

AMENDMENT NO. _____ Calendar No. _____

Purpose: In the nature of a substitute.

IN THE SENATE OF THE UNITED STATES—117th Cong., 1st Sess.

S. 2274

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.

Referred to the Committee on _____ and
ordered to be printed

Ordered to lie on the table and to be printed

AMENDMENT IN THE NATURE OF A SUBSTITUTE intended
to be proposed by _____

Viz:

1 Strike all after the enacting clause and insert the fol-
2 lowing:

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Federal Cybersecurity
5 Workforce Expansion Act”.

6 **SEC. 2. FINDINGS.**

7 Congress finds that—

8 (1) the need for qualified cybersecurity per-
9 sonnel is greater than ever, as demonstrated by the
10 recent SolarWinds breach and the growing spate of

1 ransomware attacks on critical infrastructure enti-
2 ties and State and local governments;

3 (2) the Federal Government is facing a short-
4 age of qualified cybersecurity personnel, as noted in
5 a March 2019 Government Accountability Office re-
6 port on critical staffing needs in the Federal cyber-
7 security workforce;

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

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

22 (5) the Federal Government needs to—

23 (A) expand the cybersecurity workforce
24 pipeline of the Federal Government to

1 sustainably close a Federal cybersecurity work-
2 force shortage; and

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

7 **SEC. 3. DEFINITIONS.**

8 In this Act:

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

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

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

17 **SEC. 4. CYBERSECURITY APPRENTICESHIP PILOT PRO-**
18 **GRAM.**

19 (a) DEFINITIONS.—In this section:

20 (1) AREA CAREER AND TECHNICAL EDUCATION
21 SCHOOL.—The term “area career and technical edu-
22 cation school” has the meaning given the term in
23 section 3 of the Carl D. Perkins Career and Tech-
24 nical Education Act of 2006 (20 U.S.C. 2302).

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

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

9 (B) a public 2-year State institution of
10 higher education.

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

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

20 (5) EDUCATION AND TRAINING PROVIDER.—
21 The term “education and training provider”
22 means—

23 (A) an area career and technical education
24 school;

25 (B) an early college high school;

1 (C) an educational service agency;

2 (D) a high school;

3 (E) a local educational agency or State
4 educational agency;

5 (F) a Tribal educational agency, Tribally
6 controlled college or university, or Tribally con-
7 trolled postsecondary career and technical insti-
8 tution;

9 (G) a postsecondary educational institu-
10 tion;

11 (H) a minority-serving institution;

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

15 (J) a local agency administering plans
16 under title I of the Rehabilitation Act of 1973
17 (29 U.S.C. 720 et seq.), other than section 112
18 or part C of that title (29 U.S.C. 732, 741);

19 (K) a related instruction provider, includ-
20 ing a qualified intermediary acting as a related
21 instruction provider as approved by a registra-
22 tion agency;

23 (L) a Job Corps center, as defined in sec-
24 tion 142 of the Workforce Innovation and Op-
25 portunity Act (29 U.S.C. 3192), provided that

1 the participation of the Job Corps center is con-
2 sistent with the outcomes for Job Corps stu-
3 dents described in section 141 of that Act (29
4 U.S.C. 3191);

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

8 (N) a consortium of entities described in
9 any of subparagraphs (A) through (M).

10 (6) EDUCATIONAL SERVICE AGENCY; LOCAL
11 EDUCATIONAL AGENCY; SECONDARY SCHOOL.—The
12 terms “educational service agency”, “local edu-
13 cational agency”, and “secondary school” have the
14 meanings given those terms in section 8101 of the
15 Elementary and Secondary Education Act of 1965
16 (20 U.S.C. 7801).

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

19 (A) a sponsor;

20 (B) a State workforce development board
21 or State workforce agency, or a local workforce
22 development board or local workforce develop-
23 ment agency;

24 (C) an education and training provider;

25 (D) a State apprenticeship agency;

1 (E) an Indian Tribe or Tribal organiza-
2 tion;

3 (F) an industry or sector partnership, a
4 group of employers, a trade association, or a
5 professional association that sponsors or par-
6 ticipates in a program under the national ap-
7 prenticeship system;

8 (G) a Governor of a State;

9 (H) a labor organization or joint labor-
10 management organization; or

11 (I) a qualified intermediary.

