

118TH CONGRESS  
1ST SESSION

**S.** \_\_\_\_\_

To authorize the Director of the Cybersecurity and Infrastructure Security Agency to establish an apprenticeship program and to establish a pilot program on cybersecurity training for veterans and members of the Armed Forces transitioning to civilian life, and for other purposes.

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IN THE SENATE OF THE UNITED STATES

Ms. HASSAN (for herself and Mr. CORNYN) introduced the following bill; which was read twice and referred to the Committee on \_\_\_\_\_

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**A BILL**

To authorize the Director of the Cybersecurity and Infrastructure Security Agency to establish an apprenticeship program and to establish a pilot program on cybersecurity training for veterans and members of the Armed Forces transitioning to civilian life, and for other purposes.

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 “Federal Cybersecurity  
5 Workforce Expansion Act”.

1 **SEC. 2. FINDINGS.**

2 Congress finds that—

3 (1) the need for qualified cybersecurity per-  
4 sonnel is greater than ever, as demonstrated by the  
5 recent SolarWinds breach and the growing spate of  
6 ransomware attacks on critical infrastructure enti-  
7 ties and State and local governments;

8 (2) the Federal Government is facing a short-  
9 age of qualified cybersecurity personnel, as noted in  
10 a March 2019 Government Accountability Office re-  
11 port on critical staffing needs in the Federal cyber-  
12 security workforce;

13 (3) there is a national shortage of qualified cy-  
14 bersecurity personnel, and according to CyberSeek, a  
15 project supported by the National Initiative for Cy-  
16 bersecurity Education within the National Institute  
17 of Standards and Technology, there are approxi-  
18 mately 500,000 cybersecurity job openings around  
19 the United States;

20 (4) in May 2021, the Department of Homeland  
21 Security announced that the Department was initi-  
22 ating a 60 day sprint to hire 200 cybersecurity per-  
23 sonnel across the Department, with 100 of those  
24 hires for the Cybersecurity and Infrastructure Secu-  
25 rity Agency, to address a cybersecurity workforce  
26 shortage; and

1 (5) the Federal Government needs to—

2 (A) expand the cybersecurity workforce  
3 pipeline of the Federal Government to  
4 sustainably close a Federal cybersecurity work-  
5 force shortage; and

6 (B) work cooperatively with the private  
7 sector and State and local government authori-  
8 ties to expand opportunities for new cybersecu-  
9 rity professionals.

10 **SEC. 3. DEFINITIONS.**

11 In this Act:

12 (1) DEPARTMENT.—The term “Department”  
13 means the Department of Homeland Security.

14 (2) INSTITUTION OF HIGHER EDUCATION.—The  
15 term “institution of higher education” has the  
16 meaning given the term in section 101 of the Higher  
17 Education Act of 1965 (20 U.S.C. 1001).

18 (3) SECRETARY.—The term “Secretary” means  
19 the Secretary of Homeland Security.

20 **SEC. 4. CYBERSECURITY APPRENTICESHIP PILOT PRO-**  
21 **GRAM.**

22 (a) DEFINITIONS.—In this section:

23 (1) AREA CAREER AND TECHNICAL EDUCATION  
24 SCHOOL.—The term “area career and technical edu-  
25 cation school” has the meaning given the term in

1 section 3 of the Carl D. Perkins Career and Tech-  
2 nical Education Act of 2006 (20 U.S.C. 2302).

3 (2) COMMUNITY COLLEGE.—The term “commu-  
4 nity college” means a public institution of higher  
5 education at which the highest degree that is pre-  
6 dominantly awarded to students is an associate’s de-  
7 gree, including—

8 (A) a 2-year Tribal College or University,  
9 as defined in section 316 of the Higher Edu-  
10 cation Act of 1965 (20 U.S.C. 1059c); and

11 (B) a public 2-year State institution of  
12 higher education.

