

118TH CONGRESS  
2D SESSION

# S. 4813

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 SENATE OF THE UNITED STATES

JULY 25, 2024

Ms. ROSEN (for herself and Mrs. BLACKBURN) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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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 projections from Georgetown  
2           University’s Center on Education and the Work-  
3           force, the United States was already set to experi-  
4           ence a shortage of 5,000,000 workers with postsec-  
5           ondary education or training, including training  
6           leading to vocational certificates and apprenticeship  
7           training, by 2020. The COVID–19 pandemic has  
8           only exacerbated this problem.

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

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

16          (4) The cybersecurity field has a severe short-  
17          age in talent, with over 597,000 job openings today,  
18          according to CyberSeek, an interactive cybersecurity  
19          jobs heat map funded by the Department of Com-  
20          merce’s National Institute of Standards and Tech-  
21          nology (NIST).

22          (5) Employers, especially in cybersecurity and  
23          information technology fields, may be unfamiliar  
24          with the apprenticeship model or do not have the ca-

1        capacity or resources to develop and implement their  
2        own training.

3    **SEC. 3. DEFINITIONS.**

4        In this Act:

5            (1) REGISTERED APPRENTICESHIP PROGRAM.—

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

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

15            (A) A business or industry organization.

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

20            (C) A State board or local board, as such  
21        terms are defined in section 3 of the Workforce  
22        Innovation and Opportunity Act (29 U.S.C.  
23        3102).

1 (D) A postsecondary education institution  
 2 with experience in developing and administering  
 3 registered apprenticeship programs.

4 (E) A joint labor-management partnership.

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

8 (G) A nonprofit organization.

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

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

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

21 (1) include certifications in CompTIA  
 22 Network+, CompTIA A+, CompTIA Security+,  
 23 Microsoft Windows 10 Technician, Microsoft Cer-  
 24 tified System Administrator, Certified Network De-  
 25 fender, Certified Ethical Hacker, ISACA Cybersecu-

1        rity Nexus (CSX), (ISC)<sup>2</sup>'s Certified Information  
 2        Systems Security Professional (CISSP), or other in-  
 3        dustry-recognized certification in cybersecurity;

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        cloud computing architects, computer programmers,  
 9        computer systems analysts, or security specialists.

10   **SEC. 5. USE OF FUNDS.**

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

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

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

19            (A) **IN GENERAL.**—Develop curricula and  
 20        technical instruction for the registered appren-  
 21        ticeship program in cooperation with local busi-  
 22        nesses, organizations, and employer-partners,  
 23        referencing the work roles and tasks outlined in  
 24        the National Initiative for Cybersecurity Edu-  
 25        cation (NICE) Cybersecurity Workforce Frame-

1 work Special Publication 800–181 to develop  
2 skills and standards for the program.

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

7 (C) CONNECTING EMPLOYERS.—Connect  
8 employers with education and training providers  
9 to complement on-the-job learning.

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

14 (A) Career counseling.

15 (B) Mentorship.

16 (C) Assisting with costs of transportation,  
17 housing, and child care services.

18 (b) ALLOWABLE ACTIVITIES.—A workforce inter-  
19 mediary may use up to 15 percent of the amount of grant  
20 funds received under this Act for the following outreach  
21 and marketing activities:

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

1           (2) Recruit and conduct outreach to potential  
2           apprentices, including secondary school students,  
3           underrepresented populations (such as women and  
4           minorities), youth, and veterans.

5           (3) Connect and collaborate with other work-  
6           force intermediaries, and coordinate resources with  
7           Federal investments in the registered apprenticeship  
8           program, to—

9                   (A) minimize the duplication of efforts;

10                   (B) share best practices; and

11                   (C) widely disseminate training resources  
12           and materials developed with grant funds pro-  
13           vided under this Act.

14 **SEC. 6. AUTHORIZATION OF APPROPRIATIONS.**

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

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