

Calendar No. 255118TH CONGRESS
1ST SESSION**S. 2256****[Report No. 118–117]**

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.

IN THE SENATE OF THE UNITED STATES

JULY 12, 2023

Ms. HASSAN (for herself and Mr. CORNYN) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

NOVEMBER 30, 2023

Reported by Mr. PETERS, with amendments

[Omit the part struck through and insert the part printed in *italic*]

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”.

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
11 ransomware attacks on critical infrastructure enti-
12 ties and State and local governments;

13 (2) the Federal Government is facing a short-
14 age of qualified cybersecurity personnel, as noted in
15 a March 2019 Government Accountability Office re-
16 port on critical staffing needs in the Federal cyber-
17 security workforce;

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

1 (4) in May 2021, the Department of ~~Homeland~~
2 ~~Security~~ announced that the Department was initi-
3 ating a 60 day sprint to hire 200 cybersecurity per-
4 sonnel across the Department, with 100 of those
5 hires for the Cybersecurity and Infrastructure Secu-
6 rity Agency, to address a cybersecurity workforce
7 shortage; and

8 (5) the Federal Government needs to—

9 (A) expand the cybersecurity workforce
10 pipeline of the Federal Government to
11 sustainably close a Federal cybersecurity work-
12 force shortage; and

13 (B) work cooperatively with the private
14 sector and State and local government authori-
15 ties to expand opportunities for new cybersecu-
16 rity professionals.

17 **SEC. 3. DEFINITIONS.**

18 In this Act:

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

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

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

3 **SEC. 4. CYBERSECURITY APPRENTICESHIP PILOT PRO-**
4 **GRAM.**

5 (a) DEFINITIONS.—In this section:

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

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

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

19 (B) a public 2-year State institution of
20 higher education.

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

24 (4) CYBER WORKFORCE POSITION.—The term
25 “cyber workforce position” means a position identi-

1 fied as having information technology, cybersecurity,
2 or other cyber-related functions under section 303 of
3 the Federal Cybersecurity Workforce Assessment
4 Act of 2015 (5 U.S.C. 301 note).

5 (5) EARLY COLLEGE HIGH SCHOOL; EDU-
6 CATIONAL SERVICE AGENCY; LOCAL EDUCATIONAL
7 AGENCY; SECONDARY SCHOOL; STATE EDUCATIONAL
8 AGENCY.—The terms “early college high school”,
9 “educational service agency”, “local educational
10 agency”, “secondary school”, and “State educational
11 agency” have the meanings given those terms in sec-
12 tion 8101 of the Elementary and Secondary Edu-
13 cation Act of 1965 (20 U.S.C. 7801).

14 (6) EDUCATION AND TRAINING PROVIDER.—
15 The term “education and training provider”
16 means—

17 (A) an area career and technical education
18 school;

19 (B) an early college high school;

20 (C) an educational service agency;

21 (D) a high school;

22 (E) a local educational agency or State
23 educational agency;

24 (F) a Tribal educational agency (as de-
25 fined in section 6132 of the Elementary and

1 Secondary Education Act of 1965 (20 U.S.C.
2 7452)), Tribally controlled college or university
3 (as defined in section 2(a) of the Tribally Con-
4 trolled Colleges and Universities Assistance Act
5 of 1978 (25 U.S.C. 1801(a)), or Tribally con-
6 trolled postsecondary career and technical insti-
7 tution (as defined in section 3 of the Carl D.
8 Perkins Career and Technical Education Act of
9 2006 (20 U.S.C. 2302));

10 (G) a postsecondary educational institu-
11 tion, as defined in section 3 of the Carl D. Per-
12 kins Career and Technical Education Act of
13 2006 (20 U.S.C. 2302);

14 (H) a minority-serving institution;

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

18 (J) a local agency administering plans
19 under title I of the Rehabilitation Act of 1973
20 (29 U.S.C. 720 et seq.), other than section 112
21 or part C of that title (29 U.S.C. 732, 741);

22 (K) a related instruction provider, includ-
23 ing a qualified intermediary acting as a related
24 instruction provider as approved by a registra-
25 tion agency;

1 (L) a Job Corps center, as defined in sec-
2 tion 142 of the Workforce Innovation and Op-
3 portunity Act (29 U.S.C. 3192), provided that
4 the participation of the Job Corps center is con-
5 sistent with the outcomes for Job Corps stu-
6 dents described in section 141 of that Act (29
7 U.S.C. 3191);

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

11 (N) a consortium of entities described in
12 any of subparagraphs (A) through (M).

