

**AMENDMENT TO RULES COMM. PRINT 118–36**  
**OFFERED BY MS. HOULAHAN OF PENNSYLVANIA**

Add at the end of subtitle C of title XVII the following:

1 **SEC. 1748. CYBERSECURITY AND INFRASTRUCTURE SECURITY APPRENTICESHIP PROGRAM.**  
2

3 (a) IN GENERAL.—Subtitle A of title XXII of the  
4 Homeland Security Act of 2002 (6 U.S.C. 651 et seq.)  
5 is amended by adding at the end the following:

6 **“SEC. 2220F. APPRENTICESHIP PROGRAM.**

7 “(a) DEFINITIONS.—In this section:

8 “(1) AREA CAREER AND TECHNICAL EDUCATION SCHOOL.—The term ‘area career and technical education school’ has the meaning given the  
9 term in section 3 of the Carl D. Perkins Career and  
10 Technical Education Act of 2006 (20 U.S.C. 2302).

11 “(2) COMMUNITY COLLEGE.—The term ‘community college’ means a public institution of higher  
12 education at which the highest degree that is pre-  
13 dominantly awarded to students is an associate’s de-  
14 gree, including—  
15  
16  
17

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

4           “(B) a public 2-year State institution of  
5           higher education.

6           “(3) CYBERSECURITY WORK ROLES.—The term  
7           ‘cybersecurity work roles’ means the work roles out-  
8           lined in the National Initiative for Cybersecurity  
9           Education Cybersecurity Workforce Framework  
10          (NIST Special Publication 800–181), or any suc-  
11          cessor framework.

12          “(4) EDUCATION AND TRAINING PROVIDER.—  
13          The term ‘education and training provider’ means—

14                 “(A) an area career and technical edu-  
15                 cation school;

16                 “(B) an early college high school;

17                 “(C) an educational service agency;

18                 “(D) a high school;

19                 “(E) a local educational agency or State  
20                 educational agency;

21                 “(F) a Tribal educational agency, Tribally  
22                 controlled college or university, or Tribally con-  
23                 trolled postsecondary career and technical insti-  
24                 tution;

1           “(G) a postsecondary educational institu-  
2           tion;

3           “(H) a minority-serving institution;

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

7           “(J) a local agency administering plans  
8           under title I of the Rehabilitation Act of 1973  
9           (29 U.S.C. 720 et seq.), other than section 112  
10          or part C of that title (29 U.S.C. 732, 741);

11          “(K) a related instruction provider, includ-  
12          ing a qualified intermediary acting as a related  
13          instruction provider as approved by a registra-  
14          tion agency;

15          “(L) a Job Corps center, as defined in sec-  
16          tion 142 of the Workforce Innovation and Op-  
17          portunity Act (29 U.S.C. 3192); or

18          “(M) a consortium of entities described in  
19          any of subparagraphs (A) through (L).

20          “(5) ELIGIBLE ENTITY.—

21          “(A) IN GENERAL.—The term ‘eligible en-  
22          tity’ means—

23                  “(i) a program sponsor;

24                  “(ii) a State workforce development  
25                  board or State workforce agency, or a local

1 workforce development board or local  
2 workforce development agency;

3 “(iii) an education and training pro-  
4 vider;

5 “(iv) if the applicant is in a State  
6 with a State apprenticeship agency, such  
7 State apprenticeship agency;

8 “(v) an Indian Tribe or Tribal organi-  
9 zation;

10 “(vi) an industry or sector partner-  
11 ship, a group of employers, a trade asso-  
12 ciation, or a professional association that  
13 sponsors or participates in a program  
14 under the national apprenticeship system;

15 “(vii) a Governor of a State;

16 “(viii) a labor organization or joint  
17 labor-management organization; or

18 “(ix) a qualified intermediary.

19 “(B) SPONSOR REQUIREMENT.—Not fewer  
20 than 1 entity described in subparagraph (A)  
21 shall be the sponsor of a program under the na-  
22 tional apprenticeship system.

23 “(6) INSTITUTION OF HIGHER EDUCATION.—

24 The term ‘institution of higher education’ has the

1 meaning given the term in section 101 of the Higher  
2 Education Act of 1965 (20 U.S.C. 1001).

3 “(7) LOCAL EDUCATIONAL AGENCY; SEC-  
4 ONDARY SCHOOL.—The terms ‘local educational  
5 agency’ and ‘secondary school’ have the meanings  
6 given those terms in section 8101 of the Elementary  
7 and Secondary Education Act of 1965 (20 U.S.C.  
8 7801).

