

113TH CONGRESS
2D SESSION

S. 2372

To provide additional oversight and guidance to the Department of Homeland Security.

IN THE SENATE OF THE UNITED STATES

MAY 21, 2014

Mr. BENNET (for himself and Mr. PORTMAN) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

A BILL

To provide additional oversight and guidance to the Department of Homeland Security.

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 “Federal Cybersecurity
5 Workforce Assessment Act”.

6 **SEC. 2. DEFINITIONS.**

7 In this Act:

8 (1) **APPROPRIATE CONGRESSIONAL COMMIT-**
9 **TEES.**—The term “appropriate congressional com-
10 mittees” means—

1 (A) the Committee on Homeland Security
2 and Governmental Affairs of the Senate;

3 (B) the Committee on Homeland Security
4 of the House of Representatives; and

5 (C) the Committee on House Administra-
6 tion of the House of Representatives.

7 (2) CYBERSECURITY WORK CATEGORY; DATA
8 ELEMENT CODE; SPECIALTY AREA.—The terms “Cy-
9 bersecurity Work Category”, “Data Element Code”,
10 and “Specialty Area” have the meanings given such
11 terms in the Office of Personnel Management’s
12 Guide to Data Standards.

13 (3) DIRECTOR.—The term “Director” means
14 the Director of the Office of Personnel Management.

15 (4) SECRETARY.—The term “Secretary” means
16 the Secretary of Homeland Security.

17 **SEC. 3. NATIONAL CYBERSECURITY WORKFORCE MEAS-**
18 **UREMENT INITIATIVE.**

19 (a) IN GENERAL.—The head of each Federal agency
20 shall—

21 (1) identify all cybersecurity workforce positions
22 within the agency;

23 (2) determine the primary Cybersecurity Work
24 Category and Specialty Area of such positions; and

1 (3) assign the corresponding Data Element
2 Code, as set forth in the Office of Personnel Man-
3 agement’s Guide to Data Standards which is aligned
4 with the National Initiative for Cybersecurity Edu-
5 cation’s National Cybersecurity Workforce Frame-
6 work report, in accordance with subsection (b).

7 (b) EMPLOYMENT CODES.—

8 (1) PROCEDURES.—Not later than 90 days
9 after the date of the enactment of this Act, the head
10 of each Federal agency shall establish procedures—

11 (A) to identify open positions that include
12 cybersecurity functions (as defined in the OPM
13 Guide to Data Standards); and

14 (B) to assign the appropriate employment
15 code to each such position, using agreed stand-
16 ards and definitions.

17 (2) CODE ASSIGNMENTS.—Not later than 9
18 months after the date of the enactment of this Act,
19 the head of each Federal agency shall assign the ap-
20 propriate employment code to—

21 (A) each employee within the agency who
22 carries out cybersecurity functions; and

23 (B) each open position within the agency
24 that has been identified as having cybersecurity
25 functions.

1 (c) PROGRESS REPORT.—Not later than 1 year after
2 the date of the enactment of this Act, the Director shall
3 submit a progress report on the implementation of this
4 section to the appropriate congressional committees.

5 **SEC. 4. IDENTIFICATION OF CYBERSECURITY WORK CAT-**
6 **EGORY AND SPECIALTY AREAS OF CRITICAL**
7 **NEED.**

8 (a) IN GENERAL.—Beginning not later than 1 year
9 after the date on which the employment codes are assigned
10 to employees pursuant to section 3(b)(2), and annually
11 through 2021, the head of each Federal agency, in con-
12 sultation with the Director and the Secretary, shall—

13 (1) identify Cybersecurity Work Categories and
14 Specialty Areas of critical need in the agency's cy-
15 bersecurity workforce; and

16 (2) submit a report to the Director that—

17 (A) describes the Cybersecurity Work Cat-
18 egories and Specialty Areas identified under
19 paragraph (1); and

20 (B) substantiates the critical need designa-
21 tions.

22 (b) GUIDANCE.—The Director shall provide Federal
23 agencies with timely guidance for identifying Cybersecu-
24 rity Work Categories and Specialty Areas of critical need,
25 including—

1 (1) current Cybersecurity Work Categories and
2 Specialty Areas with acute skill shortages; and

3 (2) Cybersecurity Work Categories and Spe-
4 cialty Areas with emerging skill shortages.

5 (c) CYBERSECURITY CRITICAL NEEDS REPORT.—

6 Not later than 18 months after the date of the enactment
7 of this Act, the Director, in consultation with the Sec-
8 retary, shall—

9 (1) identify Specialty Areas of critical need for
10 cybersecurity workforce across all Federal agencies;
11 and

12 (2) submit a progress report on the implemen-
13 tation of this section to the appropriate congres-
14 sional committees.

15 **SEC. 5. GOVERNMENT ACCOUNTABILITY OFFICE STATUS**
16 **REPORTS.**

17 The Comptroller General of the United States shall—

18 (1) analyze and monitor the implementation of
19 sections 3 and 4; and

20 (2) not later than 3 years after the date of the
21 enactment of this Act, submit a report to the appro-
22 priate congressional committees that describes the
23 status of such implementation.

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