13 (3) COMPETITIVE SERVICE.—The term “com-  
14 petitive service” has the meaning given the term in  
15 section 2102 of title 5, United States Code.

16 (4) CYBER WORKFORCE POSITION.—The term  
17 “cyber workforce position” means a position identi-  
18 fied as having information technology, cybersecurity,  
19 or other cyber-related functions under section 303 of  
20 the Federal Cybersecurity Workforce Assessment  
21 Act of 2015 (5 U.S.C. 301 note).

22 (5) EARLY COLLEGE HIGH SCHOOL; EDU-  
23 CATIONAL SERVICE AGENCY; LOCAL EDUCATIONAL  
24 AGENCY; SECONDARY SCHOOL; STATE EDUCATIONAL  
25 AGENCY.—The terms “early college high school”,

1 “educational service agency”, “local educational  
2 agency”, “secondary school”, and “State educational  
3 agency” have the meanings given those terms in sec-  
4 tion 8101 of the Elementary and Secondary Edu-  
5 cation Act of 1965 (20 U.S.C. 7801).

6 (6) EDUCATION AND TRAINING PROVIDER.—  
7 The term “education and training provider”  
8 means—

9 (A) an area career and technical education  
10 school;

11 (B) an early college high school;

12 (C) an educational service agency;

13 (D) a high school;

14 (E) a local educational agency or State  
15 educational agency;

16 (F) a Tribal educational agency (as de-  
17 fined in section 6132 of the Elementary and  
18 Secondary Education Act of 1965 (20 U.S.C.  
19 7452)), Tribally controlled college or university  
20 (as defined in section 2(a) of the Tribally Con-  
21 trolled Colleges and Universities Assistance Act  
22 of 1978 (25 U.S.C. 1801(a)), or Tribally con-  
23 trolled postsecondary career and technical insti-  
24 tution (as defined in section 3 of the Carl D.

1 Perkins Career and Technical Education Act of  
2 2006 (20 U.S.C. 2302));

3 (G) a postsecondary educational institu-  
4 tion, as defined in section 3 of the Carl D. Per-  
5 kins Career and Technical Education Act of  
6 2006 (20 U.S.C. 2302);

7 (H) a minority-serving institution;

8 (I) a provider of adult education and lit-  
9 eracy activities under the Adult Education and  
10 Family Literacy Act (29 U.S.C. 3271 et seq.);

11 (J) a local agency administering plans  
12 under title I of the Rehabilitation Act of 1973  
13 (29 U.S.C. 720 et seq.), other than section 112  
14 or part C of that title (29 U.S.C. 732, 741);

15 (K) a related instruction provider, includ-  
16 ing a qualified intermediary acting as a related  
17 instruction provider as approved by a registra-  
18 tion agency;

19 (L) a Job Corps center, as defined in sec-  
20 tion 142 of the Workforce Innovation and Op-  
21 portunity Act (29 U.S.C. 3192), provided that  
22 the participation of the Job Corps center is con-  
23 sistent with the outcomes for Job Corps stu-  
24 dents described in section 141 of that Act (29  
25 U.S.C. 3191);

1 (M) a YouthBuild program, as defined in  
2 section 171(b) of the Workforce Innovation and  
3 Opportunity Act (29 U.S.C. 3226(b)); or

4 (N) a consortium of entities described in  
5 any of subparagraphs (A) through (M).

6 (7) ELIGIBLE ENTITY.—The term “eligible enti-  
7 ty” means—

8 (A) a sponsor;

9 (B) a State workforce development board  
10 or State workforce agency, or a local workforce  
11 development board or local workforce develop-  
12 ment agency;

13 (C) an education and training provider;

14 (D) a State apprenticeship agency;

15 (E) an Indian Tribe or Tribal organiza-  
16 tion;

17 (F) an industry or sector partnership, a  
18 group of employers, a trade association, or a  
19 professional association that sponsors or par-  
20 ticipates in a program under the national ap-  
21 prenticeship system;

22 (G) a Governor of a State;

23 (H) a labor organization or joint labor-  
24 management organization; or

25 (I) a qualified intermediary.

