, NCF is providing national educational programming and resources that are positively addressing the cybersecurity workforce needs across the country and here in Maryland (where the Foundation is based). For those reasons, it's critical for the Cyber Maryland Program to invest in educational programs such as those developed by NCF and other nationally recognized organizations.

I strongly urge this committee to support SB241/HB82 which includes NCF's friendly amendment. Thank you for your consideration.

Sincerely,



Laura Nelson
President & Chief Executive Officer
National Cryptologic Foundation

Enclosure

NCF's Proposed Language:

Section 11-1701 (C)(3).

"The Program shall:

(3) facilitate **AND INVEST** in partnerships for new training and education programs to address the workforce needs identified under item (1) of this subsection, **SUCH AS PROGRAMS DEVELOPED AND IMPLEMENTED BY THE NATIONAL CRYPTOLOGIC FOUNDATION;**”

SB0241_MD Labor_ SUPPORT_Cyber Maryland Program Re

Uploaded by: Secretary Portia Wu

Position: FWA

MARYLAND DEPARTMENT OF LABOR TESTIMONY ON SENATE BILL 241

TO: Education, Energy, and the Environment Committee Members
FROM: Maryland Department of Labor
DATE: January 30, 2025
BILL: Cyber Maryland Program - Revisions

MDL POSITION: SUPPORT WITH AMENDMENT

SB241 makes several enhancements to the *Cyber Maryland Program (Program)* to ensure that Maryland is a leader in this competitive industry. The legislation moves the *Program* and the associated *Cyber Maryland Board (Board)* and *Cyber Maryland Fund (Fund)* from the Maryland Technology Development Corporation (TEDCO) to the Maryland Department of Labor (MD Labor).

Investing in Cybersecurity Workforce is Critical for Economic Growth

Growing Maryland's economy will rely on playing to the state's unique strengths. Cybersecurity is undoubtedly one of those strengths, and thus, our cybersecurity workforce must be at the heart of that strategy.

In March 2024, The Cyber Maryland Board issued a [report](#) analyzing the Maryland/DC Cybersecurity workforce landscape. That analysis showed that the Maryland-DC area has nearly the highest demand for cybersecurity jobs in the nation, second only to Virginia, with a level of demand for cyber talent over 3 times the national average. What is more — the DMV has the largest talent gap in the nation — with several thousand open cybersecurity jobs in Maryland and DC at any given time. The analysis estimated that only a third of the gap can be met with available workers. This means it's not just about connecting people to high-demand cybersecurity jobs, it's about preparing more people for these jobs.

Maryland's cybersecurity talent ecosystem is unique, shaped by the presence of the NSA, NIST, and other critical federal agencies. Not surprisingly, a significant portion of open cybersecurity roles are at government contractors, meaning the roles often require specialized skill as well as security clearances.

Growing Maryland's cybersecurity talent pipeline is paramount, not only because the industry is an area of key competitive advantage for the state but also because cybersecurity is increasingly necessary to every aspect of business operations. The new federal cyber incident requirements on the horizon for all critical infrastructure sectors will require these sectors—energy, finance, health, national security—to ensure they have the processes and personnel in place to meet the requirements of the law.

The potential for generative AI to radically reshape the nature of both cybersecurity attacks and tools for combatting cybersecurity threats are just two examples of the need for much stronger coordination.

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Efforts to make software and technology tools “secure by design” also will require greater knowledge of cybersecurity by all IT developers, engineers and architects. Cybersecurity will also need to be incorporated into all technology jobs, and many jobs outside of tech, to make sure our workforce can develop the skills demanded by a shifting threat and opportunity landscape,

The vision of Cyber Maryland was that it would catalyze, develop, and sustain Maryland’s cyber workforce to support a thriving cybersecurity ecosystem. It is more imperative than ever that this vision be realized, and that we have a state workforce strategy that both provides pathways for individuals into cybersecurity and establishes the infrastructure to ensure our existing workforce can continue to evolve.

For these reasons, Governor Moore’s Budget, in addition to shifting the Cyber Maryland program to Labor, also proposes a significant investment of \$5M in Cyber Maryland.

TEDCO/Cyber Maryland and the Governor’s Workforce Board will be releasing the Maryland Cybersecurity Talent Strategy in February 2025. This strategy was developed through engagement with over 65 leaders in industry, government, academia, and workforce, and extensive involvement by members of the Cyber Maryland Board. The strategy is anchored in four key areas:

1. *Equip every Marylander with foundational skills to grow the pipeline of potential cyber talent;*
2. *Transform postsecondary cybersecurity education to align with industry needs;*
3. *Expand new pathways into cybersecurity careers beyond traditional higher education;*
4. *Strengthen the federal, state, and local government cybersecurity workforce.*

Moving the Cyber Maryland Program will enable the Department to leverage existing resources and infrastructure.

The Department has a strong foundation of industry partnership and supporting skills programs to meet employers’ needs. Initiatives like the Maryland Works for Wind consortium—which brought together a robust sectoral partnership of 19 organizations, and has thus far supported 1,750 individuals to enroll in training programs—demonstrate MD Labor’s ability to drive strategic industry collaboration. The Department has already made significant investments in cybersecurity skills including:

- \$5.4 million during the Moore-Miller Administration through the EARN program to support 13 different organizations that provide cybersecurity occupations training, including \$1.6 million in FY25 alone;
- Cybersecurity Registered Apprenticeships in four occupations: Cyber Security Level I (18 apprentices), Cyber Security Support Technician (5 apprentices), Certified Cyber Analyst Operator (1 apprentice), and Junior Software Developer (89 apprentices); and
- A \$1.8 million award to BCR Cyber and the Maryland Association of Community Colleges from the Talent Innovation Fund to install and train over 1,100 Marylanders on cyber ranges.

Shifting the program to MD Labor will enable the Department to leverage its existing resources, grants and fiscal infrastructure, and expertise in workforce and industry partnerships to accomplish the bold goals of the action strategy.

At the same time, the Department envisions continued close collaboration with TEDCO, particularly around opportunities to engage business leaders and entrepreneurs, as well as the Department of Commerce as it invests in cybersecurity/IT as a lighthouse sector.

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The changes proposed in SB241 partnered with the Administration's investments in the cybersecurity ecosystem will help to establish Maryland as the premier hub for cybersecurity in the nation.

Proposed Amendment

The Department is seeking one (1) amendment to add the Adjutant General of Maryland to the composition of Cyber Maryland Board. This addition would ensure that the Maryland Military Department, the MD Defense Force, the MD National Guard, and their related assets are included and can contribute to the ongoing state cybersecurity policy efforts of the state.

The Department respectfully requests a Favorable Report on SB241. For questions, please contact Andrew Fulginiti, at Andrew.Fulginiti@maryland.gov

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