

119TH CONGRESS
1ST SESSION

H. R. 5442

To build on America’s spirit of service to nurture, promote, and expand a culture of service to secure the Nation’s future, address critical needs of the Nation, and strengthen the civic fabric of American society.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 17, 2025

Mr. PANETTA (for himself and Mr. BACON) introduced the following bill; which was referred to the Committee on Education and Workforce, and in addition to the Committees on Armed Services, Foreign Affairs, Agriculture, Natural Resources, Ways and Means, Oversight and Government Reform, Veterans’ Affairs, Homeland Security, Intelligence (Permanent Select), House Administration, the Judiciary, and Energy and Commerce, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To build on America’s spirit of service to nurture, promote, and expand a culture of service to secure the Nation’s future, address critical needs of the Nation, and strengthen the civic fabric of American society.

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 “Inspired to Serve Act
5 of 2025”.

1 SEC. 2. TABLE OF CONTENTS.

2 The table of contents for this Act is as follows:

- Sec. 1. Short title.
- Sec. 2. Table of contents.

TITLE I—PRIORITIZATION OF CIVIC EDUCATION AND SERVICE LEARNING

- Sec. 101. Civic education fund.
- Sec. 102. Service-learning fund.
- Sec. 103. National civics assessment.
- Sec. 104. Excellence in civics award.
- Sec. 105. Development of material on civic education and effective citizenship.
- Sec. 106. Sense of Congress regarding the importance of teachers in inspiring civic engagement.

TITLE II—ELEVATION AND INTEGRATION OF ALL FORMS OF SERVICE

- Sec. 201. Council on Military, National, and Public Service.
- Sec. 202. Internet-based service platform.
- Sec. 203. Pilot program to coordinate military, national, and public service recruitment.
- Sec. 204. Joint market research and recruiting program to advance military and national service.
- Sec. 205. Information sharing to advance military and national service.
- Sec. 206. Transition opportunities for military servicemembers and national service participants.
- Sec. 207. Joint report to Congress on initiatives to integrate military and national service.

TITLE III—ADVANCEMENT OF MILITARY, NATIONAL, AND PUBLIC SERVICE

- Sec. 300. Definitions.

Subtitle A—Advancement of Military Service

- Sec. 301. New personnel management structure for military specialists.
- Sec. 302. Pre-service tuition grant program.
- Sec. 303. Pilot program on technical civilian professional credentials.
- Sec. 304. Expansion of Junior Reserve Officers' Training Corps Program.
- Sec. 305. Expansion of Cyber Institutes Program.
- Sec. 306. Temporary authority for targeted recruitment incentives.
- Sec. 307. Multiyear appropriations for marketing and advertising.

Subtitle B—Advancement of National Service

- Sec. 321. National service fellowships.
- Sec. 322. Expansion of YouthBuild, Youth Conservation Corps, and National Guard Youth Challenge programs.
- Sec. 323. National service public awareness campaign.
- Sec. 324. Recognition of corporate contributions to national service.
- Sec. 325. Corporation for national and community service demonstration projects.

- Sec. 326. Peace Corps remote demonstration projects.
- Sec. 327. National service living allowance increases.
- Sec. 328. Senior Corps stipend increases.
- Sec. 329. Wraparound support services for certain national service participants.
- Sec. 330. National service educational award increases.
- Sec. 331. Expanded use of national service educational award.
- Sec. 332. Discounted end-of-service cash stipend for national service members.
- Sec. 333. Exclusion of national service educational award from gross income.
- Sec. 334. Transferability of national service educational award.
- Sec. 335. Noncompetitive eligibility for full-time national service participants.
- Sec. 336. Pension service credit for Federal service corps participants.
- Sec. 337. Senior Corps competitive grant model.

Subtitle C—Advancement of Public Service: Modernization of Federal
Personnel Systems

- Sec. 341. Enhanced awareness of the value of Federal public service.
- Sec. 342. Responsibility for determining eligibility for hiring preferences and special hiring options.
- Sec. 343. Enhancement of special hiring authorities for military veterans.
- Sec. 344. Noncompetitive eligibility for high-performing civilian employees.
- Sec. 345. Flexibility for temporary and term appointments.
- Sec. 346. Criteria for granting direct-hire authority to agencies.
- Sec. 347. Cafeteria plan for Federal employees.
- Sec. 348. Modern benefits pilot program.
- Sec. 349. Demonstration project flexibility for the Office of Personnel Management.
- Sec. 350. Advanced assessment tools for Executive agency hiring.
- Sec. 351. Competency standards for human resources specialists.
- Sec. 352. Evaluation of improvements to the Federal civil service personnel system.
- Sec. 353. Proposals for modern talent-management system.
- Sec. 354. Annual report on blended Federal workforce.
- Sec. 355. Sense of Congress on effective and efficient management of the blended Federal workforce.

Subtitle D—Advancement of Public Service: Students, Recent Graduates, and
Critical Skills

- Sec. 361. Federal Fellowship and Scholarship Center.
- Sec. 362. Public Service Corps.
- Sec. 363. Public service academy grants.
- Sec. 364. Public service cadet program at military service academies.
- Sec. 365. Compensation for Federal interns.
- Sec. 366. Establishment of Pathways Program.
- Sec. 367. Enhanced hiring for recent college graduates and post-secondary students.
- Sec. 368. Aggregate number of hires of recent college graduates and post-secondary students.
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- Sec. 372. Civilian Cybersecurity Reserve pilot project.
- Sec. 373. Expansion of cyber talent management system.

Sec. 374. Personnel policy demonstration project for Federal agencies with employees in science, technology, engineering, and mathematics fields.

Sec. 375. Development of proposal for simplified personnel system for Veterans Health Administration.

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TITLE IV—STRENGTHENING OF NATIONAL MOBILIZATION

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Sec. 403. Responsibilities for national mobilization; personnel requirements.

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Sec. 405. Individual Ready Reserve for Critical Skills.

1 **TITLE I—PRIORITIZATION OF** 2 **CIVIC EDUCATION AND SERV-** 3 **ICE LEARNING**

4 **SEC. 101. CIVIC EDUCATION FUND.**

5 (a) DEFINITIONS.—In this section:

6 (1) APPLIED CIVICS.—The term “applied
7 civics” means an educational program applying serv-
8 ice-learning methods to provide students with prac-
9 tical and experiential opportunities to apply their
10 civic knowledge and skills.

11 (2) CIVIC EDUCATION.—The term “civic edu-
12 cation” means an educational program that provides
13 participants with knowledge of law, government, and
14 the rights and responsibilities of citizens and skills
15 that enable participants to participate responsibly in
16 democracy.

17 (3) EDUCATIONAL SERVICE AGENCY AND STATE
18 EDUCATIONAL AGENCY.—The terms “educational
19 service agency” and “State educational agency”

1 have the meanings given those terms in section 8101
2 of the Elementary and Secondary Education Act of
3 1965 (20 U.S.C. 7801).

4 (4) ELIGIBLE ENTITY.—The term “eligible enti-
5 ty” means—

6 (A) any local educational agency;

7 (B) any State educational agency;

8 (C) any educational service agency;

9 (D) any institution of higher education;

10 (E) any community-based organization;

11 (F) any nonprofit, nongovernmental orga-
12 nization; or

13 (G) any consortium of entities described in
14 subparagraphs (A) through (F).

15 (5) HIGH-NEED SCHOOL.—The term “high-need
16 school” means any public elementary school or sec-
17 ondary school that is located in an area in which the
18 percentage of students from families with incomes
19 below the poverty line is 30 percent or more, as de-
20 termined by the Secretary.

21 (6) INSTITUTION OF HIGHER EDUCATION.—The
22 term “institution of higher education” has the
23 meaning given that term in section 8101 of the Ele-
24 mentary and Secondary Education Act of 1965 (20
25 U.S.C. 7801).

1 (7) LOCAL EDUCATIONAL AGENCY.—The term
2 “local educational agency” has the meaning given
3 that term in section 8101 of the Elementary and
4 Secondary Education Act of 1965 (20 U.S.C. 7801)
5 and includes any tribally sanctioned educational au-
6 thority as defined in section 3201 of that Act (20
7 U.S.C. 7011).

8 (8) SCHOOL.—The term “school” means—

9 (A) any elementary school or secondary
10 school as those terms are defined in section
11 8101 of the Elementary and Secondary Edu-
12 cation Act of 1965 (20 U.S.C. 7801); and

13 (B) any education program provided by the
14 Secretary of Defense under section 2164 of title
15 10, United States Code.

16 (9) SECRETARY.—The term “Secretary” means
17 the Secretary of Education.