12 (8) EXCEPTED SERVICE.—The term “excepted
13 service” has the meaning given the term in section
14 2103 of title 5, United States Code.

15 (9) LOCAL WORKFORCE DEVELOPMENT
16 BOARD.—The term “local workforce development
17 board” has the meaning given the term “local
18 board” in section 3 of the Workforce Innovation and
19 Opportunity Act (29 U.S.C. 3102).

20 (10) MINORITY-SERVING INSTITUTION.—The
21 term “minority-serving institution” means an insti-
22 tution of higher education described in section
23 371(a) of the Higher Education Act of 1965 (20
24 U.S.C. 1067q(a)).

1 (11) NONPROFIT ORGANIZATION.—The term
2 “nonprofit organization” means an organization that
3 is described in section 501(c) of the Internal Rev-
4 enue Code of 1986 and exempt from taxation under
5 section 501(a) of such Code.

6 (12) QUALIFIED INTERMEDIARY.—

7 (A) IN GENERAL.—The term “qualified
8 intermediary” means an entity that dem-
9 onstrates expertise in building, connecting, sus-
10 taining, and measuring the performance of
11 partnerships described in subparagraph (B) and
12 serves program participants and employers
13 by—

14 (i) connecting employers to programs
15 under the national apprenticeship system;

16 (ii) assisting in the design and imple-
17 mentation of such programs, including cur-
18 riculum development and delivery for re-
19 lated instruction;

20 (iii) supporting entities, sponsors, or
21 program administrators in meeting the
22 registration and reporting requirements of
23 this Act;

1 (iv) providing professional develop-
2 ment activities such as training to men-
3 tors;

4 (v) supporting the recruitment, reten-
5 tion, and completion of potential program
6 participants, including nontraditional ap-
7 prenticeship populations and individuals
8 with barriers to employment;

9 (vi) developing and providing person-
10 alized program participant supports, in-
11 cluding by partnering with organizations to
12 provide access to or referrals for supportive
13 services and financial advising;

14 (vii) providing services, resources, and
15 supports for development, delivery, expan-
16 sion, or improvement of programs under
17 the national apprenticeship system; or

18 (viii) serving as a sponsor.

19 (B) PARTNERSHIPS.—The term “partner-
20 ships described in subparagraph (B)” means
21 partnerships among entities involved in, or ap-
22 plying to participate in, programs under the na-
23 tional apprenticeship system, including—

24 (i) industry or sector partnerships;

1 (ii) partnerships among employers,
2 joint labor-management organizations,
3 labor organizations, community-based or-
4 ganizations, industry associations, State or
5 local workforce development boards, edu-
6 cation and training providers, social service
7 organizations, economic development orga-
8 nizations, Indian Tribes or Tribal organi-
9 zations, one-stop operators, one-stop part-
10 ners, or veterans service organizations in
11 the State workforce development system;
12 or

13 (iii) partnerships among 1 or more of
14 the entities described in clauses (i) and
15 (ii).

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

21 (14) RELATED INSTRUCTION.—The term “re-
22 lated instruction” means an organized and system-
23 atic form of instruction designed to provide an indi-
24 vidual in an apprenticeship program with the knowl-
25 edge of the technical subjects related to the intended

1 occupation of the individual after completion of the
2 program.

3 (15) SPONSOR.—The term “sponsor” means
4 any person, association, committee, or organization
5 operating an apprenticeship program and in whose
6 name the program is, or is to be, registered or ap-
7 proved.

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

11 (17) STATE APPRENTICESHIP AGENCY.—The
12 term “State apprenticeship agency” has the meaning
13 given the term in section 29.2 of title 29, Code of
14 Federal Regulations, or any corresponding similar
15 regulation or ruling.

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

21 (19) WIOA TERMS.—The terms “career plan-
22 ning”, “career pathway”, “community-based organi-
23 zation”, “economic development agency”, “industry
24 or sector partnership”, “on-the-job training”, “one-
25 stop operator”, “one-stop partner”, “recognized

1 postsecondary credential”, and “workplace learning
2 advisor” have the meanings given those terms in sec-
3 tion 3 of the Workforce Innovation and Opportunity
4 Act (29 U.S.C. 3102).

