

Federal Cybersecurity Workforce Data Collection

Legend: This proposal extends the Federal Cybersecurity Workforce Assessment Act of 2015 and adds a requirement that federal departments and agencies shall provide information not only on the number of cybersecurity professionals employed and the number of posted jobs open, but also on the number of cybersecurity employees needed by the department or agency to optimally staff cybersecurity mission areas. The proposal also tasks the National Cyber Director, in cooperation with the Director of the Office of Personnel Management, with reviewing the assignment of cyber-specific employment codes to ensure consistent application of the codes across departments and agencies, and requires a GAO report after three years.

SEC. __. FEDERAL CYBERSECURITY WORKFORCE DATA COLLECTION

- (a) The Federal Cybersecurity Workforce Assessment Act of 2015 (5 U.S.C. 301 note) is amended—
- (1) In Section 304 in the matter preceding Subsection (a) by adding “And Projected Vacancy Data” before the period at the end;
 - (2) In Section 304(a)—
 - (A) in the matter preceding paragraph (1) by—
 - (i) striking “2022” and inserting “2028”; and
 - (ii) inserting “the National Cyber Director,” after “in consultation with the Director,”;
 - (B) redesignating paragraph (2) as paragraph (3);
 - (C) in paragraph (1) striking the word “and”; and
 - (D) adding the following new paragraph (2):
- “(2) provide a count of projected funded and unfunded vacancies, regardless of critical need, for positions that—
- “(A) require the incumbent to perform, manage, or supervise functions that execute information technology, cybersecurity, or cyber-related responsibilities, and
 - “(B) have been assigned an employment code according to Section 303 of this Title; and”
- (3) In Section 304(a)(3) (as so designated)—
 - (A) in the matter preceding subparagraph (A) by inserting “and the National Cyber Director” after “to the Director”;
 - (B) in subparagraph (A), by striking “and” at the end;
 - (C) in subparagraph (B), by striking the “.” at the end and inserting “;” at the end; and
 - (D) by inserting after subparagraph (B) the following new subparagraphs (C) and (D):
- “(C) provides the number of vacancies identified per paragraph (2); and
- “(D) provides the number of additional positions within the agency that would need to be funded in order to enable the agency to fulfill its cybersecurity mandate to the fullest extent possible.”.
- (4) By adding after Section 304(c)(2), a new Subsection (d):

- “(d) Federal Cybersecurity Workforce Data Dashboard.—Not later than one year after the enactment of this act, the Director, in coordination with the National Cyber Director, will establish and make available to federal departments and agencies an interactive digital resource to share information gathered pursuant to Subsection (a). The digital resource shall—
- “(1) Present data updated no less frequently than once per year to align with the reports submitted per Subsection (a), and the Director is encouraged to work with departments and agencies to update the data with greater frequency;
 - “(2) Provide data on each cybersecurity work role in the federal government coded according to the structure established in Section 303 (b) including vacancy rates and skill gaps;
 - “(3) To the greatest extent possible, provide the data needed to inform department and agency cybersecurity workforce policies with empirical analytics;
 - “(4) Provide a central repository of Office of Personnel Management materials relevant to cybersecurity workforce management, including relevant guidance, tools, coding structures, resources, and other materials as the Director, in coordination with the National Cyber Director, deems appropriate; and
 - “(5) Such other functions as the Director, in coordination with the National Cyber Director, deems necessary.”.
- (b) Review of Employment Coding.—Not later than 18 months after the date of enactment of this section, the National Cyber Director, in coordination with the Director of the Office of Personnel Management, shall provide an assessment of the process for, and findings of, the National Cybersecurity Workforce Measurement Initiative required by Section 303 of the Federal Cybersecurity Workforce Assessment Act of 2015 that—
- (1) describes the degree of consistency in the process used by heads of Federal departments and agencies in identifying the positions required and assigning employment codes;
 - (2) identifies barriers to applying the required employment codes according to a consistent interpretation of the work roles described in the coding structure;
 - (2) outlines any limitations on the utility of the employment codes and subsequent data collection efforts resulting from the methodology and consistency of the initiative; and
 - (3) recommends actions, legislative changes, and/or policy changes that may be taken to improve consistency in the assignment of the employment codes and improve data collection on the federal cybersecurity workforce.
- (c) GAO Review.—Not later than three years after the date of enactment of this section, the Comptroller General of the United States shall submit a report to the appropriate congressional committees that describes the status of—
- (1) implementation of the Federal Cybersecurity Workforce Assessment Act of 2015; and
 - (2) any changes recommended by the National Cyber Director and Director of the Office of Personnel Management pursuant to the reporting requirement in Subsection (b).