

**AMENDMENT TO RULES COMMITTEE PRINT 115-**

**23**

**OFFERED BY MR. AGUILAR OF CALIFORNIA**

At the end of subtitle D of title XVI, add the following new section:

1 **SEC. 16\_\_.** **DEPARTMENT OF DEFENSE CYBER WORK-**  
2 **FORCE DEVELOPMENT PILOT PROGRAM.**

3 (a) **ESTABLISHMENT.**—The Secretary of Defense  
4 may carry out a pilot program to be known as the “Cyber  
5 Workforce Development Pilot Program” (in this section  
6 referred to as the “Pilot Program”) under which the Sec-  
7 retary shall provide funds, in addition to other funds that  
8 may be available, for the recruitment, training,  
9 professionalization, and retention of personnel in the cyber  
10 workforce of the Department of Defense.

11 (b) **PURPOSE.**—The purpose of the Pilot Program  
12 shall be to assess the effectiveness of carrying out a full-  
13 scale talent management program to ensure that the cyber  
14 workforce of the Department of Defense has the capacity,  
15 in both personnel and skills, needed to effectively perform  
16 its cyber missions and the kinetic missions impacted by  
17 cyber activities.

1 (c) MANAGEMENT.—The Pilot Program shall be  
2 managed by the Chief Information Officer of the Depart-  
3 ment of Defense, in consultation with the Principal Cyber  
4 Advisor to the Secretary of Defense.

5 (d) GUIDANCE.—The Chief Information Officer of  
6 the Department of Defense, in consultation with the Prin-  
7 cipal Cyber Advisor to the Secretary of Defense, shall  
8 issue guidance for the administration of the Pilot Pro-  
9 gram. Such guidance shall include provisions that—

10 (1) identify areas of need in the cyber work-  
11 force that funds under the Pilot Program may be  
12 used to address, including—

13 (A) changes to the types of skills needed in  
14 the cyber workforce;

15 (B) capabilities to develop the cyber work-  
16 force and assist members of the cyber workforce  
17 in achieving qualifications and  
18 professionalization through activities such as  
19 training, education, and exchange programs;

20 (C) incentives to retain qualified, experi-  
21 enced cyber workforce personnel; and

22 (D) incentives for attracting new, high-  
23 quality personnel to the cyber workforce;

1           (2) describe the process under which entities  
2           may submit an application to receive funds under  
3           the Pilot Program;

4           (3) describe the evaluation criteria to be used  
5           for approving or prioritizing applications for funds  
6           under the Pilot Program in any fiscal year; and

7           (4) describe measurable objectives of perform-  
8           ance for determining whether funds under the Pilot  
9           Program are being used in compliance with this sec-  
10          tion.

11          (e) CONSIDERATIONS.—When selecting entities to  
12          provide training and education services under the Pilot  
13          Program, consideration shall be given to whether the enti-  
14          ty providing such services is a Center of Academic Excel-  
15          lence in Information Assurance Education (as that term  
16          is defined in section 2200e of title 10, United States  
17          Code).

18          (f) ANNUAL REPORT.—Not later than 120 days after  
19          the end of each of fiscal year for which funds are appro-  
20          priated for the Pilot Program, the Secretary of Defense  
21          shall submit to the congressional defense committees a re-  
22          port on the operation of the Pilot Program during such  
23          fiscal year. Each report shall include, for the fiscal year  
24          covered by such report, the following:

1           (1) A description of the expenditures made  
2           under the Pilot Program (including expenditures fol-  
3           lowing a transfer of funds under the Pilot Program  
4           to a military department or Defense Agency) in such  
5           fiscal year, including the purpose of such expendi-  
6           tures.

7           (2) A description and assessment of improve-  
8           ments in the Department of Defense cyber workforce  
9           resulting from such expenditures.

10          (3) Recommendations for additional authorities  
11          to fulfill the purpose of the Pilot Program.

12          (4) A statement of the funds that remain avail-  
13          able under the Pilot Program at the end of such fis-  
14          cal year.

15          (g) TERMINATION.—The Pilot Program and the an-  
16          nual reporting requirement under subsection (f) shall each  
17          terminate on the date that is five years after the date on  
18          which funds are first appropriated for the Pilot Program  
19          and any funds not obligated or expended under the Pilot  
20          Program on that date shall be deposited in the general  
21          fund of the Treasury of the United States.

22          (h) CYBER WORKFORCE DEFINED.—In this Act, the  
23          term “cyber workforce” means the following:

24               (1) Personnel in positions that require the per-  
25               formance of cybersecurity or other cyber-related

1 functions as so identified pursuant to the Federal  
2 Cybersecurity Workforce Assessment Act of 2015  
3 (Public Law 114–113; 5 U.S.C. 301 note) .

4 (2) Military personnel or civilian employees of  
5 the Department of Defense who are not described in  
6 paragraph (1) but who—

7 (A) are assigned functions that contribute  
8 significantly to cyber operations; and

9 (B) are designated as temporary members  
10 of the cyber workforce by the Chief Information  
11 Officer of the Department of Defense, or by the  
12 head of a military department or Defense Agen-  
13 cy, for the limited purpose of receiving training  
14 for the performance of cyber-related functions.