5 (b) ESTABLISHMENT OF APPRENTICESHIP PILOT
6 PROGRAM.—

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

10 (2) REQUIREMENTS.—The apprenticeship pilot
11 program established under paragraph (1) shall—

12 (A) employ pilot program participants in
13 cyber workforce positions within the Depart-
14 ment;

15 (B) employ not more than 25 new pilot
16 program participants during each year during
17 which the pilot program is carried out;

18 (C) be intended to lead to employment in
19 a cyber workforce position within a Federal
20 agency;

21 (D) focus on related learning necessary, as
22 determined by the Secretary in consultation
23 with the Director of the Office of Personnel
24 Management and based upon the National Ini-
25 tiative for Cybersecurity Education Workforce

1 Framework for Cybersecurity (NIST Special
2 Publication 800–181, Revision 1), or successor
3 framework, to meet the immediate and ongoing
4 needs of cyber workforce positions within Fed-
5 eral agencies;

6 (E) be registered with and approved by the
7 Office of Apprenticeship of the Department of
8 Labor or a State apprenticeship agency pursu-
9 ant to the Act of August 16, 1937 (commonly
10 known as the “National Apprenticeship Act”;
11 29 U.S.C. 50 et seq.);

12 (F) be approved by the Secretary of Vet-
13 erans Affairs, pursuant to chapter 36 of title
14 38, United States Code, or other applicable pro-
15 visions of law, as eligible for educational assist-
16 ance to veterans; and

17 (G) be sponsored by the Department or an
18 eligible entity receiving a contract, cooperative
19 agreement, or grant under subsection (d).

20 (e) COORDINATION.—In the development of the ap-
21 prenticeship pilot program under this section, the Sec-
22 retary shall consult with the Secretary of Labor, the Di-
23 rector of the National Institute of Standards and Tech-
24 nology, the Secretary of Defense, the Director of the Na-
25 tional Science Foundation, and the Director of the Office

1 of Personnel Management to leverage existing resources,
2 research, communities of practice, and frameworks for de-
3 veloping cybersecurity apprenticeship programs.

4 (d) OPTIONAL USE OF CONTRACTS, COOPERATIVE
5 AGREEMENTS, OR GRANTS.—The apprenticeship pilot
6 program under this section may include entering into a
7 contract or cooperative agreement with or making a grant
8 to an eligible entity if determined appropriate by the Sec-
9 retary based on the eligible entity—

10 (1) demonstrating experience in implementing
11 and providing career planning and career pathways
12 toward apprenticeship programs;

13 (2) having knowledge of cybersecurity workforce
14 development;

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

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

21 (5) using related instruction that is specifically
22 aligned with the needs of Federal agencies and uti-
23 lizes workplace learning advisors and on-the-job
24 training to the greatest extent possible; and

1 (6) demonstrating successful outcomes con-
2 necting participants in apprenticeship programs to
3 careers relevant to the apprenticeship pilot program.

4 (e) APPLICATIONS.—If the Secretary enters into an
5 arrangement as described in subsection (d), an eligible en-
6 tity seeking a contract, cooperative agreement, or grant
7 under the pilot program shall submit to the Secretary an
8 application at such time, in such manner, and containing
9 such information as the Secretary may require.

10 (f) PRIORITY.—In selecting eligible entities to receive
11 a contract, cooperative agreement, or grant under sub-
12 section (d), the Secretary may prioritize an eligible entity
13 that—

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

17 (2) provides related instruction for an appren-
18 ticeship program that was registered with the De-
19 partment of Labor or a State apprenticeship agency
20 before the date on which the eligible entity applies
21 for the contract, cooperative agreement, or grant
22 under subsection (e);

23 (3) works with the Secretary of Defense, the
24 Secretary of Veterans Affairs, or veterans organiza-
25 tions to transition members of the Armed Forces

1 and veterans to apprenticeship programs in a rel-
2 evant sector; or

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

8 (5) has successfully increased the representa-
9 tion in cybersecurity of women, underrepresented
10 minorities, and individuals from other underrep-
11 resented communities; and

12 (6) focuses on recruiting women, underrep-
13 resented minorities, and individuals from other
14 underrepresented communities.