1           (8) EXCEPTED SERVICE.—The term “excepted  
2 service” has the meaning given the term in section  
3 2103 of title 5, United States Code.

4           (9) LOCAL WORKFORCE DEVELOPMENT  
5 BOARD.—The term “local workforce development  
6 board” has the meaning given the term “local  
7 board” in section 3 of the Workforce Innovation and  
8 Opportunity Act (29 U.S.C. 3102).

9           (10) MINORITY-SERVING INSTITUTION.—The  
10 term “minority-serving institution” means an insti-  
11 tution of higher education described in section  
12 371(a) of the Higher Education Act of 1965 (20  
13 U.S.C. 1067q(a)).

14           (11) NONPROFIT ORGANIZATION.—The term  
15 “nonprofit organization” means an organization that  
16 is described in section 501(c) of the Internal Rev-  
17 enue Code of 1986 and exempt from taxation under  
18 section 501(a) of such Code.

19           (12) PROVIDER OF ADULT EDUCATION.—The  
20 term “provider of adult education” has the meaning  
21 given the term “eligible provider” in section 203 of  
22 the Adult Education and Family Literacy Act (29  
23 U.S.C. 3272).

24           (13) QUALIFIED INTERMEDIARY.—



1 (A) IN GENERAL.—The term “qualified  
2 intermediary” means an entity that dem-  
3 onstrates expertise in building, connecting, sus-  
4 taining, and measuring the performance of  
5 partnerships described in subparagraph (B) and  
6 serves program participants and employers  
7 by—

8 (i) connecting employers to programs  
9 under the national apprenticeship system;

10 (ii) assisting in the design and imple-  
11 mentation of such programs, including cur-  
12 riculum development and delivery for re-  
13 lated instruction;

14 (iii) supporting entities, sponsors, or  
15 program administrators in meeting the  
16 registration and reporting requirements of  
17 this Act;

18 (iv) providing professional develop-  
19 ment activities such as training to men-  
20 tors;

21 (v) supporting the recruitment, reten-  
22 tion, and completion of potential program  
23 participants, including nontraditional ap-  
24 prenticeship populations and individuals  
25 with barriers to employment;

1 (vi) developing and providing person-  
2 alized program participant supports, in-  
3 cluding by partnering with organizations to  
4 provide access to or referrals for supportive  
5 services and financial advising;

6 (vii) providing services, resources, and  
7 supports for development, delivery, expan-  
8 sion, or improvement of programs under  
9 the national apprenticeship system; or

10 (viii) serving as a sponsor.

11 (B) PARTNERSHIPS.—The term “partner-  
12 ships described in subparagraph (B)” means  
13 partnerships among entities involved in, or ap-  
14 plying to participate in, programs under the na-  
15 tional apprenticeship system, including—

16 (i) industry or sector partnerships;

17 (ii) partnerships among employers,  
18 joint labor-management organizations,  
19 labor organizations, community-based or-  
20 ganizations, industry associations, State or  
21 local workforce development boards, edu-  
22 cation and training providers, social service  
23 organizations, economic development agen-  
24 cies, Indian Tribes or Tribal organizations,  
25 one-stop operators, one-stop partners, or

1 veterans service organizations in the State  
2 workforce development system; or

3 (iii) partnerships among 1 or more of  
4 the entities described in clause (i) or (ii).

5 (14) RELATED INSTRUCTION.—The term “re-  
6 lated instruction” means an organized and system-  
7 atic form of instruction designed to provide an indi-  
8 vidual in an apprenticeship program with the knowl-  
9 edge of the technical subjects related to the intended  
10 occupation of the individual after completion of the  
11 program.

12 (15) SPONSOR.—The term “sponsor” means  
13 any person, association, committee, or organization  
14 operating an apprenticeship program and in whose  
15 name the program is, or is to be, registered or ap-  
16 proved.