9 “(8) LOCAL WORKFORCE DEVELOPMENT  
10 BOARD.—The term ‘local workforce development  
11 board’ has the meaning given the term ‘local board’  
12 in section 3 of the Workforce Innovation and Oppor-  
13 tunity Act (29 U.S.C. 3102).

14 “(9) 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 “(10) 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 “(11) RELATED INSTRUCTION.—The term ‘re-  
25 lated instruction’ means an organized and system-

1       atic form of instruction designed to provide an indi-  
2       vidual in an apprenticeship program with the knowl-  
3       edge of the technical subjects related to the intended  
4       occupation of the individual after completion of the  
5       program.

6           “(12) SPONSOR.—The term ‘sponsor’ means  
7       any person, association, committee, or organization  
8       operating an apprenticeship program and in whose  
9       name the program is, or is to be, registered or ap-  
10      proved.

11          “(13) 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          “(14) STATE WORKFORCE DEVELOPMENT  
17      BOARD.—The term ‘State workforce development  
18      board’ has the meaning given the term ‘State board’  
19      in section 3 of the Workforce Innovation and Oppor-  
20      tunity Act (29 U.S.C. 3102).

21          “(15) WIOA TERMS.—The terms ‘career plan-  
22      ning’, ‘community-based organization’, ‘economic de-  
23      velopment agency’, ‘industry or sector partnership’,  
24      ‘on-the-job training’, ‘recognized postsecondary cre-  
25      dential’, and ‘workplace learning advisor’ have the

1 meanings given those terms in section 3 of the  
2 Workforce Innovation and Opportunity Act (29  
3 U.S.C. 3102).

4 “(16) QUALIFIED INTERMEDIARY.—

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

12 “(i) connecting employers to programs  
13 under the national apprenticeship system;

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

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

22 “(iv) providing professional develop-  
23 ment activities such as training to men-  
24 tors;

1           “(v) supporting the recruitment, re-  
2           tention, and completion of potential pro-  
3           gram participants, including nontraditional  
4           apprenticeship populations and individuals  
5           with barriers to employment;

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

11          “(vii) providing services, resources,  
12          and supports for development, delivery, ex-  
13          pansion, or improvement of programs  
14          under the national apprenticeship system;  
15          or

16          “(viii) serving as a program sponsor.

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

22                 “(i) industry or sector partnerships;

23                 “(ii) partnerships among employers,  
24                 joint labor-management organizations,  
25                 labor organizations, community-based or-



1 organizations, industry associations, State or  
2 local workforce development boards, edu-  
3 cation and training providers, social service  
4 organizations, economic development orga-  
5 nizations, Indian Tribes or Tribal organi-  
6 zations, one-stop operators, one-stop part-  
7 ners, or veterans service organizations in  
8 the State workforce development system;  
9 or

10 “(iii) partnerships among 1 or more  
11 of the entities described in clauses (i) and  
12 (ii).

13 “(b) ESTABLISHMENT OF APPRENTICESHIP PRO-  
14 GRAMS.—Not later than 2 years after the date of enact-  
15 ment of this section, the Director may establish 1 or more  
16 apprenticeship programs as described in subsection (c).

17 “(c) APPRENTICESHIP PROGRAMS DESCRIBED.—An  
18 apprenticeship program described in this subsection is an  
19 apprenticeship program that—

20 “(1) leads directly to employment in—

21 “(A) a cybersecurity work role with the  
22 Agency; or

23 “(B) a position with a company or other  
24 entity provided that the position is—

1                   “(i) certified by the Director as con-  
2                   tributing to the national cybersecurity of  
3                   the United States; and

4                   “(ii) funded at least in majority part  
5                   through a contract, grant, or cooperative  
6                   agreement with the Agency;

7                   “(2) is focused on competencies and related  
8                   learning necessary, as determined by the Director, to  
9                   meet the immediate and ongoing needs of cybersecu-  
10                  rity work roles at the Agency; and

11                  “(3) is registered with and approved by the Of-  
12                  fice of Apprenticeship of the Department of Labor  
13                  or a State apprenticeship agency pursuant to the  
14                  Act of August 16, 1937 (commonly known as the  
15                  ‘National Apprenticeship Act’; 29 U.S.C. 50 et seq.).

16                  “(d) COORDINATION.—In the development of an ap-  
17                  prenticeships program under this section, the Director  
18                  shall consult with the National Cyber Director, the Sec-  
19                  retary of Labor, the Director of the National Institute of  
20                  Standards and Technology, the Secretary of Defense, the  
21                  Director of the National Science Foundation, and the Di-  
22                  rector of the Office of Personnel Management to leverage  
23                  existing resources, research, communities of practice, and  
24                  frameworks for developing cybersecurity apprenticeship  
25                  programs.