15 (g) TECHNICAL ASSISTANCE.—The Secretary shall
16 provide technical assistance to eligible entities that receive
17 a contract, cooperative agreement, or grant under sub-
18 section (d) to leverage the existing job training and edu-
19 cation programs of the Department and other relevant
20 programs at appropriate Federal agencies.

21 (h) SERVICE AGREEMENT FOR PILOT PROGRAM PAR-
22 TICIPANTS.—

23 (1) IN GENERAL.—Participants in the appren-
24 ticeship pilot program under this section shall enter
25 into an agreement to, after completion of the ap-

1 prenticeship pilot program and if offered employ-
2 ment in a cyber workforce position within a Federal
3 agency post-apprenticeship, accept and continue em-
4 ployment in such cyber workforce position for a pe-
5 riod of obligated service equal to the length of the
6 apprenticeship pilot program.

7 (2) REPAYMENT FOR PERIOD OF UNSERVED
8 OBLIGATED SERVICE.—If a participant in the ap-
9 prenticeship pilot program under this section fails to
10 satisfy the requirements of the service agreement en-
11 tered into under paragraph (1) for a reason other
12 than involuntary separation, the participant shall
13 repay the cost of any education and training pro-
14 vided to the participant as a part of the apprentice-
15 ship pilot program, reduced by the ratio of the pe-
16 riod of obligated service completed divided by the
17 total period of obligated service.

18 (3) EXCEPTION.—The Secretary may provide
19 for the partial or total waiver or suspension of any
20 service or payment obligation by an individual under
21 this subsection if the Secretary determines that com-
22 pliance by the individual with the obligation is im-
23 possible or would involve extreme hardship to the in-
24 dividual, or if enforcement of such obligation with
25 respect to the individual would be unconscionable.

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

7 (j) POST-APPRENTICESHIP HIRING AUTHORITY.—
8 Pursuant to subsection (b)(2)(B), a participant who suc-
9 cessfully completes the apprenticeship pilot program under
10 this section may be appointed to a cyber workforce posi-
11 tion in the excepted service for which the participant is
12 qualified.

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

17 (l) REPORT.—

18 (1) SECRETARY.—Not later than 2 years after
19 the date on which the apprenticeship pilot program
20 is established under this section, and annually there-
21 after, the Secretary, in consultation with the Sec-
22 retary of Labor and the Director of the Office of
23 Personnel Management, shall submit to Congress a
24 report on the pilot program, including—

25 (A) a description of—

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

3 (ii) any entity that enters into a con-
4 tract or cooperative agreement with or re-
5 ceives a grant from the Department under
6 subsection (d);

7 (iii) any activity carried out using a
8 contract, cooperative agreement, or grant
9 under this section as described in sub-
10 section (d); and

11 (iv) best practices used to leverage the
12 investment of the Federal Government
13 under this section; and

14 (B) an assessment of the results achieved
15 by the pilot program, including—

16 (i) the rate of continued employment
17 within a Federal agency for participants
18 after completing the pilot program;

19 (ii) the demographics of participants
20 in the pilot program, including representa-
21 tion of women, underrepresented minori-
22 ties, and individuals from other underrep-
23 resented communities;

24 (iii) the completion rate for the pilot
25 program, including if there are any identi-

1 fiable patterns with respect to participants
2 who do not complete the pilot program;
3 and

4 (iv) the return on investment for the
5 pilot program.

6 (2) COMPTROLLER GENERAL.—Not later than
7 4 years after the date on which the apprenticeship
8 pilot program is established under this section, the
9 Comptroller General of the United States shall sub-
10 mit to Congress a report on the pilot program, in-
11 cluding the recommendation of the Comptroller Gen-
12 eral with respect to whether the pilot program
13 should be extended.

14 (m) TERMINATION.—The authority to carry out the
15 apprenticeship pilot program under this section shall ter-
16 minate on the date that is 5 years after the date on which
17 the Secretary establishes the apprenticeship pilot program
18 under this section.