17 (16) STATE.—The term “State” has the mean-  
18 ing given the term in section 2 of the Homeland Se-  
19 curity Act of 2002 (6 U.S.C. 101).

20 (17) STATE APPRENTICESHIP AGENCY.—The  
21 term “State apprenticeship agency” has the meaning  
22 given the term in section 29.2 of title 29, Code of  
23 Federal Regulations, or any corresponding similar  
24 regulation or ruling.

1           (18) STATE WORKFORCE DEVELOPMENT  
2 BOARD.—The term “State workforce development  
3 board” has the meaning given the term “State  
4 board” in section 3 of the Workforce Innovation and  
5 Opportunity Act (29 U.S.C. 3102).

6           (19) WIOA TERMS.—The terms “career plan-  
7 ning”, “career pathway”, “community-based organi-  
8 zation”, “economic development agency”, “industry  
9 or sector partnership”, “on-the-job training”, “one-  
10 stop operator”, “one-stop partner”, “recognized  
11 postsecondary credential”, and “workplace learning  
12 advisor” have the meanings given those terms in sec-  
13 tion 3 of the Workforce Innovation and Opportunity  
14 Act (29 U.S.C. 3102).

15       (b) ESTABLISHMENT OF APPRENTICESHIP PILOT  
16 PROGRAM.—

17           (1) IN GENERAL.—Not later than 3 years after  
18 the date of enactment of this Act, the Secretary  
19 shall establish an apprenticeship pilot program.

20           (2) REQUIREMENTS.—The apprenticeship pilot  
21 program established under paragraph (1) shall—

22               (A) employ pilot program participants in  
23 cyber workforce positions within the Depart-  
24 ment;

1           (B) employ not more than 25 new pilot  
2 program participants during each year during  
3 which the pilot program is carried out;

4           (C) be intended to lead to employment in  
5 a cyber workforce position within a Federal  
6 agency;

7           (D) focus on related learning necessary, as  
8 determined by the Secretary in consultation  
9 with the Director of the Office of Personnel  
10 Management and based upon the National Ini-  
11 tiative for Cybersecurity Education Workforce  
12 Framework for Cybersecurity (NIST Special  
13 Publication 800–181, Revision 1), or successor  
14 framework, to meet the immediate and ongoing  
15 needs of cyber workforce positions within Fed-  
16 eral agencies;

17           (E) be registered with and approved by the  
18 Office of Apprenticeship of the Department of  
19 Labor or a State apprenticeship agency pursu-  
20 ant to the Act of August 16, 1937 (commonly  
21 known as the “National Apprenticeship Act”;  
22 29 U.S.C. 50 et seq.);

23           (F) be approved by the Secretary of Vet-  
24 erans Affairs, pursuant to chapter 36 of title  
25 38, United States Code, or other applicable pro-

1           visions of law, as eligible for educational assist-  
2           ance to veterans; and

3                   (G) be sponsored by the Department or an  
4           eligible entity receiving a contract, cooperative  
5           agreement, or grant under subsection (d).

6           (c) COORDINATION.—In the development of the ap-  
7   prenticeship pilot program under this section, the Sec-  
8   retary shall consult with the Secretary of Labor, the Di-  
9   rector of the National Institute of Standards and Tech-  
10   nology, the Secretary of Defense, the Director of the Na-  
11   tional Science Foundation, and the Director of the Office  
12   of Personnel Management to leverage existing resources,  
13   research, communities of practice, and frameworks for de-  
14   veloping cybersecurity apprenticeship programs.

