



Meeting Minutes
Subcommittee on Education and Workforce Development
Maryland Cybersecurity Council
13 November 2020
11:00 am – 12:00 pm
Virtual Format

Attendance (9/16)

Subcommittee members attending: Senator Katie Fry Hester (chair), Senator Bryan Simonaire, Dr. Michel Cukier, Dr. Anupam Joshi, Miheer Khona, Mark Loepker (for Laura Nelson), Rodney Petersen, Jonathan Powell, and Russell Strickland.

Invited participants: Michael DiGiacamo (Executive Director of the Governor’s Workforce Investment Board), Adjutant General (Ret) Linda Singh, Christine Ross (CEO, Maryland Chamber of Commerce), Gregg Smith (Chairman of the Board, Cybersecurity Association of Maryland {CAMI}), and Troy Stovall (CEO/Executive Director, TEDCO).

Staff: Howard Barr (Assistant Attorney General & Principal Counsel, Department of Information Technology), Nithin Venkatraman (Chief of Staff, Office of Senator Hester), and Dr. Greg von Lehmen (University Maryland Global Campus, Staff to the Maryland Cybersecurity Council)

1. Senator Hester welcomed the members and thanked them for their ongoing commitment to the subcommittee’s work despite the changes caused by COVID. She asked the invited participants to introduce themselves and expressed her appreciation on behalf of the subcommittee for making time to contribute to the meeting.
2. After reviewing the agenda, Senator Hester called for the minutes of the 02 July 2020 meeting. There being no request for changes, the minutes were approved on motions duly made and seconded.
3. To help inform the subcommittee’s discussion of SB 1049 (Cybersecurity Talent Pipeline Management Program), Senator Hester invited Christine Ross to brief the members on TPM experience in Kentucky. In her brief, Ms. Ross emphasized that the Kentucky effort:
 - Was a grassroots effort to remedy skills lacking in the existing talent pool
 - Involved employers, schools, and other training and education providers
 - Required many months of collaboration
 - Was rooted from the beginning in an accountability for results
 - Was able to change the trajectory of the talent pool to meet the needs of employers
 - Resulted in the formation of state board to apply the TPM model to other sectors
 - Has produced additional resources for high school career and technical education programs

Dr. Joshi commended the TPM model. But he suggested that if the model were launched in Maryland there be some coordination with the workforce development effort of the

Greater Washington Partnership. He observed that several USM institutions are participating in the latter and that meeting disparate requirements of different initiatives would be challenging.

Rodney Petersen agreed that TPM is an effective model but stated that there could be value in leveraging existing structures rather than launching a new effort. These other structures include not only the Great Washington Partnership but CyberMaryland, the Maryland Business Roundtable, and the DHS/NSA Centers of Excellence.

Troy Stovall applauded the focus of the subcommittee. He observed that it is no good to build new firms without the workforce to sustain them. Higher education is degree driven. There is a need for the postsecondary sector to be nimbler, offering just-in-time badging and certificates. This will entail a tectonic shift in the postsecondary business model. Finally, he noted that an intentionality about equity and the inclusion of traditionally under-represented groups is critical to building the needed workforce.

Senator Hester expressed her appreciation for all of the comments. She agreed that there are many initiatives aimed at workforce development in Maryland and the Capitol Region. What seems to be lacking, however, is a center of gravity that could pull these efforts together. She noted several considerations that are key to her :

- High unemployment in Maryland
- GBC's workforce report and many recommendations
- The upcoming CAMI workforce survey
- The likelihood that with the new Democratic administration there will be significant federal funds targeted on workforce development

She explained that the driving idea behind SB 1049 is to establish this center of gravity which could also serve as a vehicle for the expected federal funds in 2021. To help sort out what the subcommittee should recommend, she suggested a small subgroup to identify the top 3-4 recommendations it could endorse for possible action in the next legislative session.

Dr. Joshi mentioned Senator Schumer's Endless Frontiers Act, which would provide \$100 billion for research in quantum, cyber and other areas in which Maryland is strong. He noted that the Mid-Atlantic Quantum Alliance among universities shows the value of coordination and stated that state-level coordination on workforce development would be valuable.

Senator Hester invited Senator Simonaire, Michael DiGiacamo, General Singh, and Greg Smith to share any thoughts they would like to share.

Senator Simonaire indicated that the objective of establishing a center of gravity was a good one, that the challenge was to make it realizable, and that a subgroup to clarify and substantiate the top 3-4 priorities would be useful.

Mr. DiGiacamo observed that with high employment and a changing job market, there is a need to connect people with the training and education opportunities that are available and

right for them. To this end, the Governor's Workforce Development Board in partnership with others did apply for a DoE ReImagine grant to develop a portal to do just that. However, Maryland was not one of the states selected for funding.

Rodney Petersen noted that the Federal government is pivoting from degrees to skills and advised Maryland to examine its recruiting. The need is not to 'overspec' positions. He mentioned that this was Cybersecurity Career Awareness Week and that Maryland was doing innovative things to support apprenticeships. But as is the case nationally, there is a need for more employers in Maryland to join these programs.

General Singh seconded the value of apprenticeships. Sponsoring an apprentice can be difficult for smaller firms. There is a need particularly for larger companies to participate.

Gregg Smith made a number of comments.

- He emphasized that there is a huge demand among his membership for employees and that there is opportunity for people who are new to the industry. He pointed out that ATT had an immediate demand for 100 employees, most of them at the entry level.
- Mr. Smith also stressed that there is a tendency to focus on technical skills but that the need is broader than that. Also needed are tech writers, sales engineers, and product managers, among others.
- He stated that CAMI will not focus on its own curriculum development. There is already Cybrary, for example. What CAMI will provide is the connective tissue for the flow of information to CEOs about opportunities to mentor, to participate in intern programs, and to speak in schools. He asked whether CAMI could take on a 'center of excellence' role for the state and stated that it could but was waiting to see what Senator Hester might propose.
- He said what he would like to see was a consolidated pot of funding that could be focused on key initiatives by companies and schools. There is a lot of money for many different initiatives. The question is how effective such a widely-distributed approach is.

Senator Hester noted that approaching hour and observed that she would commission a small study group to process the subcommittee's discussion and to recommend to the subcommittee its top 3-4 priorities.

She asked if there was other business that members wanted to discuss. Hearing none, the subcommittee was adjourned.

[Note: These minutes were approved by the subcommittee at its meeting on January 21, 2021.]