

113TH CONGRESS  
1ST SESSION

# H. R. 3107

To require the Secretary of Homeland Security to establish cybersecurity occupation classifications, assess the cybersecurity workforce, develop a strategy to address identified gaps in the cybersecurity workforce, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 17, 2013

Ms. CLARKE introduced the following bill; which was referred to the  
Committee on Homeland Security

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## A BILL

To require the Secretary of Homeland Security to establish cybersecurity occupation classifications, assess the cybersecurity workforce, develop a strategy to address identified gaps in the cybersecurity workforce, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Homeland Security  
5 Cybersecurity Boots-on-the-Ground Act”.

1 **SEC. 2. CYBERSECURITY OCCUPATION CLASSIFICATIONS,**  
2 **WORKFORCE ASSESSMENT, AND STRATEGY.**

3 (a) CYBERSECURITY OCCUPATION CLASSIFICA-  
4 TIONS.—

5 (1) IN GENERAL.—Not later than 90 days after  
6 the date of the enactment of this Act, the Secretary  
7 of Homeland Security shall develop and issue com-  
8 prehensive occupation classifications for individuals  
9 performing activities in furtherance of the cybersecu-  
10 rity mission of the Department of Homeland Secu-  
11 rity.

12 (2) APPLICABILITY.—The Secretary of Home-  
13 land Security shall ensure that the comprehensive  
14 occupation classifications issued under subsection (a)  
15 may be used throughout the Department of Home-  
16 land Security and are made available to other Fed-  
17 eral agencies.

18 (b) CYBERSECURITY WORKFORCE ASSESSMENT.—

19 (1) IN GENERAL.—Not later than 180 days  
20 after the date of the enactment of this Act, the Sec-  
21 retary of Homeland Security, acting through the  
22 Chief Human Capital Officer and Chief Information  
23 Officer of the Department of Homeland Security,  
24 shall assess the readiness and capacity of the De-  
25 partment to meet its cybersecurity mission.

1           (2) CONTENTS.—The assessment required  
2 under paragraph (1) shall, at a minimum, include  
3 the following:

4           (A) Information where cybersecurity posi-  
5 tions are located within the Department of  
6 Homeland Security, specified in accordance  
7 with the cybersecurity occupation classifications  
8 issued under subsection (a).

9           (B) Information on which cybersecurity po-  
10 sitions are—

11           (i) performed by—

12           (I) permanent full time depart-  
13 mental employees;

14           (II) individuals employed by inde-  
15 pendent contractors; and

16           (III) individuals employed by  
17 other Federal agencies, including the  
18 National Security Agency; and

19           (ii) vacant.

20           (C) The number of individuals hired by the  
21 Department pursuant to the authority granted  
22 to the Secretary of Homeland Security in 2009  
23 to permit the Secretary to fill 1,000 cybersecu-  
24 rity positions across the Department over a  
25 three-year period, and information on what

1 challenges, if any, were encountered with re-  
2 spect to the implementation of such authority.

3 (D) Information on vacancies within the  
4 Department's cybersecurity supervisory work-  
5 force, from first line supervisory positions  
6 through senior departmental cybersecurity posi-  
7 tions.

8 (E) Information on the percentage of indi-  
9 viduals within each cybersecurity occupation  
10 classification who received essential training to  
11 perform their jobs, and in cases in which such  
12 training is not received, information on what  
13 challenges, if any, were encountered with re-  
14 spect to the provision of such training.

15 (c) WORKFORCE STRATEGY.—

16 (1) IN GENERAL.—Not later than 180 days  
17 after the date of the enactment of this Act, the Sec-  
18 retary of Homeland Security shall develop a com-  
19 prehensive workforce strategy that enhances the  
20 readiness, capacity, training, and recruitment and  
21 retention of the cybersecurity workforce of the De-  
22 partment of Homeland Security.

23 (2) CONTENTS.—The comprehensive workforce  
24 strategy developed under paragraph (1) shall in-  
25 clude—

- 1 (A) a multiphased recruitment plan; and  
2 (B) a 10-year projection of Federal work-  
3 force needs.

4 (d) INFORMATION SECURITY TRAINING.—Not later  
5 than 270 days after the date of the enactment of this Act,  
6 the Secretary of Homeland Security shall establish and  
7 maintain a process to verify on an ongoing basis that indi-  
8 viduals employed by independent contractors who serve in  
9 cybersecurity positions at the Department of Homeland  
10 Security receive initial and recurrent information security  
11 training comprised of general security awareness training  
12 necessary to perform their job functions, and role-based  
13 security training that is commensurate with assigned re-  
14 sponsibilities. The Secretary shall monitor and maintain  
15 documentation to ensure that training provided to an indi-  
16 vidual under this subsection meets or exceeds require-  
17 ments for such individual’s job function.

18 (e) UPDATES.—Together with the submission to Con-  
19 gress of annual budget requests, the Secretary of Home-  
20 land Security shall provide updates regarding the cyberse-  
21 curity workforce assessment required under subsection  
22 (b), information on the progress of carrying out the com-  
23 prehensive workforce strategy developed under subsection  
24 (c), and information on the status of the implementation

1 of the information security training required under sub-  
2 section (d).

3 **SEC. 3. DEFINITION.**

4 In this Act, the term “cybersecurity mission” means  
5 activities that encompass the full range of threat reduc-  
6 tion, vulnerability reduction, deterrence, incident response,  
7 resiliency, and recovery activities to foster the security and  
8 stability of cyberspace.

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