18 (10) SERVICE-LEARNING.—The term “service-
19 learning” has the meaning given that term in section
20 101 of the National and Community Service Act of
21 1990 (42 U.S.C. 12511).

22 (11) STATE.—The term “State” means each of
23 the several States, the District of Columbia, the
24 Commonwealth of Puerto Rico, and any other terri-
25 tory or possession of the United States.

1 (b) PROGRAM AUTHORIZED.—

2 (1) IN GENERAL.—The Secretary shall establish
3 and administer a Civic Education Fund from which
4 the Secretary makes grants under this section to eli-
5 gible entities, on a competitive basis, to support the
6 development and evaluation of civic education pro-
7 grams in schools.

8 (2) PURPOSE.—The purposes of grants award-
9 ed from the Civic Education Fund are—

10 (A) to promote and expand civic education
11 by supporting the development and implementa-
12 tion of high-quality civic education, applied
13 civics, and service-learning programming in
14 schools;

15 (B) to promote the development and imple-
16 mentation of evidence-based curricula and edu-
17 cational standards, and to provide teacher de-
18 velopment, with respect to civic education, ap-
19 plied civics, and service-learning programming
20 in schools; and

21 (C) to support State and local educational
22 agencies, institutions of higher education, and
23 nonprofit organizations in their efforts to sup-
24 port civic education, applied civics, and service-
25 learning in schools.

1 (c) TEACHER DEVELOPMENT IN CIVIC EDUCATION,
2 APPLIED CIVICS, AND SERVICE-LEARNING.—

3 (1) IN GENERAL.—An eligible entity may apply
4 for a grant under this section for the purpose of
5 teacher development in civic education, applied
6 civics, and service-learning in schools. Such grant
7 may only be used—

8 (A) to train teachers in effective strategies
9 for instructing students in civic education, ap-
10 plied civics, and service-learning;

11 (B) to host training sessions for teachers
12 to share best practices and learn new skills;

13 (C) to develop resources that teachers can
14 use in the classroom to improve civic education,
15 applied civics, and service-learning programs for
16 students;

17 (D) to coordinate with other local organi-
18 zations and community-based services and pro-
19 grams to provide hands-on civic learning devel-
20 opment opportunities; or

21 (E) to support any other programs de-
22 signed to ensure that teachers have the req-
23 uisite knowledge and skills to successfully teach
24 civic education and applied civics.

25 (2) GRANTS.—

1 (A) RESERVATION OF FUNDS FOR HIGH-
2 NEED SCHOOLS.—Of the funds made available
3 for grants under this subsection, the Secretary
4 shall reserve not less than 50 percent for grants
5 to provide services for teachers in high-need
6 schools.

7 (B) GENERAL GRANTS.—The remainder of
8 the funds made available for grants under this
9 subsection (but not more than 50 percent of
10 such funds) shall be granted on a competitive
11 basis to eligible entities for the purpose of
12 teacher development in civic education, applied
13 civics, and service learning in schools.

14 (d) DEVELOPMENT AND IMPLEMENTATION OF EF-
15 FECTIVE CIVIC EDUCATION, APPLIED CIVICS, AND SERV-
16 ICE-LEARNING PROGRAMS.—

17 (1) IN GENERAL.—An eligible entity may apply
18 for a grant under this section for activities to sup-
19 port effective civic education, applied civics, and
20 service-learning programs in schools. Such grant
21 may only be used—

22 (A) to establish a new, or improve an exist-
23 ing, civic education, applied civics, or service-
24 learning program;

1 (B) to evaluate the effect of such programs
2 on participants and increase the effectiveness of
3 such programs with respect to—

4 (i) understanding of United States
5 law, history, and government;

6 (ii) voting and other forms of political
7 and civic engagement;

8 (iii) critical thinking and media lit-
9 eracy;

10 (iv) interest in employment, and ca-
11 reers, in military, national, and public
12 service; and

13 (v) the ability of participants to col-
14 laborate and compromise with others to
15 solve problems;

16 (C) to develop and modify curricula relat-
17 ing to civic education, applied civics, and service
18 learning;

19 (D) to create and administer classroom ac-
20 tivities, thesis projects, individual or team
21 projects, internships, or community service ac-
22 tivities related to civics education;

23 (E) to collaborate with government enti-
24 ties, nonprofit organizations, or consortia of
25 such entities and organizations to provide stu-

1 dents with experiences related to civic edu-
2 cation; or

3 (F) to develop and support any other pro-
4 grams the Secretary deems crucial to the effi-
5 cacy of civic education, applied civics, or serv-
6 ice-learning programs.

7 (2) GRANTS.—

8 (A) RESERVATION OF FUNDS FOR HIGH-
9 NEED SCHOOLS.—Of the funds made available
10 for grants under this subsection, the Secretary
11 shall reserve not less than 50 percent for grants
12 for programs for students in high-need schools.

13 (B) GENERAL GRANTS.—The remainder of
14 the funds made available for grants under this
15 subsection (but not more than 50 percent of
16 such funds) shall be granted on a competitive
17 basis to eligible entities for programs that de-
18 velop and implement effective civic education,
19 applied civics, and service-learning programs in
20 schools.

21 (e) MATCHING FUNDS REQUIREMENTS.—

22 (1) REQUIREMENTS.—Except for grants for
23 high-need schools under subsections (c)(2)(A) and
24 (d)(2)(A), the Federal share of the cost of a pro-
25 gram that receives a grant under this section,

1 whether the grant is provided directly or as a
2 subgrant from the original recipient of the grant,
3 may not exceed 50 percent of such cost.

4 (2) CALCULATION.—In providing for the re-
5 maining share of the cost of carrying out the pro-
6 gram receiving the grant, the recipient—

7 (A) may provide for such share through
8 contributions in cash or in-kind, fairly evalu-
9 ated, including facilities, equipment, or services;
10 and

11 (B) may provide for such share through
12 non-Federal sources or from other Federal
13 sources (other than funds made available under
14 Federal programs administered by the Sec-
15 retary).

16 (3) WAIVER.—The Secretary may waive in
17 whole or in part the requirements of paragraph (1)
18 with respect to a recipient in any fiscal year if the
19 Secretary determines that such a waiver would be
20 equitable due to a lack of available financial re-
21 sources at the local level.

22 (4) REPORT BY RECIPIENT ON OTHER FEDERAL
23 FUNDS.—A recipient of a grant to which this sub-
24 section applies shall report to the Secretary the
25 amount and source of any Federal funds used to

1 carry out the program for which the grant is pro-
2 vided, other than funds made available under pro-
3 grams administered by the Secretary, including the
4 amounts and sources of the other Federal funds.

5 (f) GEOGRAPHIC DISTRIBUTION.—To the extent
6 practicable, the Secretary shall ensure an equitable geo-
7 graphic distribution of grants awarded under this section.
8 (g) REPORTS.—The Secretary shall, not later than
9 12 months after the date of the enactment of this Act and
10 every 12 months thereafter, submit a report to Congress
11 that contains the following:

12 (1) Information on all programs for which
13 grants were awarded under this section during the
14 preceding 12-month period, including details on the
15 grant recipients, the programs funded by the grants,
16 and the schools involved in the programs funded by
17 the grants.

18 (2) An evaluation of the successes of all pro-
19 grams for which grants are awarded under this sec-
20 tion, noting in particular the successes of such pro-
21 grams in achieving—

22 (A) progress toward exposing all students
23 in schools to a robust civic education cur-
24 riculum by 2034; and

1 (B) increases in the number of students in
2 grades 4, 8, and 12 testing at or above the
3 “Proficient” level in the civics portion of the
4 National Assessment of Education Progress
5 Test under section 303 of the National Assess-
6 ment of Educational Progress Authorization
7 Act (20 U.S.C. 9622), as compared with the
8 last administration of such Assessment.

9 (3) An assessment of the potential need for ad-
10 ditional funding for programs under this section.

11 (4) Information regarding each recipient of a
12 grant under this section that uses Federal funds to
13 carry out the program for which the grant is pro-
14 vided, other than funds made available under pro-
15 grams administered by the Secretary.

16 (h) REGULATIONS.—The Secretary shall promulgate
17 such regulations as may be necessary to carry out this
18 section. Such regulations shall include—

19 (1) procedures for eligible entities to apply for
20 grants under this section;

21 (2) the competitive process for the awarding of
22 grants;

23 (3) any limitations on the use of funds from
24 grants awarded under this section; and

1 (4) reporting requirements by recipients of such
2 grants.