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

15 (A) a sponsor;

16 (B) a State workforce development board
17 or State workforce agency, or a local workforce
18 development board or local workforce develop-
19 ment agency;

20 (C) an education and training provider;

21 (D) a State apprenticeship agency;

22 (E) an Indian Tribe or Tribal organiza-
23 tion;

24 (F) an industry or sector partnership, a
25 group of employers, a trade association, or a

1 professional association that sponsors or par-
2 ticipates in a program under the national ap-
3 prenticeship system;

4 (G) a Governor of a State;

5 (H) a labor organization or joint labor-
6 management organization; or

7 (I) a qualified intermediary.

8 (8) EXCEPTED SERVICE.—The term “excepted
9 service” has the meaning given the term in section
10 2103 of title 5, United States Code.

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

16 (10) MINORITY-SERVING INSTITUTION.—The
17 term “minority-serving institution” means an insti-
18 tution of higher education described in section
19 371(a) of the Higher Education Act of 1965 (20
20 U.S.C. 1067q(a)).

21 (11) NONPROFIT ORGANIZATION.—The term
22 “nonprofit organization” means an organization that
23 is described in section 501(c) of the Internal Rev-
24 enue Code of 1986 and exempt from taxation under
25 section 501(a) of such Code.

1 (12) PROVIDER OF ADULT EDUCATION.—The
2 term “provider of adult education” has the meaning
3 given the term “eligible provider” in section 203 of
4 the Adult Education and Family Literacy Act (29
5 U.S.C. 3272).

6 (13) 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~~ *section*;

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 agen-
8 cies, Indian Tribes or Tribal organizations,
9 one-stop operators, one-stop partners, or
10 veterans service organizations in the State
11 workforce development system; or

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

14 (14) RELATED INSTRUCTION.—The term “re-
15 lated instruction” means an organized and system-
16 atic form of instruction designed to provide an indi-
17 vidual in an apprenticeship program with the knowl-
18 edge of the technical subjects related to the intended
19 occupation of the individual after completion of the
20 program.

21 (15) SPONSOR.—The term “sponsor” means
22 any person, association, committee, or organization
23 operating an apprenticeship program and in whose
24 name the program is, or is to be, registered or ap-
25 proved.

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

4 (17) STATE APPRENTICESHIP AGENCY.—The
5 term “State apprenticeship agency” has the meaning
6 given the term in section 29.2 of title 29, Code of
7 Federal Regulations, or any corresponding similar
8 regulation or ruling.

9 (18) STATE WORKFORCE DEVELOPMENT
10 BOARD.—The term “State workforce development
11 board” has the meaning given the term “State
12 board” in section 3 of the Workforce Innovation and
13 Opportunity Act (29 U.S.C. 3102).

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

23 (b) ESTABLISHMENT OF APPRENTICESHIP PILOT
24 PROGRAM.—

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

4 (2) REQUIREMENTS.—The apprenticeship pilot
5 program established under paragraph (1) shall—

6 (A) employ pilot program participants in
7 cyber workforce positions within the Depart-
8 ment;

9 (B) employ not more than 25 new pilot
10 program participants during each year during
11 which the pilot program is carried out;

12 (C) be intended to lead to employment in
13 a cyber workforce position within a Federal
14 agency;

15 (D) focus on related learning necessary, as
16 determined by the Secretary in consultation
17 with the Director of the Office of Personnel
18 Management and based upon the National Ini-
19 tiative for Cybersecurity Education Workforce
20 Framework for Cybersecurity (NIST Special
21 Publication 800–181, Revision 1), or successor
22 framework, to meet the immediate and ongoing
23 needs of cyber workforce positions within Fed-
24 eral agencies;

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

7 (F) be approved by the Secretary of Vet-
8 erans Affairs, pursuant to chapter 36 of title
9 38, United States Code, or other applicable pro-
10 visions of law, as eligible for educational assist-
11 ance to veterans; and

12 (G) be sponsored by the Department or an
13 eligible entity receiving a contract, cooperative
14 agreement, or grant under subsection (d).

15 (c) COORDINATION.—In the development of the ap-
16 prenticeship pilot program under this section, the Sec-
17 retary shall consult with the Secretary of Labor, the Di-
18 rector of the National Institute of Standards and Tech-
19 nology, the Secretary of Defense, the Director of the Na-
20 tional Science Foundation, and the Director of the Office
21 of Personnel Management to leverage existing resources,
22 research, communities of practice, and frameworks for de-
23 veloping cybersecurity apprenticeship programs.

