

Federal Cyber Workforce Development Institute

Legend: This proposal requires 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.

SEC. __. FEDERAL CYBER WORKFORCE DEVELOPMENT INSTITUTE

(a) REQUIREMENT.—

- (1) **IN GENERAL.**—Not later than 180 days from the date of enactment of this section, the National Cyber Director, in consultation with the Secretary of Homeland Security, the Secretary of Defense, the Secretary of Commerce, the Director of the Office of Personnel Management, and such other department and agency heads as the National Cyber 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.
- (2) **INSTITUTE FUNCTIONS.**—The federal workforce development institute described in the plan required under paragraph (1) shall—
 - (A) provide 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;
 - (B) coordinate with the Secretary of Homeland Security, the Secretary of Defense, and other federal department and agency heads as the Director deems necessary to develop work role-specific curriculum for the training required in subparagraph (A);
 - (D) prioritize entry-level positions in the provision of curriculum and training, but may also include curriculum development and training for mid- to late-career positions, and may include upskilling and reskilling efforts;
 - (D) incorporate work-based learning in personnel training; and
 - (E) develop a badging system to communicate qualification and proficiency for individuals who successfully complete training through the institute.
- (3) **PLAN ELEMENTS.**—The plan required under paragraph (1) shall—
 - (A) recommend an organizational placement for the institute, which may include a single federal department or agency or a combination of federal departments and agencies;
 - (B) 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.
 - (C) identify—
 - (i) elements of the institute and its functions that can draw on existing facilities, resources, and programs in the federal government, and
 - (ii) 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 paragraph (1);

- (D) describe the recruitment considerations, pay flexibilities, and 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;
 - (E) 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; and
 - (F) provide an estimate of the funding required to establish and operate the institute.
- (b) BRIEFING.—Not later than 270 days from the date of enactment of this section, the National Cyber Director shall provide to the appropriate congressional committees 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.
- (c) DEFINITIONS.— In this section:
- (1) APPROPRIATE CONGRESSIONAL COMMITTEES.— The term “appropriate congressional committees” means—
 - (A) the Committee on Armed Services of the Senate;
 - (B) the Committee on Homeland Security and Governmental Affairs of the Senate;
 - (C) the Committee on Armed Services of the House of Representatives;
 - (D) the Committee on Homeland Security of the House of Representatives; and
 - (E) the Committee on Oversight and Reform of the House of Representatives.
 - (2) DIRECTOR.— The term “Director” means the National Cyber Director.
 - (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.