

[DISCUSSION DRAFT]

118TH CONGRESS
1ST SESSION

H. R. _____

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.

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 **[“_____ Act**
5 **of 2023”].]**

1 **SEC. 2. FEDERAL CYBER WORKFORCE DEVELOPMENT IN-**
2 **STITUTE.**

3 (a) REQUIREMENT.—Not later than 180 days from
4 the date of enactment of this section, the National Cyber
5 Director, in consultation with the Director of the Office
6 of Personnel Management, and in coordination with the
7 Director of the Office of Management and Budget and
8 other department and agency heads as the Director deter-
9 mines necessary, shall produce a plan for a Federal insti-
10 tute to provide training for personnel hired for cyber work
11 roles and other Federal cyber workforce development
12 tools.

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

16 (1) provide modularized work role-specific train-
17 ing, including hands-on learning and skill-based as-
18 sessments, to prepare personnel from a wide variety
19 of academic and professional backgrounds to per-
20 form effectively in Federal cyber work roles;

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

25 (3) prioritize entry-level positions in the provi-
26 sion of curriculum and training, but should also in-

1 clude curriculum development and training for Fed-
2 eral cyber workers seeking transition to mid-career
3 positions and may include upskilling and reskilling
4 efforts;

5 (4) consider developing a specific module to fa-
6 miliarize and train appropriate Federal Government
7 talent management personnel in the unique chal-
8 lenges in recruiting and hiring personnel for Federal
9 cyber work force roles;

10 (5) incorporate work-based learning in per-
11 sonnel training;

12 (6) develop a badging system to communicate
13 qualification and proficiency for individuals who suc-
14 cessfully complete training through the institute; and

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

19 (c) PLAN ELEMENTS.—The plan required under sub-
20 section (a) shall—

21 (1) recommend an organizational placement for
22 the institute, which may include a single Federal de-
23 partment or agency or a combination of Federal de-
24 partments and agencies;

1 (2) to the greatest extent possible, align train-
2 ing and tools described with the taxonomy, including
3 work roles and competencies and the associated
4 tasks, knowledge, and skills, from the National Ini-
5 tiative for Cybersecurity Education Workforce
6 Framework for Cybersecurity (NIST Special Publi-
7 cation 800–181, Revision 1), or successor frame-
8 work;

9 (3) identify—

10 (A) elements of the institute and its func-
11 tions that can draw on existing facilities, re-
12 sources, and programs in the Federal Govern-
13 ment; and

14 (B) elements of the institute and its func-
15 tions that cannot effectively be implemented
16 using existing facilities, resources, and pro-
17 grams in the Federal Government and therefore
18 would need to be newly established in order to
19 implement the plan required under subsection
20 (a);

21 (4) describe the recruitment considerations, pay
22 flexibilities, security clearance process, and direct
23 hiring authorities required to ensure Federal depart-
24 ments and agencies can effectively recruit, enroll in-
25 dividuals in training, and place individuals who have

1 successfully completed training in positions appro-
2 priate to the individual’s qualifications and training
3 received through the institute;

4 (5) recommend a governance structure for the
5 institute to ensure ongoing interagency coordination
6 on the development of curriculum, provision of train-
7 ing, and such other considerations as the Director
8 deems appropriate;

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

11 (7) outline a strategy to use human resource
12 leaders to recruit, retain, and serve as connectors be-
13 tween departments and agencies.

14 (d) BRIEFING.—Not later than 270 days from the
15 date of enactment of this section, the Director shall pro-
16 vide Congress a briefing on the plan required under sub-
17 section (a), including an estimate of the funding and such
18 authorities as may be necessary to implement the plan.

19 (e) DEFINITIONS.—In this section:

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

22 (2) ENTRY-LEVEL POSITIONS.—The term
23 “entry-level positions” means positions within any of
24 levels 5 through 9 of the General Schedule under

1 subchapter III of chapter 53 of title 5, United
2 States Code.

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

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