

119TH CONGRESS
1ST SESSION

H. R. 3241

To provide for greater defense workforce integration, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MAY 7, 2025

Mrs. KIGGANS of Virginia (for herself, Mr. COURTNEY, Mr. BACON, and Mr. PANETTA) introduced the following bill; which was referred to the Committee on Armed Services

A BILL

To provide for greater defense workforce integration, and
for other purposes.

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 “Defense Workforce In-
5 tegration Act of 2025”.

6 **SEC. 2. INTEGRATION OF MILITARY AND CIVILIAN HIRING**
7 **PROCESSES.**

8 (a) IN GENERAL.—Not later than one year after the
9 date of the enactment of this Act, the Secretary of De-
10 fense, in coordination with the Secretaries concerned shall

1 establish a pathway for medically disqualified entry-level
2 service members to enter civilian positions for which they
3 are qualified in the Department of Defense or any of its
4 components.

5 (b) AIR FORCE DRIVE PROGRAM.—The Air Force’s
6 Develop, Redistribute, Improve, Vault, Expose (DRIVE)
7 program shall be considered sufficient to meet the require-
8 ments of subsection (a) and may, but need not, serve as
9 a baseline from which the other military departments de-
10 sign their programs.

11 (c) ENTRY-LEVEL SERVICE MEMBER DEFINED.—In
12 this section, the term “entry-level service member” means
13 a regular or reserve member of the Armed Forces who
14 is currently attending or has military orders to attend
15 within 90 days—

- 16 (1) basic training;
- 17 (2) a technical school of the Armed Forces;
- 18 (3) a service academy;
- 19 (4) the Reserve Officer Training Corps
- 20 (ROTC); and
- 21 (5) an officer accession program, including offi-
22 cer candidate school, officer training school, officer
23 development school, or equivalent program.

1 **SEC. 3. PROVISION OF INFORMATION ON CAREER OPPOR-**
2 **TUNITIES IN THE DEFENSE INDUSTRIAL**
3 **BASE TO PERSONS INELIGIBLE FOR MILI-**
4 **TARY SERVICE.**

5 Chapter 50 of title 10, United States Code, is amend-
6 ed by adding at the end the following new section:

7 **“§ 996. Provision of information on career opportuni-**
8 **ties in the defense industrial base to per-**
9 **sons medically disqualified for military**
10 **service**

11 “(a) ESTABLISHMENT.—The Secretary of Defense
12 shall establish and implement a program to provide indi-
13 viduals who are not medically qualified for military service
14 with information on employment opportunities in the de-
15 fense industrial base or other employment opportunities
16 in support of the national interests of the United States.

17 “(b) PROGRAM.—The program established under
18 subsection (a) shall inform and refer persons described in
19 subsection (a) to employment, apprenticeship, and train-
20 ing opportunities in—

21 “(1) the defense industrial base;

22 “(2) cybersecurity or intelligence support roles;

23 “(3) research and development in defense tech-
24 nologies;

25 “(4) national emergency and disaster prepared-
26 ness; or

1 “(5) any other non-military opportunity the
2 Secretary considers in the national interests of the
3 United States.

4 “(c) COLLABORATION.—The Secretary of Defense
5 shall consult with entities in the defense industrial base,
6 other Federal agencies, and academic institutions to carry
7 out this section.”.

8 **SEC. 4. PROVISION TO NAVY PERSONNEL OF INFORMATION**
9 **ON CAREER OPPORTUNITIES AT MILITARY**
10 **SEALIFT COMMAND.**

11 The Secretary of the Navy shall provide information
12 about career opportunities at Military Sealift Command
13 and workforce training programs for shipbuilders to all
14 Navy personnel as part of the Transition Assistance Pro-
15 gram process.

16 **SEC. 5. REPORT.**

17 Not later than one year after the date of the enact-
18 ment of this Act, the Secretary of Defense shall submit
19 to the Committees on Armed Services of the Senate and
20 the House of Representatives a report describing imple-
21 mentation of the requirements under sections 2 and 4 of
22 this Act and section 996 of title 10, United States Code,
23 as added by section 3 of this Act.

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