

**AMENDMENT TO**  
**RULES COMMITTEE PRINT 117-54**  
**OFFERED BY MR. CORREA OF CALIFORNIA**

At the end of title LVIII of division E, add the following:

1 **SEC. \_\_\_\_ . NATIONAL CYBER AND DIGITAL SERVICE ACADE-**  
2 **MY.**

3 (a) **ESTABLISHMENT.—**

4 (2) **IN GENERAL.—**To encourage the recruit-  
5 ment and retention of government personnel who  
6 have the computer and network security skills nec-  
7 essary to meet the cyber requirements of the State,  
8 local, and Federal Government, the Director of Na-  
9 tional Security Agency shall establish a program to  
10 provide financial support for pursuit of programs of  
11 education in cybersecurity related disciplines at in-  
12 stitutions of higher education.

13 (1) **DESIGNATION.—**The program established  
14 under paragraph (1) shall be known as the “Na-  
15 tional Cybersecurity Service Academy” (in this sec-  
16 tion referred to as the “Program”).

17 (b) **PROGRAM DESCRIPTION AND COMPONENTS.—**  
18 The Program shall—

1           (1) provide scholarships through institutions of  
2 higher education described in subsection (a)(1) to  
3 students who are enrolled in programs of education  
4 at such institutions leading to degrees or specialized  
5 program certifications in the cybersecurity field; and

6           (2) prioritize the placement of scholarship re-  
7 cipients fulfilling the post-award employment obliga-  
8 tion under this section.

9           (c) SCHOLARSHIP AMOUNTS.—

10           (1) AMOUNT OF ASSISTANCE.—Each scholar-  
11 ship under the Program shall be in such amount as  
12 the Director of the National Security Agency deter-  
13 mines is necessary to pay all educational expenses  
14 incurred by that person, including tuition, fees, cost  
15 of books, laboratory expenses, and expenses for the  
16 pursuit of the program of education for which the  
17 assistance is provided under the Program. The Di-  
18 rector shall ensure that expenses paid are limited to  
19 those educational expenses normally incurred by stu-  
20 dents at the institution of higher education involved.

21           (2) SUPPORT FOR INTERNSHIP ACTIVITIES.—

22 The financial assistance for a person under this sec-  
23 tion may also be provided to support internship ac-  
24 tivities of the person in the government in periods  
25 between the academic years leading to the degree for

1       which assistance is provided the person under the  
2       Program.

3           (3) PERIOD OF SUPPORT.—Each scholarship  
4       under the Program shall be for not more than 5  
5       years.

6           (4) ADDITIONAL STIPEND.—Students dem-  
7       onstrating financial need, as determined by the Di-  
8       rector, may be provided with an additional stipend  
9       under the Program.

10       (d) POST-AWARD EMPLOYMENT OBLIGATIONS.—  
11       Each scholarship recipient, as a condition of receiving a  
12       scholarship under the Program, shall enter into an agree-  
13       ment under which the recipient agrees to work for a period  
14       equal to the length of the scholarship, following receipt  
15       of the student's degree or specialized program certifi-  
16       cation, in the cybersecurity mission of—

17           (1) an executive agency (as defined in section  
18       105 of title 5, United States Code);

19           (2) Congress, including any agency, entity, of-  
20       fice, or commission established in the legislative  
21       branch; or

22           (3) legislatures or agencies of State and local  
23       governments who have requested to participate in  
24       the Program.

25       (e) HIRING AUTHORITY.—

1           (1) APPOINTMENT IN EXCEPTED SERVICE.—

2           Notwithstanding any provision of chapter 33 of title  
3           5, United States Code, governing appointments in  
4           the competitive service, a government agency shall  
5           appoint in the excepted service an individual who  
6           has completed the eligible degree program for which  
7           a scholarship was awarded under the Program.

8           (2) NONCOMPETITIVE CONVERSION.—Except as  
9           provided in paragraph (4), upon fulfillment of the  
10          service term, an employee appointed under para-  
11          graph (1) may be converted noncompetitively to  
12          term, career-conditional, or career appointment.

13          (3) TIMING OF CONVERSION.—An agency may  
14          noncompetitively convert a term employee appointed  
15          under paragraph (2) to a career-conditional or ca-  
16          reer appointment before the term appointment ex-  
17          pires.

18          (4) AUTHORITY TO DECLINE CONVERSION.—An  
19          agency may decline to make the noncompetitive con-  
20          version or appointment under paragraph (2) for  
21          cause.