19 **SEC. 5. PILOT PROGRAM ON CYBERSECURITY TRAINING**
20 **FOR VETERANS AND MILITARY SPOUSES.**

21 (a) DEFINITIONS.—In this section:

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

24 (A) a veteran who is entitled to educational
25 assistance under chapter 30, 32, 33, 34, or 35

1 of title 38, United States Code, or chapter 1606
2 or 1607 of title 10, United States Code;

3 (B) a member of the active or a reserve
4 component of the Armed Forces that the Sec-
5 retary of Veterans Affairs determines will be-
6 come an eligible individual under subparagraph
7 (A) within 180 days of such determination, pro-
8 vided that if the individual does anything to
9 make themselves ineligible during the 180-day
10 period, the Secretary of Veterans Affairs may
11 require the individual to repay any benefits re-
12 ceived under this section; or

13 (C) an eligible spouse described in section
14 1784a(b) of title 10, United States Code.

15 (2) **RECOGNIZED POSTSECONDARY CREDEN-**
16 **TIAL.**—The term “recognized postsecondary creden-
17 tial” has the meaning given the term in section 3 of
18 the Workforce Innovation and Opportunity Act (29
19 U.S.C. 3102).

20 (3) **VETERAN.**—The term “veteran” has the
21 meaning given the term in section 101 of title 38,
22 United States Code.

23 (4) **WORK-BASED LEARNING.**—The term “work-
24 based learning” 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 (b) ESTABLISHMENT.—Not later than 3 years after
4 the date of enactment of this Act, the Secretary, in coordi-
5 nation with the Secretary of Veterans Affairs, shall estab-
6 lish a pilot program to provide cybersecurity training at
7 no cost to eligible individuals.

8 (c) ELEMENTS.—The pilot program established
9 under subsection (b) shall incorporate—

10 (1) coursework and training that, if applicable,
11 qualifies for postsecondary credit toward an asso-
12 ciate or baccalaureate degree at an institution of
13 higher education;

14 (2) virtual learning opportunities;

15 (3) hands-on learning and performance-based
16 assessments;

17 (4) Federal work-based learning opportunities
18 and programs; and

19 (5) the provision of recognized postsecondary
20 credentials to eligible individuals who complete the
21 pilot program.

22 (d) ALIGNMENT WITH NICE WORKFORCE FRAME-
23 WORK FOR CYBERSECURITY.—The pilot program estab-
24 lished under subsection (b) shall align with the taxonomy,
25 including work roles and competencies and the associated

1 tasks, knowledge, and skills, from the National Initiative
2 for Cybersecurity Education Workforce Framework for
3 Cybersecurity (NIST Special Publication 800–181, Revi-
4 sion 1), or successor framework.

5 (e) COORDINATION.—

6 (1) TRAINING, PLATFORMS, AND FRAME-
7 WORKS.—In developing the pilot program under sub-
8 section (b), the Secretary shall coordinate with the
9 Secretary of Veterans Affairs, the Secretary of De-
10 fense, the Secretary of Labor, the Director of the
11 National Institute of Standards and Technology, and
12 the Director of the Office of Personnel Management
13 to evaluate and, where possible, leverage existing
14 training, platforms, and frameworks of the Federal
15 Government for providing cybersecurity education
16 and training to prevent duplication of efforts.

17 (2) EXISTING EDUCATIONAL ASSISTANCE.—In
18 developing the pilot program under subsection (b),
19 the Secretary shall coordinate with the Secretary of
20 Veterans Affairs to ensure that, to the greatest ex-
21 tent possible, eligible individuals can utilize edu-
22 cational assistance under chapter 30, 32, 33, 34, or
23 35 of title 38, United States Code, or chapter 1606
24 or 1607 of title 10, United States Code, or other
25 educational assistance available to eligible individ-

1 uals, such as the high technology pilot program de-
2 scribed in section 116 of the Harry W. Colmery Vet-
3 erans Educational Assistance Act of 2017 (38
4 U.S.C. 3001 note), while participating in the pro-
5 gram.

