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(Original Signature of Member)

115TH CONGRESS
2D SESSION

H. R. _____

To establish a grant program within the Department of Labor to support the creation, implementation, and expansion of registered apprenticeship programs in cybersecurity.

IN THE HOUSE OF REPRESENTATIVES

Ms. ROSEN introduced the following bill; which was referred to the Committee
on _____

A BILL

To establish a grant program within the Department of Labor to support the creation, implementation, and expansion of registered apprenticeship programs in cybersecurity.

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 “Cyber Ready Work-
5 force Act”.

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

1 (1) According to Georgetown University’s Cen-
2 ter on Education and the Workforce, by 2020, the
3 United States is projected to experience a shortage
4 of 5,000,000 workers with postsecondary education
5 or training, including vocational certificates and ap-
6 prenticeship training.

7 (2) Registered apprenticeships strengthen the
8 Nation’s economy, create pathways to good-paying
9 careers, and help meet the Nation’s current work-
10 force demands.

11 (3) Apprenticeships can help fill the Nation’s
12 workforce needs, including in fields not traditionally
13 linked to apprenticeships, such as cybersecurity.

14 (4) The cybersecurity field has a severe short-
15 age in talent, with over 300,000 job openings today,
16 according to CyberSeek, an interactive cybersecurity
17 jobs heat map funded by the Department of Com-
18 merce’s National Institute of Standards and Tech-
19 nology (NIST).

20 (5) Employers, especially in cybersecurity and
21 information technology fields, may be unfamiliar
22 with the apprenticeship model or do not have the ca-
23 pacity or resources to develop and implement their
24 own training.

1 **SEC. 3. DEFINITIONS.**

2 In this Act, the following definitions apply:

3 (1) The term “registered apprenticeship pro-
4 gram” means a program registered under the Act of
5 August 16, 1937 (commonly known as the “National
6 Apprenticeship Act”; 50 Stat. 664, chapter 663; 29
7 U.S.C. 50 et seq.).

8 (2) The term “workforce intermediary” means
9 an entity that—

10 (A) facilitates the establishment of reg-
11 istered apprenticeship programs; and

12 (B) may be a partnership that includes one
13 or more of the following as partners:

14 (i) A business or industry organiza-
15 tion.

16 (ii) A community-based organization,
17 as defined in section 3201(2) of the Ele-
18 mentary and Secondary Education Act of
19 1965 (20 U.S.C. 7801).

20 (iii) State workforce development
21 board or local workforce development
22 board, as defined in section 3 of the Work-
23 force Innovation and Opportunity Act (29
24 U.S.C. 3102).

25 (iv) A postsecondary education insti-
26 tution with experience in developing and

1 administering registered apprenticeship
2 programs.

3 (v) A joint labor-management partner-
4 ship.

5 (vi) An institution of higher edu-
6 cation, as defined in section 101(a) of the
7 Higher Education Act of 1965 (20 U.S.C.
8 1001).

9 (vii) A nonprofit organization.

10 **SEC. 4. CYBERSECURITY APPRENTICESHIP GRANT PRO-**
11 **GRAM.**

12 (a) IN GENERAL.—The Secretary of Labor shall
13 award grants, on a competitive basis, to workforce inter-
14 mediaries, to support the creation, implementation, and
15 expansion of registered apprenticeship programs in cyber-
16 security.

17 (b) DESCRIPTION OF PROGRAMS ELIGIBLE.—Reg-
18 istered apprenticeship programs in cybersecurity shall in-
19 clude technical instruction, workplace training, and indus-
20 try-recognized certification in cybersecurity. Programs
21 shall—

22 (1) include certifications in CompTIA Network
23 +, CompTIA A+ Hardware, CompTIA A+ Soft-
24 ware, Security+, Microsoft Windows 10 Technician,
25 Microsoft Certified System Administrator, Certified

1 Network Defender, Certified Ethical Hacker, or
2 other industry-recognized certification in cybersecu-
3 rity;

4 (2) encourage stackable and portable creden-
5 tials; and

6 (3) lead to occupations such as computer sup-
7 port specialists, cybersecurity support technicians,
8 computer programmers, computer systems analysts,
9 or security specialists.

10 **SEC. 5. USE OF FUNDS.**

11 (a) **REQUIRED ACTIVITIES.**—A workforce inter-
12 mediary receiving funds under this Act shall use at least
13 75 percent of the grant funds for the following:

14 (1) **DEVELOPMENT AND TECHNICAL SUP-**
15 **PORT.**—Complete the apprenticeship registration
16 process with the Department of Labor, and help em-
17 ployers with other logistical and technical issues.

18 (2) **EMPLOYER PARTNERSHIP.**—

19 (A) Develop curricula and technical in-
20 struction for the registered apprenticeship pro-
21 gram in cooperation with local businesses, orga-
22 nizations, and employer-partners, referencing
23 the work roles and tasks outlined National Ini-
24 tiative for Cybersecurity Education (NICE) Cy-
25 bersecurity Workforce Framework Special Pub-

1 lication 800–181 to develop skills and standards
2 for the program.

3 (B) Assist employer in paying for the cost
4 of offsite training provided to apprentices.

5 (C) Connect the business with education
6 and training providers to complement on-the-job
7 learning.

8 (3) SUPPORT SERVICES FOR APPRENTICES.—
9 Provide support services to apprentices to assist with
10 their success in the registered apprenticeship pro-
11 gram, which may include the following:

12 (A) Career counseling.

13 (B) Mentorship.

14 (C) Assisting with costs of transportation,
15 housing, and child care services.

16 (b) ALLOWABLE ACTIVITIES.—A workforce inter-
17 mediary receiving funds under this Act may use up to 25
18 percent of the grant funds for the following outreach and
19 marketing:

20 (1) Market apprenticeships and the apprentice-
21 ship model to employers, secondary school adminis-
22 trators, and counselors.

23 (2) Recruit and conduct outreach to potential
24 apprentices, including secondary school students,

- 1 underrepresented populations (such as women and
- 2 minorities), youth, and veterans.