22          (f) ELIGIBILITY.—To be eligible to receive a scholar-  
23          ship under this section, an individual shall—

24                 (1) be a citizen or lawful permanent resident of  
25                 the United States;

1           (2) demonstrate a commitment to a career in  
2           improving the security of information technology;

3           (3) have demonstrated a high level of com-  
4           petency in relevant knowledge, skills, and abilities,  
5           as defined by the national cybersecurity awareness  
6           and education program under section 303 of the Cy-  
7           bersecurity Enhancement Act of 2014 (15 U.S.C.  
8           7443);

9           (4) be a full-time student in a program leading  
10          to a degree or specialized program certification in  
11          the cybersecurity field at an institution of higher  
12          education that has been designated by the White  
13          House Office of Cybersecurity Director;

14          (5) enter into an agreement accepting and ac-  
15          knowledging the post award employment obligations,  
16          pursuant to subsection (d);

17          (6) accept and acknowledge the conditions of  
18          support under subsection (g); and

19          (7) accept all terms and conditions of a scholar-  
20          ship under this section.

21          (g) CONDITIONS OF SUPPORT.—

22           (1) IN GENERAL.—As a condition of receiving a  
23           scholarship under this section, a recipient shall agree  
24           to provide the Office of Personnel Management (in  
25           coordination with the Office of the White House Di-

1 rector for Cybersecurity) and the institutions of  
2 higher education described in subsection (a)(1) with  
3 annual verifiable documentation of post-award em-  
4 ployment and up-to-date contact information.

5 (2) TERMS.—A scholarship recipient under the  
6 Program shall be liable to the United States as pro-  
7 vided in subsection (i) if the individual—

8 (A) fails to maintain an acceptable level of  
9 academic standing at the applicable institution  
10 of higher education, as determined by the Di-  
11 rector;

12 (B) is dismissed from the applicable insti-  
13 tution of higher education for disciplinary rea-  
14 sons;

15 (C) withdraws from the eligible degree pro-  
16 gram before completing the Program;

17 (D) declares that the individual does not  
18 intend to fulfill the post-award employment ob-  
19 ligation under this section;

20 (E) fails to maintain or fulfill any of the  
21 post-graduation or post-award obligations or re-  
22 quirements of the individual; or

23 (F) fails to fulfill the requirements of para-  
24 graph (1).

1 (h) MONITORING COMPLIANCE.—As a condition of  
2 participating in the Program, an institution of higher edu-  
3 cation described in subsection (a)(1) shall—

4 (1) enter into an agreement with the Director  
5 to monitor the compliance of scholarship recipients  
6 with respect to their post-award employment obliga-  
7 tions; and

8 (2) provide to the White House Director of Cy-  
9 bersecurity and the Director of the Office of Per-  
10 sonnel Management, on an annual basis, the post-  
11 award employment documentation required under  
12 subsection (g)(1) for scholarship recipients through  
13 the completion of their post-award employment obli-  
14 gations.

15 (i) AMOUNT OF REPAYMENT.—

16 (1) LESS THAN 1 YEAR OF SERVICE.—If a cir-  
17 cumstance described in subsection (g)(2) occurs be-  
18 fore the completion of 1 year of a post-award em-  
19 ployment obligation under the Program, the total  
20 amount of scholarship awards received by the indi-  
21 vidual under the Program shall—

22 (A) be repaid; or

23 (B) be treated as a loan to be repaid in ac-  
24 cordance with subsection (j).

1           (2) 1 OR MORE YEARS OF SERVICE.—If a cir-  
2           cumstance described in subparagraph (D) or (E) of  
3           subsection (g)(2) occurs after the completion of 1 or  
4           more years of a post-award employment obligation  
5           under the Program, the total amount of scholarship  
6           awards received by the individual under the Pro-  
7           gram, reduced by the ratio of the number of years  
8           of service completed divided by the number of years  
9           of service required, shall—

10                       (A) be repaid; or

11                       (B) be treated as a loan to be repaid in ac-  
12           cordance with subsection (j).

13           (j) REPAYMENTS.—A loan described subsection (i)  
14 shall—

15                       (1) be treated as a Federal Direct Unsubsidized  
16           Stafford Loan under part D of title IV of the High-  
17           er Education Act of 1965 (20 U.S.C. 1087a et seq.);  
18           and

19                       (2) be subject to repayment, together with in-  
20           terest thereon accruing from the date of the scholar-  
21           ship award, in accordance with terms and conditions  
22           specified by the Director of the National Security  
23           Agency (in consultation with the Secretary of Edu-  
24           cation) in regulations promulgated to carry out this  
25           subsection.



