



Meeting Minutes  
 Maryland Cybersecurity Council  
 Subcommittee on Education and Workforce Development  
 Friday, November 22, 2019  
 10:00 am – 11:10 pm  
 UMGC Administrative Building  
 Room 1001  
 3501 University Boulevard East  
 Hyattsville, Maryland

Subcommittee Attendance (5/10)

*Subcommittee members:* Senator Katie Fry Hester (chair), Dr. Michel Cukier, Dr. Anupam Joshi, Miheer Khona, and Dr. Kevin Kornegay (for Morgan State University President David Wilson).

*Other Council members participating:* Dr. Anton Dahbura, Christine Ross, Gregg Smith, and Stacey Smith.

*Staff:* Hannibal Kemerer (Director of Legislative Affairs, OAG) and Dr. Greg von Lehmen (University of Maryland Global Campus, staff to the Council).

*Contributors:* Dr. S Bhaskar (UMGC), Dr. Richard Cerkovnik (Montgomery College), Kent Malwitz (UMBC Training Centers), Casey O’Brien (Prince Georges Community College and CyberWatch PI), Dr. Loyce Pailen (UMGC), Latoya Staten (Connected2Tech), and Roy White (Diverse Concepts),

1. Senator Hester welcomed the attendees and recapped the purpose of the meeting: to prioritize the many suggestions made at the November 15 subcommittee meeting. She proposed two questions to guide evaluation: Which suggestions might be susceptible to public/private partnerships? Which might fit into the theme of the 2020 session, which will focus on the Kirwan Commission recommendations?
2. Before starting this discussion, the minutes of the last two meetings (October 10, 2019 and November 15, 2019) were duly moved, seconded and approved by the subcommittee.
3. The subcommittee and its contributors then turned to the task of prioritizing the November 15 suggestions. To facilitate this discussion, Senator Hester had compiled them by theme into a table. The discussion produced the following outcomes:

Scaling and coordination of cyber workforce training efforts.			
A) Catalog and coordinate workforce programs focused on developing cyber/IT talent	<a href="https://vestigial.cs.umd.edu/cyber/">https://vestigial.cs.umd.edu/cyber/</a>		Stacey Smith (TEDCO) will take the lead with Maryland Dept of Commerce and EAGB to see if a catalog of cyber training and education programs can be included in the planned revision of the cyber asset map ( <a href="http://eagb.maps.arcgis.com/apps/MapSeries/index.html?appid=f1480443ee5d4fbabd710890431a5af4">http://eagb.maps.arcgis.com/apps/MapSeries/index.html?appid=f1480443ee5d4fbabd710890431a5af4</a> ). The map is going to be revamped to map to the lifecycle of the entrepreneur.

<i>II Public/Private Partnerships</i>				
A) Co-Teaching: Stand up a program of industry and government cybersecurity professionals co-teaching with certified teachers in high-school. Have them trained not to scare the students with horror stories but, instead, to provide real-life stories about day- to-day work in the cybersecurity space.	Chamber of Commerce Foundation Externships Program	Formalize the co-teaching component through a partnership with MSDE.	Potentially	1) Senator Hester will schedule meeting with MSDE to explore how this recommendation might be implemented. 2) Including a provision in the Kirwan legislation that would permit state matching of private contributions toward a fund that would pay for some number of high school students each year to take early college or dual enrollment courses in cybersecurity and computer science.
B) Video Education: Have company and industry representatives explain to high school students, through in-person presentations and videos (a la Life Journey) their daily work. Career awareness.			No	As part of its effort under II (C), CAMI will recruit industry and government cyber professionals to raise awareness about the range of cyber jobs using in-person and video-conferencing, archiving recorded sessions for later use. The Senator suggested that a video targeting elementary school children is critical to building interest.
C) Mentoring: Recruit and deploy industry and government cybersecurity professionals to serve as organized mentors to high school and college students.	The mentor program of the Maryland Business Roundtable was noted with suggestions that it might be expanded.		Potentially	Gregg Smith (CAMI board chair) volunteered CAMI to be the convener of industry and government to build and coordinate a robust mentorship program. It was suggested that the state fund a position within CAMI as a way of anchoring and accelerating the effort.

<i>III Upscaling training to help close the cyber skills gap</i>				
A) Subsidized professional development for educators is a missing critical component in many discussions re: to cybersecurity			Yes	The group discussion settled on a cyber range as a tool that could be used for the professional development of faculty and students alike. The Baltimore Range currently benefits from EARN grants that permit small groups of community college students to use the Range. Could funding for the use of the Baltimore Range be expanded to permit a much larger population of students and faculty across the State to use it? Rich Cerkovnik (MC) could provide more information about the Range and the EARN grant program.

<i>IV Messaging/marketing to raise awareness of cybersecurity careers and training opportunities</i>				
C) Interdisciplinary messaging kits for K12 schools that are audience-specific (parents, students, school counselors), companies (e.g., regarding hiring practices/job descriptions/qualifications), the military, underemployed, under-represented, etc.				It was suggested that state funding be pursued to develop these kits. This could be accomplished through a state agency or a matching grant to an organization that could do the development. A potential lead could be Mark Loepker at the Cyber Center for Education and Innovation (CCEI). CCEI has already attracted corporate funding for similar initiatives, like a recent webinar that it on cyber for school counselors that with Bill Newhouse at NICE and Carolyn Resnik at the US Department of Labor.

4. Senator Hester expressed her appreciation for the meeting outcomes. She indicated that she would poll her subcommittee members to see whether there was a need for further discussion or whether the suggestions were ripe enough for briefing out to Council and for execution by the subcommittee leads.
5. There being no further business, the subcommittee meeting was adjourned at 11:10 am.