3 (i) AUTHORIZATION OF APPROPRIATIONS.—There
4 are authorized to be appropriated to the Civic Education
5 Fund established under this section for each fiscal year
6 not less than \$100,000,000 to carry out programs author-
7 ized under subsection (c), and not less than \$100,000,000
8 to carry out programs authorized under subsection (d).

9 **SEC. 102. SERVICE-LEARNING FUND.**

10 (a) ELIGIBLE ENTITY.—Section 119(a)(1) of the Na-
11 tional and Community Service Act of 1990 (42 U.S.C.
12 12563(a)(1)) is amended—

13 (1) by striking “a public or private elementary
14 school or secondary school,”; and

15 (2) by striking “a consortium of such entities,
16 or a consortium of 2 or more such entities and a for-
17 profit organization” and inserting “or a consortium
18 of such entities.”

19 (b) ESTABLISHMENT.—Section 119 of the National
20 and Community Service Act of 1990 (42 U.S.C. 12563)
21 is amended by striking subsection (b) and inserting the
22 following:

23 “(b) SERVICE-LEARNING FUND.—

24 “(1) ESTABLISHMENT.—There is established in
25 the Corporation a Service-Learning Fund (in this

1 section referred to as the ‘Fund’). The purpose of
2 the Fund is to make grants and fixed-amount grants
3 (in accordance with section 129(l)) to eligible enti-
4 ties or eligible partnerships, as appropriate, for pro-
5 grams and activities described in subsection (c), in
6 order to achieve the objectives set forth in paragraph
7 (2).

8 “(2) OBJECTIVES.—The objectives of the Fund
9 are to ensure that, by 2031—

10 “(A) all students in kindergarten through
11 grade 12 receive in-class service-learning experi-
12 ences;

13 “(B) at least 1,000,000 students in grades
14 6 through 12 participate in a summer of service
15 program each year; and

16 “(C) at least 1,000,000 students in grades
17 9 through 12 participate in a semester of serv-
18 ice program each year.

19 “(3) ALLOCATION OF FUNDS.—Of the funds
20 made available to the Fund each fiscal year—

21 “(A) 20 percent shall be reserved for serv-
22 ice-learning programs in public schools under
23 paragraphs (1) through (7), (9), and (11) of
24 subsection (c), of which amount—

1 “(i) 80 percent shall be reserved for
2 programs in elementary schools and sec-
3 ondary schools, of which amount not less
4 than 50 percent shall be reserved for pro-
5 grams in low-income communities; and

6 “(ii) 20 percent shall be reserved for
7 programs at institutions of higher edu-
8 cation;

9 “(B) 40 percent shall be reserved for sum-
10 mer of service programs under paragraph (8) of
11 subsection (c), of which amount not less than
12 50 percent shall be reserved for programs in
13 low-income communities; and

14 “(C) 40 percent shall be reserved for se-
15 mester of service programs under paragraph
16 (10) of subsection (c), of which amount not less
17 than 50 percent shall be reserved for programs
18 in low-income communities.”.

19 (c) SUMMER OF SERVICE COMPLETION AWARDS.—
20 Section 119(c)(8)(B)(iii) of the National and Community
21 Service Act of 1990 (42 U.S.C. 12563(c)(8)(B)(iii)) is
22 amended—

23 (1) by inserting “no less than” before “100
24 hours”; and

1 (2) by striking “educational award of \$500 or
2 \$750 as described in sections 146(a)(2)(C) and
3 147(d)” and inserting “completion award of \$500
4 (or, at the discretion of the Chief Executive Officer,
5 of \$750 in the case of a participant who is economi-
6 cally disadvantaged)”.

7 (d) SEMESTER OF SERVICE PROGRAMS.—Section
8 119(c)(10)(A) of the National and Community Service Act
9 of 1990 (42 U.S.C. 12563(c)(10)(A)) is amended—

10 (1) by inserting “in grades 9 through 12” after
11 “secondary school students”; and

12 (2) by striking “70 hours” and inserting “150
13 hours”.

14 (e) PRIORITY OF APPLICANTS.—Section 119(e) of
15 the National and Community Service Act of 1990 (42
16 U.S.C. 12563(e)) is amended by inserting “in accordance
17 with the objectives and funding requirements set forth in
18 subsection (b),” after “In making grants under this
19 part,”.

20 (f) MATCHING FUND REQUIREMENT.—Subsection
21 119(f) of the National and Community Service Act of
22 1990 (42 U.S.C. 12563(f)) is amended—

23 (1) in paragraph (3), by striking “Serve Amer-
24 ica Act” and inserting “Inspired to Serve Act of
25 2025”; and

1 (2) by adding at the end the following new
2 paragraph:

3 “(4) MATCHING FUND REQUIREMENT.—

4 “(A) REQUIREMENT.—Except for pro-
5 grams that will be undertaken in low-income
6 communities, the Federal share of the cost of a
7 program that receives assistance under sub-
8 section (b), whether the assistance is provided
9 directly or as a subgrant from the original re-
10 cipient of the assistance, may not exceed 50
11 percent of such cost.

12 “(B) CALCULATION.—In providing for the
13 remaining share of the cost of carrying out a
14 program under this section, the recipient—

15 “(i) shall provide for such share
16 through payment in cash or in-kind, fairly
17 evaluated, including facilities, equipment,
18 or services; and

19 “(ii) may provide for such share
20 through State sources, local sources, or
21 other Federal sources.

22 “(C) WAIVER.—The Chief Executive Offi-
23 cer may waive in whole or in part the require-
24 ments of this paragraph with respect to a re-
25 cipient in any fiscal year if the Chief Executive

1 Officer determines that such waiver would be
2 equitable due to a lack of available financial re-
3 sources at the local level.”.

4 (g) AUTHORIZATION OF APPROPRIATIONS.—Section
5 119 of the National and Community Service Act of 1990
6 (42 U.S.C. 12563) is amended by adding at the end the
7 following new subsection:

8 “(g) AUTHORIZATION OF APPROPRIATIONS.—There
9 is authorized to be appropriated to the Service-Learning
10 Fund \$250,000,000 for each fiscal year.”.

11 **SEC. 103. NATIONAL CIVICS ASSESSMENT.**

12 (a) ELEMENTARY AND SECONDARY EDUCATION ACT
13 OF 1965.—

14 (1) STATE PLANS.—Section 1111 of the Ele-
15 mentary and Secondary Education Act of 1965 (20
16 U.S.C. 6311) is amended—

17 (A) in subsection (g)(2)(D), by striking
18 “reading and mathematics” and inserting
19 “reading, mathematics, and civics”; and

20 (B) in subsection (h)(1)(C)(xii), by striking
21 “reading and mathematics” and inserting
22 “reading, mathematics, and civics”.

23 (2) LOCAL EDUCATIONAL AGENCY PLANS.—
24 Section 1112(c)(3) of the Elementary and Secondary
25 Education Act of 1965 (20 U.S.C. 6312(c)(3)) is

1 amended by striking “reading and mathematics”
2 and inserting “reading, mathematics, and civics”.

3 (b) NATIONAL ASSESSMENT OF EDUCATIONAL
4 PROGRESS.—Section 303 of the National Assessment of
5 Educational Progress Authorization Act (20 U.S.C. 9622)
6 is amended—

7 (1) in subsection (b)—

8 (A) in paragraph (2)—

9 (i) in subparagraphs (B) and (E), by
10 striking “reading and mathematics” and
11 inserting “reading, mathematics, and
12 civics”;

13 (ii) in subparagraph (D), by striking
14 “civics,”;

15 (iii) in subparagraph (G), by striking
16 “and” at the end;

17 (iv) in subparagraph (H), by striking
18 the period and inserting “; and”; and

19 (v) by adding at the end the following:

20 “(I) ensure that achievement data from the
21 civics assessments described in subparagraphs
22 (B) and (E) are made available both in the ag-
23 gregate for the United States and separately for
24 each State.”; and

1 (B) in paragraph (3), in subparagraphs
2 (A)(i) and (C)(ii), by striking “reading and
3 mathematics” and inserting “reading, mathe-
4 matics, and civics”; and
5 (2) in subsection (d)(3), in subparagraphs (A)
6 and (B), by striking “reading and mathematics” and
7 inserting “reading, mathematics, and civics”.

8 **SEC. 104. EXCELLENCE IN CIVICS AWARD.**

9 (a) DEFINITIONS.—In this section:

10 (1) APPLIED CIVICS.—The term “applied
11 civics” means an educational program applying serv-
12 ice-learning methods to provide students with prac-
13 tical and experiential opportunities to apply their
14 civic knowledge and skills.

