

118TH CONGRESS  
2D SESSION

# H. R. 9520

To require the National Cyber Director to submit to Congress a plan to establish an institute within the Federal Government to serve as a centralized resource and training center for Federal cyber workforce development.

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## IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 10, 2024

Mr. FALLON introduced the following bill; which was referred to the  
Committee on Oversight and Accountability

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## A BILL

To require the National Cyber Director to submit to Congress a plan to establish an institute within the Federal Government to serve as a centralized resource and training center for Federal cyber workforce development.

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 “Federal Cyber Work-  
5        force Training Act of 2024”.

6        **SEC. 2. FEDERAL CYBER WORKFORCE DEVELOPMENT IN-**  
7        **STITUTE.**

8        (a) **DEFINITIONS.**—In this section:

1           (1) AGENCY.—The term “agency” has the  
2 meaning given the term in section 551 of title 5,  
3 United States Code.

4           (2) APPROPRIATE CONGRESSIONAL COMMIT-  
5 TEES.—The term “appropriate congressional com-  
6 mittees” means—

7           (A) the Committee on Armed Services of  
8 the Senate;

9           (B) the Committee on Homeland Security  
10 and Governmental Affairs of the Senate;

11           (C) the Committee on Armed Services of  
12 the House of Representatives;

13           (D) the Committee on Homeland Security  
14 of the House of Representatives; and

15           (E) the Committee on Oversight and Ac-  
16 countability of the House of Representatives.

17           (3) CYBER WORK ROLE.—The term “cyber  
18 work role” means—

19           (A) a role indicated in the NICE frame-  
20 work for new hires and personnel seeking tran-  
21 sition to mid-career positions; and

22           (B) a role relating to work involving de-  
23 signing, building, securing, operating, defend-  
24 ing, and protecting cyberspace resources.

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

3           (5) FEDERAL INSTITUTE.—The term “Federal  
4 institute” means the Federal institute described in  
5 the plan required under subsection (b)(1).

6           (6) NICE FRAMEWORK.—The term “NICE  
7 framework” means Special Publication 800–181 of  
8 the National Institute of Standards and Technology  
9 entitled “Workforce Framework for Cybersecurity  
10 (NICE Framework)”, or any successor document.

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

15 (b) REQUIREMENT.—

16           (1) IN GENERAL.—Not later than 180 days  
17 after the date of enactment of this Act, the Director,  
18 in consultation with the Secretary of Homeland Se-  
19 curity, the Secretary of Defense, the Director of the  
20 Office of Personnel Management, and the head of  
21 any other agency the Director determines necessary,  
22 shall submit to Congress and make publicly available  
23 a plan for the establishment of a Federal institute  
24 to provide—

1 (A) training for personnel hired for cyber  
2 work roles in the Federal Government, includ-  
3 ing new hires and personnel seeking transition  
4 to mid-career positions, which may include  
5 upskilling and reskilling efforts; and

6 (B) training for personnel with responsibil-  
7 ities for human resource functions relating to  
8 cyber personnel.

9 (2) INSTITUTE FUNCTIONS.—The plan required  
10 under paragraph (1) shall provide for the Federal  
11 institute to—

12 (A) provide modularized cyber work role  
13 specific training, including hands-on learning  
14 and skill-based assessments, to prepare newly  
15 hired Federal personnel from a wide variety of  
16 academic and professional backgrounds to per-  
17 form effectively in Federal cyber work roles;

18 (B) coordinate with the Secretary of  
19 Homeland Security, the Secretary of Defense,  
20 and the heads of other agencies determined nec-  
21 essary by the Director to develop a cyber work  
22 role-specific curriculum for the training pro-  
23 vided under subparagraph (A)—

24 (i) in accordance with the NICE  
25 framework; and

1 (ii) in consideration of other Federal  
2 cyber training programs;

3 (C) prioritize entry-level positions in the  
4 provision of curriculum development and train-  
5 ing;

6 (D) address the training needs of—

7 (i) personnel seeking transition to 10  
8 mid-career positions; and

9 (ii) personnel with responsibilities for  
10 human resources functions relating to  
11 cyber personnel;

12 (E) include curriculum development and  
13 training for Federal cyber workers seeking  
14 transition to mid-career positions, which may  
15 include upskilling and reskilling efforts;

16 (F) consider developing a specific module  
17 to familiarize and train appropriate Federal  
18 Government hiring managers and human re-  
19 sources staff in the unique challenges in recruit-  
20 ing and hiring personnel for Federal cyber work  
21 force roles;

22 (G) incorporate work-based learning in  
23 personnel training;

24 (H) develop a badging system to commu-  
25 nicate qualification and proficiency for individ-

1 uals who successfully complete training through  
2 the Federal institute with consideration of sys-  
3 tems used by the intelligence community;

4 (I) offer in-person and virtual options to  
5 accommodate various learning environments for  
6 individuals; and

7 (J) provide training to individuals irrespec-  
8 tive of whether an individual has a college de-  
9 gree or a college degree in a cyber-related dis-  
10 cipline.