1       “(e) OPTIONAL USE OF GRANTS OR COOPERATIVE  
2 AGREEMENTS.—An apprenticeship program under this  
3 section may include entering into a contract or cooperative  
4 agreement with or making a grant to an eligible entity  
5 if determined appropriate by the Director based on the  
6 eligible entity—

7           “(1) demonstrating experience in implementing  
8       and providing career planning and career pathways  
9       toward apprenticeship programs;

10          “(2) having knowledge of cybersecurity work-  
11       force development;

12          “(3) being eligible to enter into a contract or  
13       cooperative agreement with or receive grant funds  
14       from the Agency as described in this section;

15          “(4) providing students who complete the ap-  
16       prenticeship program with a recognized postsec-  
17       ondary credential;

18          “(5) using related instruction that is specifically  
19       aligned with the needs of the Agency and utilizes  
20       workplace learning advisors and on-the-job training  
21       to the greatest extent possible; and

22          “(6) demonstrating successful outcomes con-  
23       necting graduates of the apprenticeship program to  
24       careers relevant to the program.

1       “(f) APPLICATIONS.—If the Director enters into an  
2 arrangement as described in subsection (e), an eligible en-  
3 tity seeking a contract, cooperative agreement, or grant  
4 under the program shall submit to the Director an applica-  
5 tion at such time, in such manner, and containing such  
6 information as the Director may require.

7       “(g) PRIORITY.—In selecting eligible entities to re-  
8 ceive a contract, grant, or cooperative agreement under  
9 this section, the Director may prioritize an eligible entity  
10 that—

11               “(1) is a member of an industry or sector part-  
12 nership;

13               “(2) provides related instruction for an appren-  
14 ticeship program through—

15                       “(A) a local educational agency, a sec-  
16 ondary school, a provider of adult education, an  
17 area career and technical education school, or  
18 an institution of higher education; or

19                       “(B) an apprenticeship program that was  
20 registered with the Department of Labor or a  
21 State apprenticeship agency before the date on  
22 which the eligible entity applies for the grant  
23 under subsection (g);

24               “(3) works with the Secretary of Defense, the  
25 Secretary of Veterans Affairs, or veterans organiza-

1 tions to transition members of the Armed Forces  
2 and veterans to apprenticeship programs in a rel-  
3 evant sector; or

4 “(4) plans to use the grant to carry out the ap-  
5 prenticeship program with an entity that receives  
6 State funding or is operated by a State agency.

7 “(h) TECHNICAL ASSISTANCE.—The Director shall  
8 provide technical assistance to eligible entities to leverage  
9 the existing job training and education programs of the  
10 Agency and other relevant programs at appropriate Fed-  
11 eral agencies.

12 “(i) EXCEPTED SERVICE.—Participants in the pro-  
13 gram may be entered into cybersecurity-specific excepted  
14 service positions as determined appropriate by the Direc-  
15 tor and authorized by section 2208.

16 “(j) REPORT.—

17 “(1) IN GENERAL.—Not less than once every 2  
18 years after the establishment of an apprenticeship  
19 program under this section, the Director shall sub-  
20 mit to Congress a report on the program, includ-  
21 ing—

22 “(A) a description of—

23 “(i) any activity carried out by the  
24 Agency under this section;

1                   “(ii) any entity that enters into a con-  
2                   tract or agreement with or receives a grant  
3                   from the Agency under subsection (e);

4                   “(iii) any activity carried out using a  
5                   contract, agreement, or grant under this  
6                   section as described in subsection (e); and

7                   “(iv) best practices used to leverage  
8                   the investment of the Federal Government  
9                   under this section; and

10                  “(B) an assessment of the results achieved  
11                  by the program, including the rate of continued  
12                  employment at the Agency for participants  
13                  after completing an apprenticeship program  
14                  carried out under this section.

15                  “(k) PERFORMANCE REPORTS.—Not later than 1  
16                  year after the establishment of an apprenticeship program  
17                  under this section, and annually thereafter, the Director  
18                  shall submit to Congress and the Secretary of Labor a  
19                  report on the effectiveness of the program based on the  
20                  accountability measures described in clauses (i) and (ii)  
21                  of section 116(b)(2)(A) of the Workforce Innovation and  
22                  Opportunity Act (29 U.S.C. 3141(b)(2)(A)).

23                  “(l) AUTHORIZATION OF APPROPRIATIONS.—There is  
24                  authorized to be appropriated to the Agency such sums  
25                  as necessary to carry out this section.”.