15 (2) CIVIC EDUCATION.—The term “civic edu-
16 cation” means an educational program that provides
17 participants with knowledge of law, government, and
18 the rights and responsibilities of citizens and with
19 skills that enable participants to participate respon-
20 sibly in democracy.

21 (3) SECRETARY.—The term “Secretary” means
22 the Secretary of Education.

23 (4) SERVICE-LEARNING.—The term “service-
24 learning” has the meaning given that term in section

1 101 of the National and Community Service Act of
2 1990 (42 U.S.C. 12511).

3 (5) STATE.—The term “State” means each of
4 the several States, the District of Columbia, the
5 Commonwealth of Puerto Rico, and any other terri-
6 tory or possession of the United States.

7 (b) IN GENERAL.—The Secretary may annually
8 award to States, school districts, schools, teachers, and
9 students or groups of students the Excellence in Civics
10 Award to highlight excellence in the delivery and teaching
11 of civic education, applied civics, and service-learning, es-
12 pecially programs that address community needs.

13 (c) APPLICATIONS.—

14 (1) IN GENERAL.—To be eligible for an award
15 under subsection (b), a State, school district, school,
16 teacher, student, or group of students shall submit
17 an application or be nominated to the Department
18 of Education at such time, in such manner, and con-
19 taining such information as the Secretary of Edu-
20 cation may require.

21 (2) CONTENTS.—At a minimum, applications or
22 nominations submitted to the Secretary or the com-
23 mittee created under subsection (d) shall include in-
24 formation specifying—

1 (A) the types of innovative civic education,
2 applied civics, or service-learning programs or
3 projects previously administered or completed;

4 (B) for awards given for service-learning
5 programs or projects, the impact on measurable
6 civics outcomes and learning, or the impact of
7 the project on addressing community or na-
8 tional needs, including disaster relief, education,
9 poverty reduction, ex-offender reintegration,
10 and senior citizen aid; and

11 (C) for awards given for education, the
12 ability of the program, teaching style, or project
13 to be used more broadly across the Nation.

14 (d) COMMITTEE.—The Secretary shall create a select
15 committee to review applications and nominations for and
16 designate recipients of awards under this section.

17 (e) REGULATIONS.—Not later than 12 months after
18 the date of the enactment of this Act, the Secretary shall
19 issue such regulations as may be necessary to govern ap-
20 plications and nominations for awards under this section,
21 evaluation of such applications and nominations, and mak-
22 ing such awards.

23 **SEC. 105. DEVELOPMENT OF MATERIAL ON CIVIC EDU-**
24 **CATION AND EFFECTIVE CITIZENSHIP.**

25 (a) COORDINATION.—

1 (1) IN GENERAL.—The Librarian of Congress,
2 the Director of the Institute of Museum and Library
3 Services, and the Archivist of the United States
4 shall work jointly to develop and distribute to the
5 public educational materials and teaching resources
6 on civic education and effective citizenship, including
7 by enhancing existing online resources and sup-
8 porting the distribution of hard copy and digital ma-
9 terials to local libraries, polling locations, and
10 schools, especially in rural areas.

11 (2) CIVIC EDUCATION DEFINED.—In this sub-
12 section, the term “civic education” means an edu-
13 cational program that provides participants with
14 knowledge of law, government, and the rights and
15 responsibilities of citizens and skills that enable par-
16 ticipants to participate responsibly in democracy.

17 (b) REPORTING.—The Librarian of Congress, the Di-
18 rector of the Institute of Museum and Library Services,
19 and the Archivist of the United States shall submit as part
20 of the budget request for each fiscal year an update on
21 the development and distribution efforts outlined under
22 subsection (a).

23 (c) AUTHORIZATION OF APPROPRIATIONS.—There
24 are authorized to be appropriated such sums as may be
25 necessary to carry out this section.

1 **SEC. 106. SENSE OF CONGRESS REGARDING THE IMPOR-**
2 **TANCE OF TEACHERS IN INSPIRING CIVIC EN-**
3 **GAGEMENT.**

4 (a) FINDINGS.—Congress finds the following:

5 (1) Parents have a critical voice in ensuring
6 their children receive an education that will help
7 them to be engaged and productive members of
8 American society, and members of the teaching pro-
9 fession are crucial to helping them achieve that goal.

10 (2) The United States suffers from a lack of
11 consistently effective civic education that imparts
12 knowledge about government, democratic engage-
13 ment, and the Constitution.

14 (3) Recent polling by the Annenberg Public
15 Policy Center revealed that 22 percent of American
16 adults are unable to name any of the three branches
17 of government and 37 percent are unable to name
18 or do not know any of the rights guaranteed by the
19 First Amendment to the Constitution.

20 (4) Every State, the District of Columbia, the
21 Commonwealth of Puerto Rico, and any other terri-
22 tory or possession of the United States reported a
23 lack of qualified teachers in at least one academic
24 subject during the 2017–2018 school year.

25 (5) The Learning Policy Institute reported a
26 teacher shortage of about 64,000 teachers during

1 the 2015–2016 academic year and estimated that,
2 beginning in 2020, 300,000 new teachers will be
3 needed each year.

4 (6) Teachers often do not receive full support
5 for classroom activities or for advancing their con-
6 tributions to the education system through career
7 development.

8 (7) A survey by the Department of Education
9 found that 94 percent of public school teachers in
10 the United States paid for their own classroom sup-
11 plies and materials without reimbursement during
12 the 2014–2015 school year, with the average teacher
13 spending \$479 out-of-pocket.

14 (8) Eighteen percent of teachers work a second
15 job during the school year, making teachers three
16 times as likely as all workers in the United States
17 to work multiple jobs.

18 (9) Teachers in all subjects and at all grade lev-
19 els play a crucial role in educating youth about serv-
20 ice options and the ways youth can engage in their
21 communities.

22 (10) The advancement of civic education and
23 the availability of well-trained and effective teachers
24 are essential for the future health of civil society in
25 the United States.

1 (b) SENSE OF CONGRESS.—It is the sense of Con-
2 gress that—

3 (1) teachers of all subjects and at all grade lev-
4 els, including those in public, private, and
5 homeschool settings, are essential in inspiring civic
6 knowledge and engagement in their students;

7 (2) public school teachers are dedicated public
8 servants and should be honored and supported in
9 their work to educate youth in the United States;

10 (3) teachers are crucial in inspiring their stu-
11 dents to contribute to their Nation and communities
12 through all forms of service;

13 (4) the profession of teaching is a noble endeav-
14 or and one that is vital to the civic education of
15 American youth;

16 (5) teachers across the country have sought to
17 raise awareness of a crisis in resource support and
18 adequate compensation for teachers, especially at
19 public schools;

20 (6) officials at all levels of government should
21 seek to address these concerns by providing teachers
22 with resource support, adequate compensation, and
23 career development opportunities; and

24 (7) more Americans will be called to the teach-
25 ing profession when government officials at all levels

1 demonstrate value for the essential role of teachers
2 in our society by providing teachers with resource
3 support, adequate compensation, and career develop-
4 ment opportunities.

5 **TITLE II—ELEVATION AND INTE-**
6 **GRATION OF ALL FORMS OF**
7 **SERVICE**

8 **SEC. 201. COUNCIL ON MILITARY, NATIONAL, AND PUBLIC**
9 **SERVICE.**

10 (a) DEFINITIONS.—In this section:

11 (1) EXECUTIVE AGENCY.—The term “Executive
12 agency” has the meaning given that term in section
13 105 of title 5, United States Code.

14 (2) MILITARY SERVICE.—The term “military
15 service” means active service (as defined in sub-
16 section (d)(3) of section 101 of title 10, United
17 States Code) or active status (as defined in sub-
18 section (d)(4) of such section) in one of the uni-
19 formed services (as defined in subsection (a)(5) of
20 such section).

21 (3) NATIONAL SERVICE.—

22 (A) IN GENERAL.—The term “national
23 service” means participation, other than mili-
24 tary service or public service, in a program
25 that—

1 (i) is designed to enhance the common
2 good and meet the needs of communities,
3 the States, or the United States; and

4 (ii) is funded or facilitated by—

5 (I) an organization described in
6 section 501(c)(3) of the Internal Rev-
7 enue Code of 1986 and exempt from
8 tax under section 501(a) of such
9 Code;

10 (II) an institution of higher edu-
11 cation as defined in section 101 of the
12 Higher Education Act of 1965 (20
13 U.S.C. 1001); or

14 (III) the Federal Government or
15 a State, Tribal, or local government.

