AMENDMENT TO
RULES COMMITTEE PRINT 116–19
OFFERED BY MR. SMITH OF NEW JERSEY

At the end of subtitle G of title V, add the following new section:

SEC. 567. PILOT PROGRAM REGARDING ONLINE APPLICATION FOR THE TRANSITION ASSISTANCE PROGRAM.

(a) ESTABLISHMENT.—The Secretary of Defense, the Secretary of Veterans Affairs, and the Secretary of Labor should jointly carry out a pilot program that creates a one-stop source for online applications for the purposes of assisting members of the Armed Forces and Veterans participating in the Transition Assistance Program (in this section referred to as “TAP”).

(b) DATA SOURCES.—The online application shall, in part, aggregate existing data from government resources and private sector under one uniform resource locator for the purpose of assisting members of the Armed Forces and veterans participating in TAP.

(c) ELEMENTS FOR VETERANS AND MEMBERS OF THE ARMED FORCES.—
(1) The online application shall be available as a mobile online application available on multiple devices (including smartphones and tablets), with responsive design, updated no less than once per year, and downloadable from the two online application stores most commonly used in the United States.

(2) The version of the online application accessible through a desktop or laptop computer shall be compatible with the most current versions of popular web browsers identified by the Secretaries.

(3) The online application shall be accessible to individuals with disabilities in accordance with section 508 of the Rehabilitation Act of 1973 (29 U.S.C. 794d).

(4) The online application shall generate, for each individual who uses the online application, a personalized transition data dashboard that includes the following information with regards to the location in which the individual resides or intends to reside after separation from the Armed Forces:

(A) A current list of employment opportunities collected from employers.

(B) A current list of educational institutions.
(C) A current list of facilities of the Department of Veterans Affairs.

(D) A current list of local veterans service organizations.

(5) The dashboard under paragraph (4) shall include a list of benefits for which an individual as a veteran or separated member of the Armed Forces is eligible under the laws administered by the Secretaries, including educational assistance benefits.

(6) The dashboard under paragraph (4) shall keep track of the time remaining before the expiration of the following:

(A) Any civilian career certification waiver based on the military occupational specialty of the individual.

(B) Any active security clearance of the individual.

(7) The online application shall, to the extent practicable, match all current military occupational specialties, cross-referenced by grade, to current industries and jobs.

(8) The online application shall permit an individual to search jobs described in paragraph (4)(A) that match jobs described in paragraph (7).
(9) The online application shall alert individuals of new job opportunities relevant to the individual, based on military occupational specialty, interest, and search criteria used by the individual under paragraph (8).

(10) The online application shall permit an individual to maintain a history of job searches and submitted job applications.

(11) The online application shall include a resume generator that is compliant with industry-standard applicant tracking systems.

(12) The online application shall provide for career training through the use of learning management software, including training courses with a minimum of 100 soft skills and business courses.

(13) The online application shall include a career mentorship system, allowing individuals to communicate through text, chat, video calling, and email, with mentors who can use the online application to track the jobs mentees have applied for, the training mentees have undertaken, and any other appropriate mentorship matters.

(e) ELEMENTS FOR EMPLOYERS.—

(1) The online application shall include a mechanism (to be known as a “military skills translator”)

(2) The online application shall allow employers to post job openings and accept applications from qualified applicants.

(3) The online application shall provide employers with tools to manage their employee pool, including filtering, ranking, and tracking candidates.

(4) The online application shall facilitate communication between employers and applicants, including messaging, video calls, and live chat.

(5) The online application shall include features to support diversity and inclusion, such as tools for identifying and removing bias in job descriptions and application processes.

(6) The online application shall provide employers with insights into the effectiveness of their recruitment efforts, including metrics on candidate engagement, application completion rates, and hire rates.
with which employers may identify military occupational specialties that align with jobs offered by the employers.

(2) The online application shall include a mechanism with which employers may search for individuals seeking employment, based criteria including military occupational specialty, grade, education, civilian career category, and location.

(3) The online application shall provide online training for employers regarding what military occupational specialties relate to what jobs.

(d) ADDITIONAL REQUIREMENTS.—

(1) CYBERSECURITY.—To ensure the information of individuals and employers is protected from breaches, the Secretaries shall implement cybersecurity measures for the online application. These measures shall include the following:

(A) A security certificate produced by the online application that is updated each year of the pilot program.

(B) The online application shall be hosted by a provider the Secretaries determine to be secure and reputable.

(C) Ensuring that the online application has a live development team of dedicated engi-
neers to address immediate concerns. No more than half of such team may be based outside the United States.

(D) Regular scans of the online application, host, and server for vulnerabilities.

(E) The system must not have had a security breach within the last 3 years.

(2) SYSTEM STABILITY.—To ensure system stability and continuity, all elements of the online application must pass testing no less than 1 year before the online application is made available for use by individuals and employers.

(3) PRIOR PROVIDERS BARRED.—No entity that applies to become the provider of the online application may have served as a contractor providing database management for TAP during the 5 years preceding such online application.

(e) ASSESSMENTS.—

(1) INTERIM ASSESSMENTS.—Not later than the dates that are one and two years after the date of the commencement of the pilot program, the Secretaries shall jointly assess the pilot program.

(2) FINAL ASSESSMENT.—Not later than the date that is three years after the date of the commencement of the pilot program, the Secretaries
shall jointly carry out a final assessment of the pilot program.

3) PURPOSE.—The general objective of each assessment under this subsection shall be to determine if the online application under the pilot program assists participants in TAP accomplish the goals of TAP, accounting for the individual profiles of participants, including military experience and geographic location.

4) ELEMENTS.—Each assessment shall include the following:

(A) The aggregate number of profiles created on the online application since the commencement of the pilot program.

(B) Demographic information on individuals who use the online application.

(C) The average amount time individuals, employers, and community-based services providers, use the online application each month, since the commencement of the pilot program.

(D) A ranking of most frequently-used features of the online application.

(E) A satisfaction survey of individuals who use the online application during the peri-
ods of 30 days and 180 days after separation from the Armed Forces.

(F) A report regarding the attendance of members of the Armed Forces at online and in-person TAP classes.

(f) REPORT.—Not later than six months after completing the final assessment under subsection (e)(2), the Secretaries shall submit a report to Congress on its findings regarding the pilot program, including recommendations for legislation.