To require the National Cyber Director to develop a plan to establish an institute within the Federal Government that will serve as a centralized resource and training center for Federal cyber workforce development, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Mr. KHANNA introduced the following bill; which was referred to the Committee on ____________________

A BILL

To require the National Cyber Director to develop a plan to establish an institute within the Federal Government that will serve as a centralized resource and training center for Federal cyber workforce development, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

[SECTION 1. SHORT TITLE.

This Act may be cited as the [“______________ Act of 2023”].]
SEC. 2. FEDERAL CYBER WORKFORCE DEVELOPMENT INSTITUTE.

(a) REQUIREMENT.—Not later than 180 days from the date of enactment of this section, the National Cyber Director, in consultation with the Director of the Office of Personnel Management, and in coordination with the Director of the Office of Management and Budget and other department and agency heads as the Director determines necessary, shall produce a plan for a Federal institute to provide training for personnel hired for cyber work roles and other Federal cyber workforce development tools.

(b) INSTITUTE FUNCTIONS.—The Federal workforce development institute described in the plan required under subsection (a) shall—

(1) provide modularized work role-specific training, including hands-on learning and skill-based assessments, to prepare personnel from a wide variety of academic and professional backgrounds to perform effectively in Federal cyber work roles;

(2) coordinate with other Federal department and agency heads as the Director deems necessary to develop work role-specific curriculum for the training required in paragraph (1);

(3) prioritize entry-level positions in the provision of curriculum and training, but should also in-
clude curriculum development and training for Federal cyber workers seeking transition to mid-career positions and may include upskilling and reskilling efforts;

(4) consider developing a specific module to familiarize and train appropriate Federal Government talent management personnel in the unique challenges in recruiting and hiring personnel for Federal cyber work force roles;

(5) incorporate work-based learning in personnel training;

(6) develop a badging system to communicate qualification and proficiency for individuals who successfully complete training through the institute; and

(7) offer a hybrid environment to accommodate various learning environments for individuals and a flexible timeline for completion based on selected modules to meet learning outcomes.

(c) PLAN ELEMENTS.—The plan required under subsection (a) shall—

(1) recommend an organizational placement for the institute, which may include a single Federal department or agency or a combination of Federal departments and agencies;
(2) to the greatest extent possible, align training and tools described with the taxonomy, including work roles and competencies and the associated tasks, knowledge, and skills, from the National Initiative for Cybersecurity Education Workforce Framework for Cybersecurity (NIST Special Publication 800–181, Revision 1), or successor framework;

(3) identify—

(A) elements of the institute and its functions that can draw on existing facilities, resources, and programs in the Federal Government; and

(B) elements of the institute and its functions that cannot effectively be implemented using existing facilities, resources, and programs in the Federal Government and therefore would need to be newly established in order to implement the plan required under subsection (a);

(4) describe the recruitment considerations, pay flexibilities, security clearance process, and direct hiring authorities required to ensure Federal departments and agencies can effectively recruit, enroll individuals in training, and place individuals who have
successfully completed training in positions appropriate to the individual’s qualifications and training received through the institute;

(5) recommend a governance structure for the institute to ensure ongoing interagency coordination on the development of curriculum, provision of training, and such other considerations as the Director deems appropriate;

(6) provide an estimate of the funding required to establish and operate the institute; and

(7) outline a strategy to use human resource leaders to recruit, retain, and serve as connectors between departments and agencies.

(d) BRIEFING.—Not later than 270 days from the date of enactment of this section, the Director shall provide Congress a briefing on the plan required under subsection (a), including an estimate of the funding and such authorities as may be necessary to implement the plan.

(e) DEFINITIONS.—In this section:

(1) DIRECTOR.—The term “Director” means the National Cyber Director.

(2) ENTRY-LEVEL POSITIONS.—The term “entry-level positions” means positions within any of levels 5 through 9 of the General Schedule under
subchapter III of chapter 53 of title 5, United States Code.

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

(4) WORK ROLE.—The term “work role” means a specialized set of tasks and functions requiring specific knowledge, skills, and abilities based on each Federal department or agency’s mission operation and mission support needs.