15           (d) OPTIONAL USE OF CONTRACTS, COOPERATIVE  
16   AGREEMENTS, OR GRANTS.—The apprenticeship pilot  
17   program under this section may include entering into a  
18   contract or cooperative agreement with or making a grant  
19   to an eligible entity if determined appropriate by the Sec-  
20   retary based on the eligible entity—

21                   (1) demonstrating experience in implementing  
22                   and providing career planning and career pathways  
23                   toward apprenticeship programs;

24                   (2) having knowledge of cybersecurity workforce  
25                   development;

1           (3) being eligible to enter into a contract or co-  
2           operative agreement with or receive grant funds  
3           from the Department as described in this section;

4           (4) providing participants who complete the ap-  
5           prenticeship pilot program with 1 or more recog-  
6           nized postsecondary credentials;

7           (5) using related instruction that is specifically  
8           aligned with the needs of Federal agencies and uti-  
9           lizes workplace learning advisors and on-the-job  
10          training to the greatest extent possible; and

11          (6) demonstrating successful outcomes con-  
12          necting participants in apprenticeship programs to  
13          careers relevant to the apprenticeship pilot program.

14          (e) APPLICATIONS.—If the Secretary enters into an  
15          arrangement as described in subsection (d), an eligible en-  
16          tity seeking a contract, cooperative agreement, or grant  
17          under the pilot program shall submit to the Secretary an  
18          application at such time, in such manner, and containing  
19          such information as the Secretary may require.

20          (f) PRIORITY.—In selecting eligible entities to receive  
21          a contract, cooperative agreement, or grant under sub-  
22          section (d), the Secretary may prioritize an eligible entity  
23          that—

1           (1) is a member of an industry or sector part-  
2           nership that sponsors or participates in a program  
3           under the national apprenticeship system;

4           (2) provides related instruction for an appren-  
5           ticeship program that was registered with the De-  
6           partment of Labor or a State apprenticeship agency  
7           before the date on which the eligible entity applies  
8           for the contract, cooperative agreement, or grant  
9           under subsection (e);

10          (3) works with the Secretary of Defense, the  
11          Secretary of Veterans Affairs, or veterans organiza-  
12          tions to transition members of the Armed Forces  
13          and veterans to apprenticeship programs in a rel-  
14          evant sector; or

15          (4) plans to use the contract, cooperative agree-  
16          ment, or grant to carry out the apprenticeship pilot  
17          program under this section with an entity that re-  
18          ceives State funding or is operated by a State agen-  
19          cy;

20          (5) has successfully increased the representa-  
21          tion in cybersecurity of women, underrepresented  
22          minorities, and individuals from other underrep-  
23          resented communities; or



1           (6) focuses on recruiting women, underrep-  
2           resented minorities, and individuals from other  
3           underrepresented communities.

4           (g) TECHNICAL ASSISTANCE.—The Secretary shall  
5           provide technical assistance to eligible entities that receive  
6           a contract, cooperative agreement, or grant under sub-  
7           section (d) to leverage the existing job training and edu-  
8           cation programs of the Department and other relevant  
9           programs at appropriate Federal agencies.

10          (h) SERVICE AGREEMENT FOR PILOT PROGRAM PAR-  
11          TICIPANTS.—

12           (1) IN GENERAL.—Participants in the appren-  
13           ticeship pilot program under this section shall enter  
14           into an agreement to, after completion of the ap-  
15           prenticeship pilot program and if offered employ-  
16           ment in a cyber workforce position within a Federal  
17           agency post-apprenticeship, accept and continue em-  
18           ployment in such cyber workforce position for a pe-  
19           riod of obligated service equal to the length of serv-  
20           ice in a position under the apprenticeship pilot pro-  
21           gram by the participant.

22           (2) REPAYMENT FOR PERIOD OF UNSERVED  
23           OBLIGATED SERVICE.—If a participant in the ap-  
24           prenticeship pilot program under this section fails to  
25           satisfy the requirements of the service agreement en-

1       tered into under paragraph (1) for a reason other  
2       than involuntary separation, the participant shall  
3       repay the cost of any education and training pro-  
4       vided to the participant as a part of the apprentice-  
5       ship pilot program, reduced by the ratio of the pe-  
6       riod of obligated service completed divided by the  
7       total period of obligated service.

