

112TH CONGRESS  
1ST SESSION

# S. 1159

To require a study on the recruitment, retention, and development of  
cyberspace experts.

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IN THE SENATE OF THE UNITED STATES

JUNE 8, 2011

Mrs. GILLIBRAND introduced the following bill; which was read twice and  
referred to the Committee on Armed Services

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## A BILL

To require a study on the recruitment, retention, and  
development of cyberspace experts.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Cyberspace Warriors  
5 Act of 2011”.

6 **SEC. 2. STUDY ON THE RECRUITMENT, RETENTION AND DE-**  
7 **VELOPMENT OF CYBERSPACE EXPERTS.**

8 (a) STUDY.—

9 (1) IN GENERAL.—Not later than 60 days after  
10 the date of the enactment of this Act, the Secretary

1 of Defense shall enter into a contract with an inde-  
2 pendent entity to conduct a study examining the  
3 availability of personnel for Department of Defense  
4 defensive and offensive cyberspace operations, identi-  
5 fying any gaps in meeting personnel needs, and rec-  
6 ommending available mechanisms to fill such gaps,  
7 including permanent and temporary positions.

8 (2) QUALIFICATIONS OF ORGANIZATION SE-  
9 LECTED.—The entity selected to carry out the study  
10 under paragraph (1) shall include experts with a  
11 demonstrated expertise in the fields of national secu-  
12 rity and human capital development across the var-  
13 ious military services, encompassing active and re-  
14 serve component issues, previous experience in con-  
15 ducting research on cyberspace personnel issues,  
16 policies, and strategies, knowledge of cybersecurity,  
17 including in the private sector, and on the basis of  
18 such other criteria as the Secretary of Defense may  
19 determine.

20 (3) ACCESS TO INFORMATION.—The Secretary  
21 of Defense shall ensure that the entity conducting  
22 the study required under paragraph (1) has access  
23 to all necessary data, records, analysis, personnel,  
24 and other resources necessary to complete the study.

25 (b) REPORT.—

1           (1) IN GENERAL.—Not later than one year  
2 after entering into a contract with an independent  
3 entity under subsection (a), the Secretary of Defense  
4 shall submit to the congressional defense committees  
5 a report containing the results of the study con-  
6 ducted under such subsection.

7           (2) MATTERS TO BE COVERED.—The report re-  
8 quired under paragraph (1) shall include the fol-  
9 lowing elements:

10                   (A) A statement of capabilities and num-  
11 ber of cyberspace operations personnel required  
12 to meet the defensive and offensive cyberspace  
13 operation requirements of the Department of  
14 Defense.

15                   (B) An assessment of the sufficiency of the  
16 numbers and types of personnel available for  
17 cyberspace operations, including an assessment  
18 of the balance of military personnel, Depart-  
19 ment of Defense civilian employees, and con-  
20 tractor positions, and the availability of per-  
21 sonnel with expertise in matters related to  
22 cyberspace operations from outside of the De-  
23 partment of Defense.

1           (C) A description of the obstacles to ade-  
2           quate recruitment and retention of such per-  
3           sonnel.

4           (D) An exploration of the various recruit-  
5           ing, training, and affiliation mechanisms, such  
6           as the reserve components, including the indi-  
7           vidual ready reserves, the civilian expeditionary  
8           workforce, corporate and university partner-  
9           ships, the Reserve Officers' Training Corps,  
10          and civilian auxiliaries to address challenges to  
11          recruitment, retention, and training.

12          (E) A description of incentives that enable  
13          and encourage individuals with cyber skills from  
14          outside the Department of Defense to affiliate  
15          with the Armed Forces and civilian employees  
16          of the Department of Defense through other  
17          types of service agreements, as well as obstacles  
18          that discourage cyberspace experts and the De-  
19          partment of Defense from implementing new  
20          organizational constructs.

21          (F) Identification of legal, policy, or ad-  
22          ministrative impediments to attracting and re-  
23          taining cyberspace operations personnel.

1                   (G) Recommendations for legislative or  
2                   policy changes necessary to increase the avail-  
3                   ability of cyberspace operations personnel.

4           (c) SUBMISSION OF COMMENTS.—Not later than 90  
5 days after the Secretary of Defense submits the report re-  
6 quired under subsection (b), the Secretary of Defense and  
7 the Secretaries of each of the military departments shall  
8 submit to the congressional defense committees comments  
9 on the findings and recommendations contained in the re-  
10 port.

11           (d) DEFINITIONS.—In this section:

12                   (1) CONGRESSIONAL DEFENSE COMMITTEES.—  
13                   The term “congressional defense committees” means  
14                   the Committees on Armed Services and Appropria-  
15                   tions of the Senate and the House of Representa-  
16                   tives.

17                   (2) CYBERSPACE OPERATIONS PERSONNEL.—  
18                   The term “cyberspace operations personnel” refers  
19                   to members of the Armed Forces and civilian em-  
20                   ployees of the Department of Defense involved with  
21                   the operations and maintenance of a computer net-  
22                   work connected to the global information grid, as  
23                   well as offensive, defensive, and exploitation func-  
24                   tions of such a network.

1           (3) MILITARY DEPARTMENTS.—The term “mili-  
2           tary departments” has the meaning given the term  
3           in section 101 of title 10, United States Code.

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