1 (b) CLERICAL AMENDMENT.—The table of contents  
2 in section 1(b) of the Homeland Security Act of 2002 is  
3 amended by inserting after the item relating to section  
4 2220E the following new item:

“Sec. 2220F. Apprenticeship program.”.

5 **SEC. 1749. PILOT PROGRAM ON CYBER TRAINING FOR VET-**  
6 **ERANS AND MEMBERS OF THE ARMED**  
7 **FORCES TRANSITIONING TO CIVILIAN LIFE.**

8 (a) DEFINITIONS.—In this section:

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

11 (A) a member of the Armed Forces  
12 transitioning from service in the Armed Forces  
13 to civilian life; or

14 (B) a veteran.

15 (2) PORTABLE CREDENTIAL.—The term “port-  
16 able credential”—

17 (A) means a documented award by a re-  
18 sponsible and authorized entity that has deter-  
19 mined that an individual has achieved specific  
20 learning outcomes relative to a given standard;  
21 and

22 (B) includes a degree, diploma, license,  
23 certificate, badge, and professional or industry  
24 certification that—

1 (i) has value locally and nationally in  
2 labor markets, educational systems, or  
3 other contexts;

4 (ii) is defined publicly in such a way  
5 that allows educators, employers, and other  
6 individuals and entities to understand and  
7 verify the full set of skills represented by  
8 the credential; and

9 (iii) enables a holder of the credential  
10 to move vertically and horizontally within  
11 and across training and education systems  
12 for the attainment of other credentials.

13 (3) VETERAN.—The term “veteran” has the  
14 meaning given the term in section 101 of title 31,  
15 United States Code.

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

20 (b) ESTABLISHMENT.—Not later than 1 year after  
21 the date of enactment of this Act, the Secretary of Vet-  
22 erans Affairs shall establish a pilot program under which  
23 the Secretary shall provide cyber-specific training for eligi-  
24 ble individuals.



1 (c) ELEMENTS.—The pilot program established  
2 under subsection (b) shall incorporate—

3 (1) virtual platforms for coursework and train-  
4 ing;

5 (2) hands-on skills labs and assessments;

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

8 (4) the provision of portable credentials to eligi-  
9 ble individuals who graduate from the pilot program.

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

18 (e) COORDINATION.—

19 (1) TRAINING, PLATFORMS, AND FRAME-  
20 WORKS.—In developing the pilot program under sub-  
21 section (b), the Secretary of Veterans Affairs shall  
22 coordinate with the Secretary of Defense, the Sec-  
23 retary of Homeland Security, the Secretary of  
24 Labor, and the Director of the Office of Personnel  
25 Management to evaluate and, where possible, lever-

1 age existing training, platforms, and frameworks of  
2 the Federal Government for providing cyber edu-  
3 cation and training to prevent duplication of efforts.

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

15 (A) bridge the gap between knowledge ac-  
16 quisition and skills application for participants;  
17 and

18 (B) give participants the experience nec-  
19 essary to pursue Federal employment.

20 (f) RESOURCES.—

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

23 (A) uses a program of the Department of  
24 Veterans Affairs or platforms and frameworks  
25 described in subsection (e)(1), the Secretary of

1 Veterans Affairs shall take such actions as may  
2 be necessary to ensure that those programs,  
3 platforms, and frameworks are expanded and  
4 resourced to accommodate usage by eligible in-  
5 dividuals participating in the pilot program; or

6 (B) does not use a program of the Depart-  
7 ment of Veterans Affairs or platforms and  
8 frameworks described in subsection (e)(1), the  
9 Secretary of Veterans Affairs shall take such  
10 actions as may be necessary to develop or pro-  
11 cure programs, platforms, and frameworks nec-  
12 essary to carry out the requirements of sub-  
13 section (c) and accommodate the usage by eligi-  
14 ble individuals participating in the pilot pro-  
15 gram.

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

19 (A) provide administrative support for  
20 basic functions of the pilot program;

21 (B) ensure the success and ongoing en-  
22 gagement of eligible individuals participating in  
23 the pilot program;

1 (C) connect graduates of the pilot program  
2 to job opportunities within the Federal Govern-  
3 ment; and

4 (D) allocate dedicated positions for term  
5 employment to enable Federal work-based  
6 learning opportunities and programs for partici-  
7 pants to gain the experience necessary to pur-  
8 sue permanent Federal employment.

9 **SEC. 1750. FEDERAL WORKFORCE ASSESSMENT EXTEN-**  
10 **SION.**

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