1 (k) COLLECTION OF REPAYMENT.—

2 (1) IN GENERAL.—In the event that a scholar-  
3 ship recipient is required to repay the scholarship  
4 award under the Program, the institution of higher  
5 education providing the scholarship shall—

6 (A) determine the repayment amounts and  
7 notify the recipient, the White House Director  
8 for Cybersecurity and the Director of the Office  
9 of Personnel Management of the amounts owed;  
10 and

11 (B) collect the repayment amounts within  
12 a period of time as determined by the White  
13 House Director for Cybersecurity, or the repay-  
14 ment amounts shall be treated as a loan in ac-  
15 cordance with subsection (j).

16 (2) RETURNED TO TREASURY.—Except as pro-  
17 vided in paragraph (3), any repayment under this  
18 subsection shall be returned to the Treasury of the  
19 United States.

20 (3) RETAIN PERCENTAGE.—An institution of  
21 higher education may retain a percentage of any re-  
22 payment the institution collects under this sub-  
23 section to defray administrative costs associated with  
24 the collection. The Director of the National Security

1 Agency shall establish a single, fixed percentage that  
2 will apply to all eligible entities.

3 (l) PUBLIC INFORMATION.—

4 (1) EVALUATION.—The White House Director  
5 of Cybersecurity in coordination with the Director of  
6 the Office of Personnel Management, shall periodically  
7 evaluate and make public, in a manner that  
8 protects the personally identifiable information of  
9 scholarship recipients, information on the success of  
10 recruiting individuals for scholarships under the  
11 Program and on hiring and retaining those individuals  
12 in the government cybersecurity workforce, including  
13 information on—

14 (A) placement rates;

15 (B) where students are placed, including  
16 job titles and descriptions;

17 (C) salary ranges for students not released  
18 from obligations under this section;

19 (D) how long after graduation students are  
20 placed;

21 (E) how long students stay in the positions  
22 they enter upon graduation;

23 (F) how many students are released from  
24 obligations; and

1 (G) what, if any, remedial training is re-  
2 quired.

3 (2) REPORTS.—The White House Director of  
4 Cybersecurity in coordination with the Office of Per-  
5 sonnel Management, shall submit, not less frequently  
6 than once every two years, to Congress a report, in-  
7 cluding—

8 (A) the results of the evaluation under  
9 paragraph (1);

10 (B) the disparity in any reporting between  
11 scholarship recipients and their respective insti-  
12 tutions of higher education; and

13 (C) any recent statistics regarding the size,  
14 composition, and educational requirements of  
15 the government cyber workforce.

16 (3) RESOURCES.—The White House Director of  
17 Cybersecurity, in coordination with the Director of  
18 the Office of Personnel Management, shall provide  
19 consolidated and user-friendly online resources for  
20 prospective scholarship recipients, including, to the  
21 extent practicable—

22 (A) searchable, up-to-date, and accurate  
23 information about participating institutions of  
24 higher education and job opportunities related  
25 to the field of cybersecurity; and

1 (B) a modernized description of cybersecu-  
2 rity careers.

3 (m) ALLOCATION OF FUNDING.—

4 (1) IN GENERAL.—Not less than 50 percent of  
5 the amount available for financial assistance under  
6 this section for a fiscal year shall be available only  
7 for providing financial assistance for the pursuit of  
8 programs of education referred to in subsection  
9 (b)(1) at institutions of higher education that have  
10 established, improved, or are administering pro-  
11 grams of education in cyber disciplines under the  
12 grant program established in section 2200b of title  
13 10, United States Code, as determined by the Sec-  
14 retary of Defense.

15 (2) ASSOCIATES DEGREES.—Not less than five  
16 percent of the amount available for financial assist-  
17 ance under this section for a fiscal year shall be  
18 available for providing financial assistance for the  
19 pursuit of an associate degree at an institution de-  
20 scribed in paragraph (1).

21 (n) BOARD OF DIRECTORS.—In order to help identify  
22 workforce needs and trends relevant to the Program, the  
23 Director shall establish and serve as Chair for a board  
24 of directors for the Program that consists of—

1           (1) five representatives of Federal departments  
2           and agencies;

3           (2) five representatives of State and local gov-  
4           ernments;

5           (3) five representatives of institutions of higher  
6           learning nominated by the Association of Governing  
7           Boards; and

8           (4) five representatives for the private sector  
9           nominated by the Internet Security Alliance.

10          (o) COMMENCEMENT OF PROGRAM.—The Director of  
11          the White House Cybersecurity Office shall commence the  
12          Program as early as practicable, with the first scholar-  
13          ships awarded under the Program for the academic year  
14          beginning in the summer or fall of 2023.

