

# CYBERSECURITY WORKFORCE MANAGEMENT SUPPORT

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## I. Purpose

This Directive establishes the Department of Homeland Security (DHS) policy and procedures and assigns responsibilities for the strategic management of the Department's cybersecurity workforce.

## II. Scope

- A. This Directive applies throughout DHS.

## III. Authorities

- A. Title 5, United States Code (U.S.C.), Section 4103, "Establishment of Training Programs"
- B. Title 6, U.S.C., Section 111, "Executive Department, Mission"
- C. Title 6, U.S.C., Section 112, "Secretary; Functions"
- D. Title 6, U.S.C., 341, "Under Secretary for Management"

## IV. Responsibilities

- A. **The Under Secretary for Management** oversees the activities of the CyberSkills Management Support Initiative (CMSI) and its Executive Director and provides guidance and resources to support the CMSI, including leadership, through the Deputy Under Secretary for Management, for the Cyber Workforce Coordinating Council (CWCC).
- B. **The Under Secretary for National Protection and Programs Directorate (NPPD)** provides guidance, resources, and cybersecurity expertise to support the CMSI and implements policies and procedures

established by the CMSI, including providing leadership, through the Deputy Under Secretary for Cybersecurity, for the CWCC.

- C. **Heads of DHS Components** provide guidance, resources, and cybersecurity expertise to support the CMSI and implement policies and procedures established by the CMSI.
- D. **The DHS Chief Human Capital Officer** manages the funding and resources for the CMSI and provides guidance, resources, and human capital expertise to the CMSI.

## V. Policy and Requirements

A. It is DHS policy to recruit, develop, and retain a world-class cybersecurity workforce to carry out the DHS mission to safeguard and secure cyberspace, and to make DHS the preferred employer of highly qualified cybersecurity professionals.

B. In furtherance of this policy objective, DHS has established a CMSI consisting of a staff of cybersecurity and human resources professionals led by an Executive Director reporting through the Under Secretary for Management to the Deputy Secretary. The CMSI strategically manages the cybersecurity workforce to ensure ongoing mission readiness, including by:

1. Establishing and maintaining an authoritative cybersecurity workforce inventory for DHS;
2. Designing, validating, and implementing workforce skills evaluation tools for use across the entire DHS enterprise;
3. Creating and implementing a nationally recognized professional certification system for the DHS cybersecurity workforce;
4. Establishing a cybersecurity talent pipeline by leveraging secondary and post-secondary institutions nationwide;
5. Developing and implementing a National Centers of Academic Excellence (CAE) framework with specializations that allow for targeted DHS recruitment;
6. Expanding educational opportunities in cybersecurity for veterans and establishing DHS as the premier employer for veterans skilled in cybersecurity;

7. Establishing policies, procedures, and oversight mechanisms to ensure timely, effective hiring and procurement of highly qualified cybersecurity employees and contractors across the entire DHS enterprise;
8. Establishing and overseeing a dynamic DHS Cyber Surge Capacity Force composed of certified cybersecurity professionals with critical skills who are available for rapid deployment in time of a nationally significant cyber event impacting critical infrastructure or key resources;
9. Creating and overseeing a comprehensive and vigorous training and professional development program to help DHS cybersecurity professionals maintain and enhance their cybersecurity skills as needed to continue to successfully carry out the DHS mission to safeguard and secure cyberspace, and to progress in their professional careers at DHS.

C. The CMSI is overseen by a Cyber Workforce Coordinating Council, to be co-chaired by the Deputy Under Secretary for Management and the Deputy Under Secretary for Cybersecurity, consisting of the lead cybersecurity official from each Component engaged in the cybersecurity mission and a senior official from each DHS office which provides support to the CMSI.

1. The CWCC oversees the CMSI. The Deputy Under Secretary for Management and the Deputy Under Secretary for Cybersecurity co-chair the CWCC. The CWCC consists of the lead cybersecurity official from each Component engaged in the cybersecurity mission and senior officials from DHS management offices, which provide support to the CMSI.
2. The CMSI have access to appropriate DHS external advisory bodies, including but not limited to the DHS Academic Advisory Council, to secure external input on its activities.

## VI. Questions

Address any questions or concerns regarding this Directive to the Deputy Under Secretary for Management or the Executive Director, CyberSkills Management Support Initiative.



Rafael Borrás  
Under Secretary for Management

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Date