16 (B) INCLUDED PROGRAMS.—The term
17 “national service” includes—

18 (i) the programs authorized in—

19 (I) sections 5 and 6 of the Peace
20 Corps Act (22 U.S.C. 2504 and
21 2505);

22 (II) section 171 of the Workforce
23 Innovation and Opportunity Act (re-
24 lating to the YouthBuild Program; 29
25 U.S.C. 3226);

1 (III) part A of title I of the Do-
2 mestic Volunteer Service Act of 1973
3 (relating to the Volunteers in Service
4 to America; 42 U.S.C. 4951 et seq.);
5 and

6 (IV) subtitles C (relating to the
7 National Service Trust Program; 42
8 U.S.C. 12571 et seq.) and E (relating
9 to the National Civilian Community
10 Corps; 42 U.S.C. 12611 et seq.) of
11 title I of the National and Community
12 Service Act of 1990; and

13 (ii) any other program that is con-
14 sistent with subparagraph (A), as deter-
15 mined by the Director of the Council on
16 Military, National, and Public Service es-
17 tablished under subsection (b).

18 (4) PUBLIC SERVICE.—The term “public serv-
19 ice” means civilian employment in the Federal Gov-
20 ernment or a State, Tribal, or local government.

21 (5) SERVICE.—The term “service” means a
22 personal commitment of time, energy, and talent to
23 a mission that contributes to the public good by pro-
24 tecting the Nation and its citizens, strengthening

1 communities, or promoting the general social wel-
2 fare.

3 (b) ESTABLISHMENT.—

4 (1) IN GENERAL.—There is established in the
5 Executive Office of the President a Council on Mili-
6 tary, National, and Public Service (in this section re-
7 ferred to as the “Council”).

8 (2) FUNCTIONS.—The Council shall—

9 (A) advise the President with respect to
10 promoting and expanding opportunities for mili-
11 tary service, national service, and public service
12 for all Americans;

13 (B) coordinate policies and initiatives of
14 the executive branch to promote and expand op-
15 portunities for military service, national service,
16 and public service; and

17 (C) coordinate policies and initiatives of
18 the executive branch to foster an increased
19 sense of service and civic responsibility among
20 all Americans.

21 (c) COMPOSITION.—

22 (1) DIRECTOR.—The President shall appoint,
23 by and with the advice and consent of the Senate,
24 an Assistant to the President for Military, National,
25 and Public Service, who shall serve at the pleasure

1 of the President. The Assistant to the President for
2 Military, National, and Public Service shall serve as
3 the Director of the Council.

4 (2) MEMBERSHIP.—In addition to the Director,
5 the Council shall be composed of—

6 (A) the Secretary of State;

7 (B) the Secretary of Defense;

8 (C) the Attorney General;

9 (D) the Secretary of the Interior;

10 (E) the Secretary of Commerce;

11 (F) the Secretary of Labor;

12 (G) the Secretary of Health and Human

13 Services;

14 (H) the Secretary of Education;

15 (I) the Secretary of Veterans Affairs;

16 (J) the Secretary of Homeland Security;

17 (K) the Director of the Office of Manage-

18 ment and Budget;

19 (L) the Director of National Intelligence;

20 (M) the Director of the Office of Personnel

21 Management;

22 (N) the Director of the Peace Corps;

23 (O) the Chief Executive Officer of the Cor-

24 poration for National and Community Service;

25 and

1 (P) such other officers as the President
2 may designate.

3 (3) MEETINGS.—The Council shall meet on a
4 quarterly basis, or more frequently as the Director
5 may direct.

6 (d) RESPONSIBILITIES OF THE COUNCIL.—In addi-
7 tion to performing such other functions as the President
8 may direct, the Council shall do the following:

9 (1) Assist and advise the President and the
10 heads of Executive agencies in the establishment of
11 policies, goals, objectives, and priorities to promote
12 service and civic responsibility among all Americans.

13 (2) Develop and recommend to the President
14 and the heads of Executive agencies policies of com-
15 mon interest to Executive agencies for increasing the
16 participation and propensity of Americans to partici-
17 pate in military, national, and public service in order
18 to address national security and other current and
19 future needs of the Nation.

20 (3) Serve as the interagency lead for identifying
21 critical skills to address national security and other
22 needs of the Nation, with responsibility for coordi-
23 nating Governmentwide efforts to address gaps in
24 critical skills and identifying methods to recruit and
25 retain individuals possessing such critical skills.

1 (4) Serve as a forum for Federal officials re-
2 sponsible for military, national, and public service
3 programs to coordinate and develop interagency,
4 cross-service initiatives.

5 (5) Lead the effort of the Federal Government
6 to develop joint awareness and recruitment, reten-
7 tion, and marketing initiatives involving military, na-
8 tional, and public service, including the sharing of
9 marketing and recruiting research between and
10 among service agencies.

11 (6) Coordinate and oversee the development and
12 implementation of recruitment, retention, marketing,
13 and public outreach initiatives for the Federal civil-
14 ian service and national service programs, includ-
15 ing—

16 (A) efforts to reevaluate benefits for the
17 Federal civilian service and national service pro-
18 grams in order to increase awareness of, and
19 remove barriers to entry into, such programs;
20 and

21 (B) efforts to develop pathways to service
22 for college students and recent college grad-
23 uates.

24 (7) Consider approaches for assessing impact of
25 service on the needs of the Nation and individuals.

1 (8) Consult with such representatives of non-
2 Federal entities, including State, local, and Tribal
3 governments, State and local educational authorities,
4 institutions of higher education, nonprofit organiza-
5 tions, philanthropic organizations, and the private
6 sector, as the Council considers advisable, in order
7 to promote and develop initiatives to foster and re-
8 ward military, national, and public service.

9 (9) Oversee the implementation of the rec-
10 ommendations of the National Commission on Mili-
11 tary, National, and Public Service established under
12 section 553 of the National Defense Authorization
13 Act for Fiscal Year 2017 (Public Law 114–328).

14 (10) Prepare and submit to the President and
15 to the Congress a Quadrennial Military, National,
16 and Public Service Strategy, with the first such
17 Strategy submitted not later than 2 years after the
18 date of the enactment of this Act, which shall set
19 forth—

20 (A) a review of programs and initiatives of
21 the Federal Government relating to the Coun-
22 cil’s mandate;

23 (B) notable initiatives by State, local, and
24 Tribal governments and by nongovernmental

1 entities to increase awareness of and participa-
2 tion in service programs;

3 (C) current and foreseeable trends for
4 service to address the needs of the Nation; and

5 (D) a program for addressing any defi-
6 ciencies identified by the Council, together with
7 recommendations for legislation.

8 (11) Prepare and submit to the President and
9 the Congress a Quadrennial Report on Cross-Service
10 Participation on the basis of the activities carried
11 out under section 207, with the first such Report
12 submitted not later than 4 years after the date of
13 the enactment of this Act.

14 (12) Prepare, for inclusion in the President's
15 annual budget submission to Congress under section
16 1105 of title 31, United States Code, a detailed, sep-
17 arate analysis, by budget function, by agency, and
18 by initiative area for the preceding fiscal year, the
19 current fiscal year, and the fiscal years for which the
20 budget is submitted, identifying the amounts of
21 gross and net appropriations or obligational author-
22 ity and outlays for initiatives consistent with the pri-
23 orities of the President under the Quadrennial Mili-
24 tary, National, and Public Service Strategy, with

1 separate displays for mandatory and discretionary
2 amounts.

3 (13) Develop a definition of national service
4 that incorporates domestic and international service
5 and a joint national service messaging strategy that
6 both the Corporation for National and Community
7 Service and the Peace Corps would promote.

8 (e) RESPONSIBILITIES OF THE DIRECTOR.—In addi-
9 tion to duties relating to the preceding provisions of this
10 section, as well as such other functions as the President
11 may direct, the Director shall—

12 (1) coordinate with the Assistant to the Presi-
13 dent for National Security Affairs for any matter
14 that may affect national security;

15 (2) at the President’s discretion, serve as
16 spokesperson of the executive branch on issues re-
17 lated to military, national, and public service; and

18 (3) upon request, appear before any committee
19 or subcommittee of the House of Representatives
20 and of the Senate to represent the position of the
21 executive branch on matters within the scope of the
22 Council’s responsibilities.

23 (f) ORGANIZATIONAL MATTERS.—

24 (1) ASSISTANT TO THE PRESIDENT FOR MILI-
25 TARY, NATIONAL, AND PUBLIC SERVICE.—The As-

1 sistant to the President for Military, National, and
2 Public Service shall be compensated at the rate pay-
3 able for level II of the Executive Schedule under sec-
4 tion 5313 of title 5, United States Code.