6 (3) FEDERAL WORK-BASED LEARNING OPPOR-
7 TUNITIES AND PROGRAMS.—In developing the Fed-
8 eral work-based learning opportunities and programs
9 required under subsection (c)(4), the Secretary shall
10 coordinate with the Secretary of Veterans Affairs,
11 the Secretary of Defense, the Secretary of Labor,
12 the Director of the Office of Personnel Management,
13 and the heads of other appropriate Federal agencies
14 to identify or create, as necessary, interagency op-
15 portunities that will enable the pilot program estab-
16 lished under subsection (b) to—

17 (A) allow the participants to acquire and
18 demonstrate competencies; and

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

21 (f) RESOURCES.—

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

24 (A) uses platforms and frameworks de-
25 scribed in subsection (e)(1), the Secretary, in

1 coordination with the Secretary of Veterans Af-
2 fairs, shall take such actions as may be nec-
3 essary to ensure that those programs, plat-
4 forms, and frameworks are expanded and
5 resourced to accommodate usage by eligible in-
6 dividuals participating in the pilot program; or

7 (B) does not use platforms and frame-
8 works described in subsection (e)(1), the Sec-
9 retary, in coordination with the Secretary of
10 Veterans Affairs, shall take such actions as may
11 be necessary to develop or procure programs,
12 platforms, and frameworks necessary to carry
13 out the requirements of subsection (c) and ac-
14 commodate the usage by eligible individuals
15 participating in the pilot program.

16 (2) ACTIONS.—Actions described in paragraph
17 (1) may include providing additional funding, staff,
18 or other resources to—

19 (A) recruit and retain women, underrep-
20 resented minorities, and individuals from other
21 underrepresented communities;

22 (B) provide administrative support for
23 basic functions of the pilot program;

1 (C) ensure the success and ongoing en-
2 gagement of eligible individuals participating in
3 the pilot program;

4 (D) connect participants who complete the
5 pilot program to job opportunities within the
6 Federal Government; and

7 (E) allocate dedicated positions for term
8 employment to enable Federal work-based
9 learning opportunities and programs, as re-
10 quired under subsection (c)(4), for participants
11 to gain the competencies necessary to pursue
12 permanent Federal employment.

13 (g) REPORTS.—

14 (1) SECRETARY.—Not later than 2 years after
15 the date on which the pilot program is established
16 under subsection (b), and annually thereafter, the
17 Secretary shall submit to Congress a report on the
18 pilot program, including—

19 (A) a description of—

20 (i) any activity carried out by the De-
21 partment under this section; and

22 (ii) the existing training, platforms,
23 and frameworks of the Federal Govern-
24 ment leveraged in accordance with sub-
25 section (e)(1); and

1 (B) an assessment of the results achieved
2 by the pilot program, including—

3 (i) the admittance rate into the pilot
4 program;

5 (ii) the demographics of participants
6 in the program, including representation of
7 women, underrepresented minorities, and
8 individuals from other underrepresented
9 communities;

10 (iii) the completion rate for the pilot
11 program, including if there are any identi-
12 fiable patterns with respect to participants
13 who do not complete the pilot program;

14 (iv) as applicable, the transfer rates to
15 other academic or vocational programs,
16 and certifications and licensure exam pas-
17 sage rates;

18 (v) the rate of continued employment
19 within a Federal agency for participants
20 after completing the pilot program;

21 (vi) the rate of continued employment
22 for participants after completing the pilot
23 program; and

1 (vii) the median annual salary of par-
2 ticipants who completed the pilot program
3 and were subsequently employed.

4 (2) COMPTROLLER GENERAL.—Not later than
5 4 years after the date on which the pilot program
6 is established under subsection (b), the Comptroller
7 General of the United States shall submit to Con-
8 gress a report on the pilot program, including the
9 recommendation of the Comptroller General with re-
10 spect to whether the pilot program should be ex-
11 tended.

12 (h) TERMINATION.—The authority to carry out the
13 pilot program under this section shall terminate on the
14 date that is 5 years after the date on which the Secretary
15 establishes the pilot program under this section.

16 **SEC. 6. FEDERAL CYBERSECURITY WORKFORCE ASSESS-**
17 **MENT EXTENSION.**

18 Section 304(a) of the Federal Cybersecurity Work-
19 force Assessment Act of 2015 (5 U.S.C. 301 note) is
20 amended, in the matter preceding paragraph (1), by strik-
21 ing “2022” and inserting “2025”.