8           (3) EXCEPTION.—The Secretary may provide  
9       for the partial or total waiver or suspension of any  
10      service or payment obligation by an individual under  
11      this subsection if the Secretary determines that com-  
12      pliance by the individual with the obligation is im-  
13      possible or would involve extreme hardship to the in-  
14      dividual, or if enforcement of such obligation with  
15      respect to the individual would be unconscionable.

16      (i) APPRENTICESHIP HIRING AUTHORITY.—Partici-  
17      pants in the apprenticeship pilot program under this sec-  
18      tion may be appointed to cybersecurity-specific positions  
19      in the excepted service as determined appropriate by the  
20      Secretary and authorized by section 2208 of the Home-  
21      land Security Act of 2002 (6 U.S.C. 658).

22      (j) POST-APPRENTICESHIP HIRING AUTHORITY.—  
23      Pursuant to subsection (b)(2)(B), a participant who suc-  
24      cessfully completes the apprenticeship pilot program under  
25      this section may be appointed to a cyber workforce posi-

1 tion in the excepted service for which the participant is  
2 qualified.

3 (k) POST-APPRENTICESHIP TRIAL PERIOD.—Federal  
4 service following the apprenticeship shall be subject to  
5 completion of a trial period in accordance with any appli-  
6 cable law, Executive Order, rule, or regulation.

7 (l) REPORT.—

8 (1) SECRETARY.—Not later than 2 years after  
9 the date on which the apprenticeship pilot program  
10 is established under this section, and annually there-  
11 after, the Secretary, in consultation with the Sec-  
12 retary of Labor and the Director of the Office of  
13 Personnel Management, shall submit to Congress a  
14 report on the pilot program, including—

15 (A) a description of—

16 (i) any activity carried out by the De-  
17 partment under this section;

18 (ii) any entity that enters into a con-  
19 tract or cooperative agreement with or re-  
20 ceives a grant from the Department under  
21 subsection (d);

22 (iii) any activity carried out using a  
23 contract, cooperative agreement, or grant  
24 under this section as described in sub-  
25 section (d); and

1 (iv) best practices used to leverage the  
2 investment of the Federal Government  
3 under this section; and

4 (B) an assessment of the results achieved  
5 by the pilot program, including—

6 (i) the rate of continued employment  
7 within a Federal agency for participants  
8 after completing the pilot program;

9 (ii) the demographics of participants  
10 in the pilot program, including representa-  
11 tion of women, underrepresented minori-  
12 ties, and individuals from other underrep-  
13 resented communities;

14 (iii) the completion rate for the pilot  
15 program, including if there are any identi-  
16 fiable patterns with respect to participants  
17 who do not complete the pilot program;  
18 and

19 (iv) the return on investment for the  
20 pilot program.

21 (2) COMPTROLLER GENERAL.—Not later than  
22 4 years after the date on which the apprenticeship  
23 pilot program is established under this section, the  
24 Comptroller General of the United States shall sub-  
25 mit to Congress a report on the pilot program, in-

1 including the recommendation of the Comptroller Gen-  
2 eral with respect to whether the pilot program  
3 should be extended.

4 (m) TERMINATION.—The authority to carry out the  
5 apprenticeship pilot program under this section shall ter-  
6minate on the date that is 5 years after the date on which  
7 the Secretary establishes the apprenticeship pilot program  
8 under this section.

