

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

(3) assign the corresponding Data Element Code, as set forth in the Office of Personnel Management's Guide to Data Standards which is aligned with the National Initiative for Cybersecurity Education's National Cybersecurity Workforce Framework report, in accordance with subsection (b).

(b) EMPLOYMENT CODES.—

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

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

(B) to assign the appropriate employment code to each such position, using agreed standards and definitions.

(2) CODE ASSIGNMENTS.—Not later than 9 months after the date of the enactment of this Act, the head of each Federal agency shall assign the appropriate employment code to—

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

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

○