



COMMITTEE ON HOMELAND SECURITY

Ranking Member Bennie G. Thompson

FOR IMMEDIATE RELEASE

Hearing Statement of Cybersecurity & Infrastructure Protection Subcommittee Ranking Member Eric Swalwell (D-CA)

Growing the National Cybersecurity Talent Pipeline

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I want to thank my friend, Chairman Garbarino, for holding today's hearing on growing the national cybersecurity talent pipeline. It is an incredibly important topic, and one that both of us share as a top priority for this Congress.

The shortage of trained cybersecurity professionals is not a new problem. For years, I have heard from the national labs and the tech and cybersecurity companies in my district about the tremendous challenges they face filling cybersecurity positions. After engaging with a range of stakeholders in both the OT and IT spaces, I learned more about the complexity of the workforce challenge and the range of skillsets needed to secure the networked technologies we rely on every day.

For that reason, last Congress, I introduced the *Industrial Control Systems Cybersecurity Training Act*, authorizing CISA's ICS training program, which was enacted into law as part of last year's National Defense Authorization Act. Through that program, CISA trains over 25,000 students annually - either in-person or virtually - to secure the hardware and software used in water treatment facilities, power transmission and distribution, and other high-value critical infrastructure our adversaries target.

As we look to build on previous work like that legislation, we must continue to expand the Federal government's support for cybersecurity training, while tailoring efforts to align with the skills needed by employers and the demands of emerging technologies. In doing so, we must ensure our cybersecurity curriculum and training programs are not static and instead evolve as deploy new technologies like Artificial Technology and Machine Learning that can both improve network security and introduce new risks. This hearing today will help the subcommittee gain a better understanding of the specific causes contributing to the cybersecurity workforce shortage and help us develop solutions going forward.

As the White House works to finalize its National Cyber Workforce and Education Strategy, it is critical that Congress be an active partner in implementing policies and providing resources to expand the cyber talent pipeline and ensure we have the workforce necessary to maintain our advantage against adversaries like Russia and China. Addressing this problem will require a coordinated approach that brings together multiple federal agencies, our nation's universities, community colleges, and K-12 schools, and our private sector, which includes many of the world's leading technology and cybersecurity firms.

With CISA's extensive experience in public-private partnerships and its cybersecurity expertise, I know that it will have an important role as part of this broader strategy, and this subcommittee stands ready to ensure it has the authorities and resources necessary to contribute.

Finally, the National Cybersecurity Strategy released earlier this year makes clear, addressing the lack of diversity in the cybersecurity workforce “is both a moral necessity and a strategic imperative.” We simply will not be able to close the gap between employer demand for skilled cybersecurity professionals and the available talent pool if we do not do more to bring women, people of color, and other underrepresented groups into the cyber talent pipeline.

Building a robust cyber workforce also presents an opportunity to train and leverage the talent of our veterans, who bring with them the experience, skill, and discipline that would make them an asset to any security team. I know our panel of witnesses today shares this priority, and I look forward to hearing their ideas for how we can address this challenge. As we look to implement cyber workforce policies, I am committed to ensuring they reflect the need for our cyber workforce to include the full diversity of our nation.

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