9 **SEC. 5. PILOT PROGRAM ON CYBERSECURITY TRAINING**  
10 **FOR VETERANS AND MILITARY SPOUSES.**

11 (a) DEFINITIONS.—In this section:

12 (1) ELIGIBLE INDIVIDUAL.—The term “eligible  
13 individual” means an individual who is—

14 (A) a veteran who is entitled to educational  
15 assistance under chapter 30, 32, 33, 34, or 35  
16 of title 38, United States Code, or chapter 1606  
17 or 1607 of title 10, United States Code;

18 (B) a member of the active or a reserve  
19 component of the Armed Forces that the Sec-  
20retary of Veterans Affairs determines will be-  
21come an eligible individual under subparagraph  
22 (A) within 180 days of such determination, pro-  
23vided that if the individual does anything to  
24make themselves ineligible during the 180-day  
25period, the Secretary of Veterans Affairs may

1           require the individual to repay any benefits re-  
2           ceived under this section; or

3                   (C) an eligible spouse described in section  
4           1784a(b) of title 10, United States Code.

5           (2) RECOGNIZED POSTSECONDARY CREDEN-  
6           TIAL.—The term “recognized postsecondary creden-  
7           tial” has the meaning given the term in section 3 of  
8           the Workforce Innovation and Opportunity Act (29  
9           U.S.C. 3102).

10           (3) VETERAN.—The term “veteran” has the  
11           meaning given the term in section 101 of title 38,  
12           United States Code.

13           (4) WORK-BASED LEARNING.—The term “work-  
14           based learning” has the meaning given the term in  
15           section 3 of the Carl D. Perkins Career and Tech-  
16           nical Education Act of 2006 (20 U.S.C. 2302).

17           (b) ESTABLISHMENT.—Not later than 3 years after  
18           the date of enactment of this Act, the Secretary, in coordi-  
19           nation with the Secretary of Veterans Affairs, shall estab-  
20           lish a pilot program to provide cybersecurity training at  
21           no cost to eligible individuals.

22           (c) ELEMENTS.—The pilot program established  
23           under subsection (b) shall incorporate—

24                   (1) coursework and training that, if applicable,  
25           qualifies for postsecondary credit toward an asso-

1        ciate or baccalaureate degree at an institution of  
2        higher education;

3            (2) virtual learning opportunities;

4            (3) hands-on learning and performance-based  
5        assessments;

6            (4) Federal work-based learning opportunities  
7        and programs; and

8            (5) the provision of recognized postsecondary  
9        credentials to eligible individuals who complete the  
10       pilot program.

11        (d) ALIGNMENT WITH NICE WORKFORCE FRAME-  
12       WORK FOR CYBERSECURITY.—The pilot program estab-  
13       lished under subsection (b) shall align with the taxonomy,  
14       including work roles and competencies and the associated  
15       tasks, knowledge, and skills, from the National Initiative  
16       for Cybersecurity Education Workforce Framework for  
17       Cybersecurity (NIST Special Publication 800–181, Revi-  
18       sion 1), or successor framework.

19        (e) COORDINATION.—

20            (1) TRAINING, PLATFORMS, AND FRAME-  
21       WORKS.—In developing the pilot program under sub-  
22       section (b), the Secretary shall coordinate with the  
23       Secretary of Veterans Affairs, the Secretary of De-  
24       fense, the Secretary of Labor, the Director of the  
25       National Institute of Standards and Technology, and

1 the Director of the Office of Personnel Management  
2 to evaluate and, where possible, leverage existing  
3 training, platforms, and frameworks of the Federal  
4 Government for providing cybersecurity education  
5 and training to prevent duplication of efforts.

6 (2) EXISTING EDUCATIONAL ASSISTANCE.—In  
7 developing the pilot program under subsection (b),  
8 the Secretary shall coordinate with the Secretary of  
9 Veterans Affairs to ensure that, to the greatest ex-  
10 tent possible, eligible individuals can utilize edu-  
11 cational assistance under chapter 30, 32, 33, 34, or  
12 35 of title 38, United States Code, or chapter 1606  
13 or 1607 of title 10, United States Code, or other  
14 educational assistance available to eligible individ-  
15 uals, such as the high technology pilot program de-  
16 scribed in section 116 of the Harry W. Colmery Vet-  
17 erans Educational Assistance Act of 2017 (38  
18 U.S.C. 3001 note), while participating in the pro-  
19 gram.