5 (2) STAFF.—The Council may employ such offi-
6 cers and employees as may be necessary to carry out
7 its functions. Staff of the Council shall be com-
8 pensated at a rate no higher than the rate payable
9 for level IV of the Executive Schedule under section
10 5315 of title 5, United States Code.

11 (3) EXPERTS AND CONSULTANTS.—The Council
12 may employ and fix the compensation of such ex-
13 perts and consultants as may be necessary for car-
14 rying out of its functions, in accordance with section
15 3109 of title 5, United States Code.

16 (4) ADVISORY COMMITTEES.—The Council may,
17 in carrying out its functions, establish advisory com-
18 mittees composed of representatives from outside the
19 Federal Government.

20 (5) AUTHORITY TO ACCEPT GIFTS.—The Coun-
21 cil may accept, use, and dispose of gifts or donations
22 of services, goods, and property, except for cash,
23 from non-Federal entities for the purposes of aiding
24 and facilitating the work of the Council.

1 (6) AUTHORITY TO ACCEPT VOLUNTARY SERV-
2 ICES.—Notwithstanding section 1342 of title 31,
3 United States Code, the Council may accept and em-
4 ploy voluntary and uncompensated services in fur-
5 therance of the purposes of the Council.

6 (g) CONFORMING AMENDMENT.—Section 1105(a) of
7 title 31, United States Code, is amended by adding at the
8 end the following:

9 “(39) a separate statement of the amount of
10 appropriations requested for the Council on Military,
11 National, and Public Service in the Executive Office
12 of the President.

13 “(40) a separate analysis by budget function,
14 by agency, and by initiative area, for the current fis-
15 cal year and the fiscal year for which the budget is
16 submitted, identifying the amounts of obligational
17 authority and outlays for initiatives consistent with
18 the priorities of the President under the Quadrennial
19 Military, National, and Public Service Strategy re-
20 quired by section 201(d) of the Inspired to Serve
21 Act of 2025, with separate displays for mandatory
22 and discretionary amounts.”.

23 (h) AUTHORIZATION OF APPROPRIATIONS.—There
24 are authorized to be appropriated such sums as may be
25 necessary to carry out this section.

1 **SEC. 202. INTERNET-BASED SERVICE PLATFORM.**

2 (a) DECLARATION OF POLICY.—It is the policy of the
3 United States, in promoting a culture of service in the
4 United States and meeting the recruiting needs for mili-
5 tary, national, and public service programs, to provide a
6 comprehensive, interactive, and integrated internet-based
7 platform to enable Americans to learn about and connect
8 with service organizations and opportunities and assist in
9 the recruiting needs of service organizations.

10 (b) DEFINITIONS.—In this section:

11 (1) COUNCIL ON MILITARY, NATIONAL, AND
12 PUBLIC SERVICE.—The term “Council on Military,
13 National, and Public Service” means the Council on
14 Military, National, and Public Service established
15 under section 201.

16 (2) DIRECTOR.—The term “Director” means
17 the Director of the Office of Management and Budg-
18 et.

19 (3) EXECUTIVE AGENCY.—The term “Executive
20 agency” has the meaning given that term in section
21 105 of title 5, United States Code.

22 (4) MEMBER.—The term “member” means an
23 individual who is a member of the Service Platform
24 under this section.

1 (5) MILITARY DEPARTMENT.—The term “mili-
2 tary department” has the meaning given that term
3 in section 102 of title 5, United States Code.

4 (6) MILITARY SERVICE.—The term “military
5 service” means active service (as defined in sub-
6 section (d)(3) of section 101 of title 10, United
7 States Code) or active status (as defined in sub-
8 section (d)(4) of such section) in one of the uni-
9 formed services (as defined in subsection (a)(5) of
10 such section).

11 (7) NATIONAL SERVICE.—

12 (A) IN GENERAL.—The term “national
13 service” means participation, other than mili-
14 tary or public service, in a program that—

15 (i) is designed to enhance the common
16 good and meet the needs of communities,
17 the States, or the United States; and

18 (ii) is funded or facilitated by—

19 (I) an organization described in
20 section 501(c)(3) of the Internal Rev-
21 enue Code of 1986 and exempt from
22 tax under section 501(a) of such
23 Code;

24 (II) an institution of higher edu-
25 cation as defined in section 101 of the

1 Higher Education Act of 1965 (20
2 U.S.C. 1001); or

3 (III) the Federal Government or
4 a State, Tribal, or local government.

5 (B) INCLUDED PROGRAMS.—The term
6 “national service” includes—

7 (i) the programs authorized in—

8 (I) sections 5 and 6 of the Peace
9 Corps Act (22 U.S.C. 2504 and
10 2505);

11 (II) section 171 of the Workforce
12 Innovation and Opportunity Act (re-
13 lating to the YouthBuild Program; 29
14 U.S.C. 3226);

15 (III) part A of title I of the Do-
16 mestic Volunteer Service Act of 1973
17 (relating to the Volunteers in Service
18 to America; 42 U.S.C. 4951 et seq.);
19 and

20 (IV) subtitles C (relating to the
21 National Service Trust Program; 42
22 U.S.C. 12571 et seq.) and E (relating
23 to the National Civilian Community
24 Corps; 42 U.S.C. 12611 et seq.) of

1 title I of the National and Community
2 Service Act of 1990; and

3 (ii) any other program that is con-
4 sistent with subparagraph (A), as deter-
5 mined by the Director of the Council on
6 Military, National, and Public Service.

7 (8) PUBLIC SERVICE.—The term “public serv-
8 ice” means civilian employment in the Federal Gov-
9 ernment or a State, Tribal, or local government.

10 (9) SERVICE.—The term “service” means a
11 personal commitment of time, energy, and talent to
12 a mission that contributes to the public good by pro-
13 tecting the Nation and its citizens, strengthening
14 communities, or promoting the general social wel-
15 fare.

16 (10) SERVICE MISSION.—The term “service
17 mission” means the objectives of a service organiza-
18 tion or a service opportunity.

19 (11) SERVICE OPPORTUNITY.—The term “serv-
20 ice opportunity” means any paid, volunteer, or other
21 position with a service organization.

22 (12) SERVICE ORGANIZATION.—The term
23 “service organization” means any military service,
24 national service, or public service organization that
25 participates in the Service Platform.

1 (13) SERVICE PLATFORM.—The term “Service
2 Platform” means the interactive and integrated
3 internet-based platform established under this sec-
4 tion.

5 (14) SERVICE TYPE.—The term “service type”
6 means the period and form of service with a service
7 organization, including part-time, full-time, term
8 limited, sabbatical, temporary, episodic, and emer-
9 gency options for paid, volunteer, and stipend-based
10 service.

11 (15) STATE.—The term “State” means the sev-
12 eral States, the District of Columbia, the Common-
13 wealth of Puerto Rico, and any other territory or
14 possession of the United States.

15 (c) ESTABLISHMENT OF THE SERVICE PLATFORM.—
16 The Director of the Office of Management and Budget
17 shall establish, maintain, and promote the Service Plat-
18 form, an interactive and integrated internet-based plat-
19 form to serve as a centralized resource and database for
20 the American public to learn about and connect with orga-
21 nizations and opportunities in military, national, and pub-
22 lic service and for those organizations to identify members
23 of the American public with the skills necessary to address
24 their needs.

1 (d) COORDINATION AND OVERSIGHT.—The develop-
2 ment and maintenance of the Service Platform shall be
3 subject to the oversight of the Director of the Council on
4 Military, National, and Public Service who shall be respon-
5 sible for ensuring that the Service Platform achieves the
6 policy objectives set forth in this section.

7 (e) USE OF THE SERVICE PLATFORM.—

8 (1) PUBLIC ACCESSIBILITY.—The Director shall
9 determine, and make accessible by the public, infor-
10 mation about service organizations and service op-
11 portunities, without any requirement that a person
12 seeking such access become a member of the Service
13 Platform.

14 (2) MEMBERS.—Any individual meeting criteria
15 established by the Director by regulation may be-
16 come a member of the Service Platform. Registering
17 as a member shall entitle the member to access in-
18 formation about service organizations and service
19 opportunities available through the Service Platform.

20 (3) PROCEDURE FOR REGISTRATION OF MEM-
21 BERS.—An individual seeking to become a member
22 shall provide to the Director such information as the
23 Director may determine is necessary to facilitate the
24 functionality of the Service Platform.