11 (3) PLAN ELEMENTS.—The plan required  
12 under paragraph (1) shall—

13 (A) recommend an organizational place-  
14 ment for the Federal institute, which may in-  
15 clude a single agency or a combination of agen-  
16 cies;

17 (B) to the greatest extent practicable, align  
18 training and tools, including cyber work roles  
19 and competencies and the associated tasks,  
20 knowledge, and skills from—

21 (i) the Special Publication of the Na-  
22 tional Institute of Standards and Tech-  
23 nology 800–181, Revision 1, entitled “Na-  
24 tional Initiative for Cybersecurity Edu-  
25 cation Workforce Framework for Cyberse-

1           curity”, or any successor special publica-  
2           tion; or

3                   (ii) other applicable publications, stud-  
4           ies, or guidance of the Federal Govern-  
5           ment;

6           (C) identify—

7                   (i) elements of the Federal institute  
8           and its functions that could use existing  
9           facilities, resources, and programs of the  
10          Federal Government; and

11                   (ii) elements of the Federal institute  
12          and its functions that would require new  
13          facilities, resources, and programs of the  
14          Federal Government in order to implement  
15          the plan required under paragraph (1);

16          (D) recommend a course curriculum, deliv-  
17          ery method, and length of curriculum for the  
18          training provided under paragraph (1)(A) using  
19          Federal Government cyber training programs as  
20          models, including the Joint Cyber Analysis  
21          Course of the Department of Defense and the  
22          Federal Cyber Defense Skilling Academy of the  
23          Cybersecurity and Infrastructure Security  
24          Agency;

1 (E) recommend a policy for individuals  
2 who do not complete required training;

3 (F) describe a security clearance process to  
4 complete some level of security clearance for ap-  
5 propriate individuals while individuals are en-  
6 rolled in training;

7 (G) recommend a governance structure for  
8 the Federal institute that would ensure ongoing  
9 interagency coordination in the development of  
10 a curriculum, the provision of training, and  
11 other considerations the Director determines  
12 appropriate;

13 (H) provide an estimate of the funding and  
14 new authorities required to establish and oper-  
15 ate the Federal institute;

16 (I) describe any requirements for the Fed-  
17 eral institute to conduct work in a classified  
18 setting;

19 (J) identify how the Federal institute  
20 would—

21 (i) provide some or all of the training  
22 required by paragraph (1)(A) through 5  
23 academic institutions from among aca-  
24 demic institutions that—



1 (I) are designated by the Na-  
2 tional Security Agency as a National  
3 Center of Academic Excellence in cy-  
4 bersecurity for cyber defense, cyber  
5 research, and cyber operations; and

6 (II) have an operational sensitive  
7 compartmented information facility;  
8 and

9 (ii) select the 5 academic institutions  
10 under clause (i);

11 (K) identify how the instructors of the  
12 Federal institute will remain current with re-  
13 spect to cybersecurity knowledge, skills and  
14 abilities through scholarship or other means;  
15 and

16 (L) identify how the Federal institute will  
17 maintain the quality and longevity of instruc-  
18 tors.

19 (4) CONSULTATION.—In developing a plan for  
20 the Federal institute, the Director shall consult with  
21 the Director of the Office of Personnel Management,  
22 the Chief Human Capital Officers Council, the Chief  
23 Information Officers Council, and the Chief Learn-  
24 ing Officers Council to establish tools for human re-  
25 sources professionals of the Federal Government to

1       develop the knowledge, skills and abilities required  
2       to manage the career life cycle of cyber professionals  
3       from recruitment to retirement.

4       (c) BRIEFING.—Not later than 270 days after the  
5       date of enactment of this Act, the Director shall provide  
6       to the appropriate congressional committees a briefing on  
7       the plan required under subsection (b)(1), including an es-  
8       timate of the funding and the authorities necessary to im-  
9       plement the plan.

10       (d) NO ADDITIONAL FUNDS.—No additional funds  
11       are authorized to be appropriated for the purpose of car-  
12       rying out this Act.

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