24 (d) OPTIONAL USE OF CONTRACTS, COOPERATIVE
25 AGREEMENTS, OR GRANTS.—The apprenticeship pilot

1 program under this section may include entering into a
2 contract or cooperative agreement with or making a grant
3 to an eligible entity if determined appropriate by the Sec-
4 retary based on the eligible entity—

5 (1) demonstrating experience in implementing
6 and providing career planning and career pathways
7 toward apprenticeship programs;

8 (2) having knowledge of cybersecurity workforce
9 development;

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

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

16 (5) using related instruction that is specifically
17 aligned with the needs of Federal agencies and uti-
18 lizes workplace learning advisors and on-the-job
19 training to the greatest extent possible; and

20 (6) demonstrating successful outcomes con-
21 necting participants in apprenticeship programs to
22 careers relevant to the apprenticeship pilot program.

23 (e) APPLICATIONS.—If the Secretary enters into an
24 arrangement as described in subsection (d), an eligible en-
25 tity seeking a contract, cooperative agreement, or grant

1 under the pilot program shall submit to the Secretary an
2 application at such time, in such manner, and containing
3 such information as the Secretary may require.

4 (f) PRIORITY.—In selecting eligible entities to receive
5 a contract, cooperative agreement, or grant under sub-
6 section (d), the Secretary may prioritize an eligible entity
7 that—

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

11 (2) provides related instruction for an appren-
12 ticeship program that was registered with the De-
13 partment of Labor or a State apprenticeship agency
14 before the date on which the eligible entity applies
15 for the contract, cooperative agreement, or grant
16 under subsection (e);

17 (3) works with the Secretary of Defense, the
18 Secretary of Veterans Affairs, or veterans organiza-
19 tions to transition members of the Armed Forces
20 and veterans to apprenticeship programs in a rel-
21 evant sector;

22 (4) plans to use the contract, cooperative agree-
23 ment, or grant to carry out the apprenticeship pilot
24 program under this section with an entity that re-

1 ceives State funding or is operated by a State agen-
2 cy;

3 (5) has successfully increased the representa-
4 tion in cybersecurity of women, underrepresented
5 minorities, and individuals from other underrep-
6 resented communities; or

7 (6) focuses on recruiting women, underrep-
8 resented minorities, and individuals from other
9 underrepresented communities.

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

16 (h) SERVICE AGREEMENT FOR PILOT PROGRAM PAR-
17 TICIPANTS.—

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

1 ice in a position under the apprenticeship pilot pro-
2 gram by the participant.

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

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

22 (i) APPRENTICESHIP HIRING AUTHORITY.—Partici-
23 pants in the apprenticeship pilot program under this sec-
24 tion may be appointed to cybersecurity-specific positions
25 in the excepted service as determined appropriate by the

1 Secretary and authorized by section 2208 of the Home-
2 land Security Act of 2002 (6 U.S.C. 658).

3 (j) POST-APPRENTICESHIP HIRING AUTHORITY.—

4 Pursuant to subsection (b)(2) ~~(B)~~ (C), a participant who
5 successfully completes the apprenticeship pilot program
6 under this section may be appointed to a cyber workforce
7 position in the excepted service for which the participant
8 is qualified.

9 (k) POST-APPRENTICESHIP TRIAL PERIOD.—Federal
10 service following *participation in* the apprenticeship *pilot*
11 *program under this section* shall be subject to completion
12 of a trial period in accordance with any applicable law,
13 Executive order, rule, or regulation.

14 (l) REPORT.—

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

22 (A) a description of—

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

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

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

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

12 (B) an assessment of the results achieved
13 by the pilot program, including—

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

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

22 (iii) the completion rate for the pilot
23 program, including if there are any identi-
24 fiable patterns with respect to participants

1 who do not complete the pilot program;
2 and
3 (iv) the return on investment for the
4 pilot program.

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

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

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

20 (a) DEFINITIONS.—In this section:

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

23 (A) a veteran who is entitled to educational
24 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 training, platforms, and frame-
25 works described in subsection (e)(1), the Sec-

1 retary, in coordination with the Secretary of
2 Veterans Affairs, shall take such actions as may
3 be necessary to ensure that the trainings, 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 training, platforms, and
8 frameworks described in subsection (e)(1), the
9 Secretary, in coordination with the Secretary of
10 Veterans Affairs, shall take such actions as may
11 be necessary to develop or procure training,
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 “2027”.

Calendar No. 255

118TH CONGRESS
1ST Session

S. 2256

[Report No. 118-117]

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.

NOVEMBER 30, 2023

Reported with amendments