1 (4) ADDITIONAL REQUIREMENTS.—In addition
2 to the requirements under paragraph (3), each pro-
3 spective member—

4 (A) shall, unless specifically electing not to
5 do so, consent to share any information entered
6 into the Service Platform with, and to be con-
7 tacted by, any public service or national service
8 organization that participates in the Service
9 Platform;

10 (B) may consent to share any information
11 entered into the Service Platform with and to
12 be contacted by any uniformed service that par-
13 ticipates in the Service Platform;

14 (C) may consent to be contacted for poten-
15 tial service with any national or public service
16 organization in the event of a national emer-
17 gency; and

18 (D) may consent to be contacted to join
19 the Armed Forces on a voluntary basis during
20 an emergency requiring national mobilization.

21 (5) VERIFICATION.—The Director shall register
22 an individual as a member when the Director verifies
23 that the individual has not previously registered as
24 a member. The Director shall, by written notice (in-

1 cluding by electronic communication), notify the
2 member of such registration.

3 (6) ADDITIONAL INFORMATION BY MEMBERS.—

4 The Service Platform shall enable members to pro-
5 vide additional information to improve the
6 functionality of the Service Platform, as determined
7 by the Director. Such additional information may in-
8 clude information regarding—

9 (A) educational background;

10 (B) employment background;

11 (C) professional skills, training, licenses,
12 and certifications;

13 (D) service organization preferences;

14 (E) service type preferences;

15 (F) service mission preferences; and

16 (G) geographic preferences.

17 (7) UPDATES.—Each member may update the
18 member's personal and other information in the
19 Service Platform at any time.

20 (8) REQUEST REGARDING MILITARY SERVICE.—

21 The Director shall send to any member who con-
22 sents under paragraph (4)(D) to voluntarily join the
23 Armed Forces during an emergency requiring na-
24 tional mobilization an annual request to confirm the
25 member's continued willingness to so serve.

1 (9) WITHDRAWAL OF MEMBERS.—Each mem-
2 ber may withdraw as a member by submitting to the
3 Service Platform a request to so withdraw. Within
4 30 days after the request to withdraw is made, all
5 records regarding that member shall be removed
6 from the Service Platform and any other data stor-
7 age locations the Service Platform may use, notwith-
8 standing any obligations under the Federal Records
9 Act (44 U.S.C. 3101 et seq.).

10 (f) SERVICE ORGANIZATIONS.—

11 (1) EXECUTIVE AGENCIES AND MILITARY DE-
12 PARTMENTS.—All Executive agencies and military
13 departments shall participate in the Service Plat-
14 form as service organizations.

15 (2) NON-FEDERAL SERVICE ORGANIZATIONS.—
16 The regulations issued under subsection (i) shall in-
17 clude—

18 (A) procedures that enable State, local,
19 and Tribal government agencies to participate
20 in the Service Platform as service organizations;

21 (B) procedures that enable nongovern-
22 mental organizations that undertake national
23 service programs to participate in the Service
24 Platform as service organizations; and

1 (C) a timeline to implement the procedures
2 described in subparagraphs (A) and (B).

3 (3) INFORMATION ON SERVICE ORGANIZA-
4 TIONS.—Each service organization shall make avail-
5 able on the Service Platform—

6 (A) information sufficient for members to
7 identify and understand the organization’s serv-
8 ice opportunities and service mission;

9 (B) information on the availability of serv-
10 ice opportunities by service type;

11 (C) internet links to the service organiza-
12 tion’s hiring and recruiting websites; and

13 (D) such additional information as the Di-
14 rector may determine.

15 (4) ADDITIONAL PLATFORMS NOT PRE-
16 CLUDED.—Nothing in this subsection shall prevent
17 any service organization from creating or maintain-
18 ing its own internet-based system or platform to re-
19 cruit individuals for employment or for volunteer or
20 other service opportunities.

21 (g) MINIMUM DESIGN REQUIREMENTS.—In addition
22 to the requirements set forth in this section, the Service
23 Platform shall do the following:

24 (1) Provide the public with access to informa-
25 tion on service organizations and service opportuni-

1 ties through an internet-based system that is user-
2 friendly, interactive, accessible, and fully functional
3 through mobile applications and other widely used
4 communications media, without a requirement that
5 any person seeking such access register as a mem-
6 ber.

7 (2) Provide individuals with the ability to reg-
8 ister as members in order to customize their experi-
9 ence in accordance with subsection (e)(6), include
10 mechanisms to connect members with service organi-
11 zations and service opportunities that match the in-
12 terests of the members, and ensure robust search ca-
13 pabilities to facilitate the ability of members to ex-
14 plore service organizations and service opportunities.

15 (3) Include mechanisms to enable service orga-
16 nizations to connect with members who have con-
17 sented to be contacted and meet the needs of the
18 service organizations.

19 (4) Incorporate, to the extent permitted by law
20 and regulation, the ability of members to securely
21 upload information on education, employment, and
22 skills from internet-based professional, recruiting,
23 and social media systems, consistent with security
24 requirements.

1 (5) Ensure compatibility with relevant informa-
2 tion systems of Executive agencies and military de-
3 partments.

4 (6) Use state-of-the-art technology and analyt-
5 ical tools to facilitate the efficacy of the Service
6 Platform in connecting members with service oppor-
7 tunities and service organizations.

8 (7) Retain all personal information in a manner
9 that protects the privacy of members in accordance
10 with section 552a of title 5, United States Code, and
11 other applicable law, provide access to information
12 relating to a member only in accordance with the
13 consent of the member, and incorporate data secu-
14 rity and control policies that are adequate to ensure
15 the confidentiality and security of information pro-
16 vided and maintained on the Service Platform.

17 (h) DEVELOPMENT OF SERVICE PLATFORM PLAN.—

18 (1) IMPLEMENTATION PLAN.—Not later than
19 180 days after the date of the enactment of this Act,
20 the Director shall develop a detailed plan to imple-
21 ment the Service Platform that complies with all the
22 requirements of this section.

23 (2) CONSULTATION REQUIRED.—In developing
24 the plan under this subsection, the Director shall
25 consult with the Secretary of Defense, the Chief Ex-

1 ecutive Officer of the Corporation for National and
2 Community Service, the Director of the Office of
3 Personnel Management, the head of the United
4 States Digital Service and, as needed, the heads of
5 other Executive agencies. Such consultation may in-
6 clude seeking assistance in the design, development,
7 and creation of the Service Platform.

8 (3) TECHNICAL ADVICE PERMITTED.—In devel-
9 oping the plan under this subsection, the Director
10 may seek and receive technical advice from experts
11 outside of the Federal Government and to form a
12 committee of such experts to assist in the design and
13 development of the Service Platform. Notwith-
14 standing section 1342 of title 31, United States
15 Code, the Director may accept the voluntary services
16 of these individuals. A committee of the experts shall
17 not be subject to the Federal Advisory Committee
18 Act (5 U.S.C. App.).

19 (4) INFORMATION COLLECTION AUTHORIZED.—
20 In developing the plan under this subsection, the Di-
21 rector may collect information from the public
22 through focus groups, surveys, and other mecha-
23 nisms, without regard to subchapter I of chapter 35
24 of title 44, United States Code (commonly known as
25 the “Paperwork Reduction Act”).

1 (i) REGULATIONS.—The Director shall issue regula-
2 tions to carry out this section not later than 12 months
3 after the date of the enactment of this Act.

4 (j) SELECTIVE SERVICE SYSTEM.—Section 10 of the
5 Military Selective Service Act (50 U.S.C. 3809) is amend-
6 ed by adding at the end the following:

7 “(i) SERVICE PLATFORM.—The Selective Service
8 System shall provide to all registrants, on its website and
9 in communications with registrants relating to registra-
10 tion, information about the Service Platform established
11 under section 202 of the Inspired to Serve Act of 2025.
12 The Selective Service System shall provide to each reg-
13 istrant, at the time of registration, an option to transfer
14 to the Service Platform the information the registrant has
15 provided to the Selective Service System. The Director of
16 Selective Service shall consult with the Director of the Of-
17 fice of Management and Budget to ensure that informa-
18 tion provided by the Selective Service System is compatible
19 with the information requirements of the Service Plat-
20 form.”.

21 (k) REPORTS TO CONGRESS.—Not later than 12
22 months after the date of the enactment of this Act, and
23 every 12 months thereafter, the Director of the Council
24 on Military, National, and Public Service shall provide a

1 report to Congress on the Service Platform. Such report
2 shall include information on the following:

3 (1) Details on the status of implementation of
4 the Service Platform and plans for further develop-
5 ment of the Service Platform.

6 (2) Participation rates of service organizations
7 and members.

8 (3) The number of individuals visiting the Serv-
9 ice Platform, the number of service organizations
10 participating in the platform, and the number of
11 service opportunities available in the preceding 12-
12 month period.

13 (4) Any cybersecurity or privacy concerns.

