



**MINUTES OF THE MEETING OF THE CYBER MARYLAND BOARD OF DIRECTORS  
MARYLAND TECHNOLOGY DEVELOPMENT CORPORATION  
January 9, 2024**

The Cyber Maryland Board of Directors convened at 10:04 a.m. on January 9, 2024, via a Zoom video conferencing link provided for that purpose. A quorum was present with thirteen of the eighteen members of the Board in attendance for the meeting.

**Cyber Board Members Present:**

Katie Fry Hester  
Kim Mentzell  
Rachael Stephens Parker  
Gregg Smith  
Greg Rogers  
Roger Austin  
Allen Kachalia  
Thomas Byrd  
Laura Nelson  
Kenneth Allman  
Loyce Best Pailen  
Derrek Dunn  
Troy LeMaile-Stovall

**Advisors:**

Tina Williams-Koroma  
Tom Creely  
Brad Phillips  
Erica Dobbs

**Representatives, TEDCO Staff, and Guests Present:**

Mindy Lehman, Staff  
Alex Choi, Staff  
Leah Franklin, Staff  
Matt Walsh (Light Cast)  
Chris Compton (Light Cast)  
Dr. Christopher Laney (Light Cast)  
Lara Hjortsberg, Office of the Attorney General ("OAG")  
Stephanie Meighan, OAG  
Rita Doerr, NSA  
Damian Lang Fester – *Assistant to Senator Katie Fry Hester*

**Cyber Board Members Not Present:**

Anthony Woods  
Anne Kaiser  
Kirkland Murray

**I. Call to Order**

Mr. Choi called the meeting to order at 10:04 am. Mr. LeMaile-Stovall & Ms. Lehman gave a few updates before Ms. Franklin called the roll.

**II. Approval of December 19, 2023 Minutes**

Mr. LeMaile-Stovall deferred the approval of the December 19, 2023 minutes until the next meeting.

**III. Election of Chair and Vice Chair**

Mr. LeMaile-Stovall requested a deferral of the Chair and Vice-Chair elections until the next meeting. He noted that he cannot serve as the Chair of the Board.

**IV. Presentation of Initial Findings Report for the Study to Develop a Statewide Strategic Plan for Cybersecurity Workforce Development**

Mr. Choi gave an overview of the 'Study to Develop a Statewide Strategic Plan for Cybersecurity Workforce Development,' which TEDCO commissioned Light Cast to complete, and he provided context for the Initial Findings report. Now that the Initial Findings report is complete, Mr. Choi stated that Light Cast's next step will be an Interim report, and it will need assistance from the board members to capture stakeholder insights. Board members will receive an email requesting insights from their networks.

Mr. Walsh, from Light Cast, presented a project overview, project timeline and initial findings from the Initial Findings report. During the presentation, Board members raised questions and engaged in a robust discussion about the preliminary findings and next phases of the Study. A summary of the topics discussed are as follows:

- Additional clarity on the Study and Light Cast's role in assisting with the development of the Statewide Strategic Plan for Cybersecurity Workforce Development.
  - o Board members referred related Maryland workgroups to the Light Cast team to engage in the next phase of the study, including:
    - Apprenticeship 2030
    - Governor's Workforce Development Board
  - o Clarification was provided about the depth of vacancy data Light Cast will provide in the Final report, including Cyber related positions in sectors not traditionally affiliated with cybersecurity.
- Importance of aligning the State's strategy with Federal strategy, which is outlined in the National Workforce and Education Strategy.
  - o Light Cast's recommendations in the Final Report will take into account Federal Strategies and follow the US Chamber of Commerce's talent pipeline approach.
- Discussion of current education and training requirements in job postings, including:

- Certifications versus requiring two- and four-year(+) degrees,
- Hands on experience of job candidates
- Human resource policies and current hiring practices
  - Employee screening policies/practices
  - Aptitude tests
- 'On the job' training resources
  - Resources for employees looking to move into Cybersecurity from their current roles within a organization
- Posted applicant requirements versus actual educational/experience requirements required to fill the role.

For the next phase of the study, Light Cast requested assistance from Board members and their networks with collecting information on training centers and cyber workforce training and development programs currently offered in Maryland. It was noted that CyberMaryland (a private group unaffiliated with TEDCO's Cyber Maryland Program) has a map that would be helpful for this request. Light Cast asked for data on what the programming is and how it transfers workforce skills in the cyber sector.

Mr. Walsh noted that additional meetings will be held to explore expertise within the Board, their networks, and their ecosystems. Mr. Choi added that the TEDCO team will assist with additional meetings and connecting the Board to the Light Cast team, as needed.

**V. Board Discussion on Initial Findings Report for the Study to Develop a Statewide Strategic Plan for Cybersecurity Workforce Development**

Following the presentation, the Board discussed their personal experience on the presentation topics . A summary of that discussion is below:

- A number of members and advisors referenced their own experiences with talent entering the cybersecurity space. Challenges raised included job descriptions, application process, need for training, recruitment process, artificial intelligence, classification of cyber and risk management, hiring process and interviews.
- On-the-Job training was noted to help the hiring process. Previously organizations spent more time investing in their team and growing them throughout the company. A few members noted that they offer apprenticeship training or hands-on training as part of their organizations. Within this training, some members noted that they require talent to commit to the organization before training begins.
- It was noted that along with offering training, hands-on experience, and apprenticeships, it should be tracked to determine return on investment.
- A number of members noted how support and training is needed to help talent and Human Resources to determine best practices.



After the discussion, Mr. LeMaile-Stovall, Mr. Choi and Mr. Walsh listed next steps as follows:

- TEDCO team will work with Light Cast and Board members to receive more perspective to add to the interim report, on an individual basis.
- Light Cast will prepare an interim report
- Next Board meeting date will be determined.

Mr. LeMaile-Stovall gave an update on the search for the Executive Director for Cyber Maryland, which is still in progress.

Mr. Laney noted that Maryland is doing well on cyber security and is on the right track. Mr. LeMaile-Stovall echoed Mr. Laney and offered guidance on how to determine strategy as we move forward.

## **VI. Meeting Adjourned**

The meeting adjourned at 11:53 a.m.