

116TH CONGRESS  
1ST SESSION

# H. R. 2721

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

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## IN THE HOUSE OF REPRESENTATIVES

MAY 14, 2019

Mrs. LEE of Nevada (for herself, Ms. STEFANIK, Ms. SPANBERGER, and Mr. RIGGLEMAN) introduced the following bill; which was referred to the Committee on Education and Labor

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## 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:

3 (1) REGISTERED APPRENTICESHIP PROGRAM.—

4 The term “registered apprenticeship program”  
5 means a program registered under the Act of Au-  
6 gust 16, 1937 (commonly known as the “National  
7 Apprenticeship Act”; 29 U.S.C. 50 et seq.).

8 (2) WORKFORCE INTERMEDIARY.—The term  
9 “workforce intermediary” means an entity that fa-  
10 cilitates the establishment of registered apprentice-  
11 ship programs, and may be a partnership that in-  
12 cludes one or more of the following as partners:

13 (A) A business or industry organization.

14 (B) A community-based organization, as  
15 defined in section 3201(5) of the Elementary  
16 and Secondary Education Act of 1965 (20  
17 U.S.C. 7801(5)).

18 (C) A State or local workforce development  
19 board, as such terms are defined in section 3 of  
20 the Workforce Innovation and Opportunity Act  
21 (29 U.S.C. 3102).

22 (D) A postsecondary education institution  
23 with experience in developing and administering  
24 registered apprenticeship programs.

25 (E) A joint labor-management partnership.

1 (F) An institution of higher education, as  
 2 defined in section 101(a) of the Higher Edu-  
 3 cation Act of 1965 (20 U.S.C. 1001(a)).

4 (G) A nonprofit organization.

5 **SEC. 4. CYBERSECURITY APPRENTICESHIP GRANT PRO-**  
 6 **GRAM.**

7 (a) IN GENERAL.—The Secretary of Labor shall  
 8 award grants, on a competitive basis, to workforce inter-  
 9 mediaries, to support the establishment, implementation,  
 10 and expansion of registered apprenticeship programs in  
 11 cybersecurity.

12 (b) DESCRIPTION OF PROGRAMS ELIGIBLE.—For  
 13 purposes of subsection (a), registered apprenticeship pro-  
 14 grams in cybersecurity shall include technical instruction,  
 15 workplace training, and industry-recognized certification  
 16 in cybersecurity. Programs shall—

17 (1) include certifications in CompTIA  
 18 Network+, CompTIA A+, CompTIA Security+,  
 19 Microsoft Windows 10 Technician, Microsoft Cer-  
 20 tified System Administrator, Certified Network De-  
 21 fender, Certified Ethical Hacker, ISACA Cybersecu-  
 22 rity Nexus (CSX), (ISC)<sup>2</sup>'s Certified Information  
 23 Systems Security Professional (CISSP), or other in-  
 24 dustry-recognized certification in cybersecurity;

1           (2) encourage stackable and portable creden-  
2       tials; and

3           (3) lead to occupations such as computer sup-  
4       port specialists, cybersecurity support technicians,  
5       cloud computing architects, computer programmers,  
6       computer systems analysts, or security specialists.

7   **SEC. 5. USE OF FUNDS.**

8       (a) **REQUIRED ACTIVITIES.**—A workforce inter-  
9       mediary shall use at least 85 percent of the amount of  
10      grant funds received under this Act for the following:

11           (1) **DEVELOPMENT AND TECHNICAL SUP-**  
12      **PORT.**—Complete the apprenticeship registration  
13      process with the Department of Labor, and assist  
14      employers with other logistical and technical issues.

15           (2) **EMPLOYER PARTNERSHIP.**—

16           (A) **IN GENERAL.**—Develop curricula and  
17      technical instruction for the registered appren-  
18      ticeship program in cooperation with local busi-  
19      nesses, organizations, and employer-partners,  
20      referencing the work roles and tasks outlined in  
21      the National Initiative for Cybersecurity Edu-  
22      cation (NICE) Cybersecurity Workforce Frame-  
23      work Special Publication 800–181 to develop  
24      skills and standards for the program.

1 (B) OFFSITE TRAINING.—Assist employers  
2 in paying for the cost of offsite training and ac-  
3 quiring course materials provided to appren-  
4 tices.

5 (C) CONNECTING EMPLOYERS.—Connect  
6 employers with education and training providers  
7 to complement on-the-job 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 may use up to 15 percent of the amount of grant  
18 funds received under this Act for the following outreach  
19 and marketing activities:

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.

3 **SEC. 6. AUTHORIZATION OF APPROPRIATIONS.**

4 There is authorized to be appropriated, such sums  
5 as may be necessary to carry out this Act.

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