20 (3) FEDERAL WORK-BASED LEARNING OPPOR-  
21 TUNITIES AND PROGRAMS.—In developing the Fed-  
22 eral work-based learning opportunities and programs  
23 required under subsection (c)(4), the Secretary shall  
24 coordinate with the Secretary of Veterans Affairs,  
25 the Secretary of Defense, the Secretary of Labor,



1 the Director of the Office of Personnel Management,  
2 and the heads of other appropriate Federal agencies  
3 to identify or create, as necessary, interagency op-  
4 portunities that will enable the pilot program estab-  
5 lished under subsection (b) to—

6 (A) allow the participants to acquire and  
7 demonstrate competencies; and

8 (B) give participants the capabilities nec-  
9 essary to qualify for Federal employment.

10 (f) RESOURCES.—

11 (1) IN GENERAL.—In any case in which the  
12 pilot program established under subsection (b)—

13 (A) uses training, platforms, and frame-  
14 works described in subsection (e)(1), the Sec-  
15 retary, in coordination with the Secretary of  
16 Veterans Affairs, shall take such actions as may  
17 be necessary to ensure that the trainings, plat-  
18 forms, and frameworks are expanded and  
19 resourced to accommodate usage by eligible in-  
20 dividuals participating in the pilot program; or

21 (B) does not use training, platforms, and  
22 frameworks described in subsection (e)(1), the  
23 Secretary, in coordination with the Secretary of  
24 Veterans Affairs, shall take such actions as may  
25 be necessary to develop or procure training,

1 platforms, and frameworks necessary to carry  
2 out the requirements of subsection (c) and ac-  
3 commodate the usage by eligible individuals  
4 participating in the pilot program.

5 (2) ACTIONS.—Actions described in paragraph  
6 (1) may include providing additional funding, staff,  
7 or other resources to—

8 (A) recruit and retain women, underrep-  
9 resented minorities, and individuals from other  
10 underrepresented communities;

11 (B) provide administrative support for  
12 basic functions of the pilot program;

13 (C) ensure the success and ongoing en-  
14 gagement of eligible individuals participating in  
15 the pilot program;

16 (D) connect participants who complete the  
17 pilot program to job opportunities within the  
18 Federal Government; and

19 (E) allocate dedicated positions for term  
20 employment to enable Federal work-based  
21 learning opportunities and programs, as re-  
22 quired under subsection (c)(4), for participants  
23 to gain the competencies necessary to pursue  
24 permanent Federal employment.

25 (g) REPORTS.—



1 (iv) as applicable, the transfer rates to  
2 other academic or vocational programs,  
3 and certifications and licensure exam pas-  
4 sage rates;

5 (v) the rate of continued employment  
6 within a Federal agency for participants  
7 after completing the pilot program;

8 (vi) the rate of continued employment  
9 for participants after completing the pilot  
10 program; and

11 (vii) the median annual salary of par-  
12 ticipants who completed the pilot program  
13 and were subsequently employed.

14 (2) COMPTROLLER GENERAL.—Not later than  
15 4 years after the date on which the pilot program  
16 is established under subsection (b), the Comptroller  
17 General of the United States shall submit to Con-  
18 gress a report on the pilot program, including the  
19 recommendation of the Comptroller General with re-  
20 spect to whether the pilot program should be ex-  
21 tended.

22 (h) TERMINATION.—The authority to carry out the  
23 pilot program under this section shall terminate on the  
24 date that is 5 years after the date on which the Secretary  
25 establishes the pilot program under this section.

1 **SEC. 6. FEDERAL CYBERSECURITY WORKFORCE ASSESS-**  
2 **MENT EXTENSION.**

3 Section 304(a) of the Federal Cybersecurity Work-  
4 force Assessment Act of 2015 (5 U.S.C. 301 note) is  
5 amended, in the matter preceding paragraph (1), by strik-  
6 ing “2022” and inserting “2027”.