14 (5) The results of any surveys or studies under-
15 taken to increase the use and efficacy of the Service
16 Platform.

17 (6) Any additional information the Director or
18 the President considers appropriate.

19 (l) AUTHORIZATION OF APPROPRIATIONS.—There
20 are authorized to be appropriated to the Office of Manage-
21 ment and Budget for each fiscal year such funds as may
22 be necessary for the development, maintenance, improve-
23 ment, and promotion of the Service Platform.

1 **SEC. 203. PILOT PROGRAM TO COORDINATE MILITARY, NA-**
2 **TIONAL, AND PUBLIC SERVICE RECRUIT-**
3 **MENT.**

4 (a) DEFINITIONS.—In this section:

5 (1) COUNCIL ON MILITARY, NATIONAL, AND
6 PUBLIC SERVICE.—The term “Council on Military,
7 National, and Public Service” means the Council on
8 Military, National, and Public Service established
9 under section 201.

10 (2) MILITARY SERVICE.—The term “military
11 service” means active service (as defined in sub-
12 section (d)(3) of section 101 of title 10, United
13 States Code) or active status (as defined in sub-
14 section (d)(4) of such section) in one of the Armed
15 Forces (as defined in subsection (a)(4) of such sec-
16 tion).

17 (3) NATIONAL SERVICE.—

18 (A) IN GENERAL.—The term “national
19 service” means participation, other than mili-
20 tary or public service, in a program that—

21 (i) is designed to enhance the common
22 good and meet the needs of communities,
23 the States, or the United States; and

24 (ii) is funded or facilitated by—

25 (I) an organization described in
26 section 501(c)(3) of the Internal Rev-

1 enue Code of 1986 and exempt from
2 tax under section 501(a) of such
3 Code;

4 (II) an institution of higher edu-
5 cation as defined in section 101 of the
6 Higher Education Act of 1965 (22
7 U.S.C. 1001); or

8 (III) the Federal Government or
9 a State, Tribal, or local government.

10 (B) INCLUDED PROGRAMS.—The term
11 “national service” includes—

12 (i) the programs authorized in—

13 (I) sections 5 and 6 of the Peace
14 Corps Act (22 U.S.C. 2504 and
15 2505);

16 (II) section 171 of the Workforce
17 Innovation and Opportunity Act (re-
18 lating to the YouthBuild Program; 29
19 U.S.C. 3226);

20 (III) part A of title I of the Do-
21 mestic Volunteer Service Act of 1973
22 (relating to the Volunteers in Service
23 to America; 42 U.S.C. 4951 et seq.);
24 and

1 (IV) subtitles C (relating to the
2 National Service Trust Program; 42
3 U.S.C. 12571 et seq.) and E (relating
4 to the National Civilian Community
5 Corps; 42 U.S.C. 12611 et seq.) of
6 the National and Community Service
7 Act of 1990; and

8 (ii) any other program that is con-
9 sistent with subparagraph (A), as deter-
10 mined by the Director of the Council on
11 Military, National, and Public Service.

12 (4) PUBLIC SERVICE.—The term “public serv-
13 ice” means civilian employment in the Federal Gov-
14 ernment or a State, Tribal, or local government.

15 (b) PILOT PROGRAM AUTHORIZED.—The Director of
16 the Council on Military, National, and Public Service may
17 carry out a pilot program in coordination with depart-
18 ments and agencies responsible for recruiting individuals
19 for military, national, and public service, to focus on re-
20 cruiting individuals from underserved markets and demo-
21 graphic populations, such as those defined by gender, ge-
22 ography, socioeconomic status, and critical skills, as deter-
23 mined by each participating department or agency, to bet-
24 ter reflect the demographics of the Nation while ensuring
25 that recruiting needs are met.

1 (c) CONSULTATION.—In developing a pilot program
2 under this section, the Director of the Council on Military,
3 National, and Public Service shall consult with the Sec-
4 retary of Defense, the Secretary of Homeland Security,
5 the Secretaries of the military departments, the Com-
6 mandant of the United States Coast Guard, the Chief Ex-
7 ecutive Officer of the Corporation for National and Com-
8 munity Service, the Director of the Peace Corps, and the
9 Director of the Office of Personnel Management.

10 (d) DURATION.—The pilot program under this sec-
11 tion shall terminate no earlier than 2 years after its com-
12 mencement.

13 (e) STATUS REPORTS.—Not later than 12 months
14 after the initiation of any pilot program authorized by this
15 section, and not later than 12 months thereafter, the Di-
16 rector of the Council on Military, National, and Public
17 Service shall submit to Congress reports evaluating any
18 pilot program carried out under this section.

19 (f) AUTHORIZATION OF APPROPRIATIONS.—There
20 are authorized to be appropriated such sums as may be
21 necessary to carry out this section.

1 **SEC. 204. JOINT MARKET RESEARCH AND RECRUITING**
2 **PROGRAM TO ADVANCE MILITARY AND NA-**
3 **TIONAL SERVICE.**

4 (a) PROGRAM AUTHORIZED.—The Secretary of De-
5 fense, the Chief Executive Officer of the Corporation for
6 National and Community Service, and the Director of the
7 Peace Corps may carry out a joint market research, mar-
8 ket studies, recruiting, and advertising program to com-
9 plement the existing programs of the military depart-
10 ments, the national service programs administered by the
11 Corporation, and the Peace Corps.

12 (b) INFORMATION SHARING PERMITTED.—Section
13 503 of title 10, United States Code, shall not be construed
14 to prohibit sharing of information among, or joint mar-
15 keting efforts of, the Department of Defense, the Corpora-
16 tion for National and Community Service, and the Peace
17 Corps to carry out this section.

18 (c) AUTHORIZATION OF APPROPRIATIONS.—There
19 are authorized to be appropriated such sums as may be
20 necessary for carrying out this section.

21 **SEC. 205. INFORMATION SHARING TO ADVANCE MILITARY**
22 **AND NATIONAL SERVICE.**

23 (a) ESTABLISHMENT OF PLAN.—The Secretary of
24 Defense, the Chief Executive Officer of the Corporation
25 for National and Community Service, and the Director of
26 the Peace Corps shall establish a joint plan to provide ap-

1 plicants who are either ineligible or otherwise not selected
 2 for service in the Armed Forces, in a national service pro-
 3 gram administered by the Corporation, or in the Peace
 4 Corps, with information about the forms of such service
 5 for which they have not applied.

6 (b) REPORT TO CONGRESS.—Not later than 12
 7 months after the date of the enactment of this Act, the
 8 Secretary of Defense, the Chief Executive Officer of the
 9 Corporation for National and Community Service, and the
 10 Director of the Peace Corps shall submit to Congress a
 11 report on the plan established under subsection (a).

12 **SEC. 206. TRANSITION OPPORTUNITIES FOR MILITARY**
 13 **SERVICEMEMBERS AND NATIONAL SERVICE**
 14 **PARTICIPANTS.**

15 (a) EMPLOYMENT ASSISTANCE.—Section 1143(c)(1)
 16 of title 10, United States Code, is amended by inserting
 17 “the Corporation for National and Community Service,”
 18 after “State employment agencies,”.

19 (b) EMPLOYMENT ASSISTANCE, JOB TRAINING AS-
 20 SISTANCE, AND OTHER TRANSITIONAL SERVICES: DE-
 21 PARTMENT OF LABOR.—

22 (1) IN GENERAL.—Section 1144 of title 10,
 23 United States Code, is amended—

24 (A) in subsection (a)—

1 (i) in paragraph (1), by striking “and
2 the Secretary of Veterans Affairs,” and in-
3 serting “the Secretary of Veterans Affairs,
4 and the Chief Executive Officer of the Cor-
5 poration for National and Community
6 Service,”;

7 (ii) in paragraph (2), by striking “and
8 the Secretary of Veterans Affairs” and in-
9 serting “the Secretary of Veterans Affairs,
10 and the Chief Executive Officer of the Cor-
11 poration for National and Community
12 Service”; and

13 (iii) in paragraph (3), by inserting
14 “and the Chief Executive Officer” after
15 “The Secretaries”;

16 (B) in subsection (b), by adding at the end
17 the following:

18 “(11) Provide information on public service op-
19 portunities, training on public service job recruiting,
20 and the advantages of careers with the Federal Gov-
21 ernment.”;

22 (C) in subsection (c)(2)(A), by striking
23 “and the Secretary of Veterans Affairs,” and
24 inserting “, the Secretary of Veterans Affairs,

1 and the Chief Executive Officer of the Corpora-
2 tion for National and Community Service,”;

3 (D) in subsection (d), in the matter pre-
4 ceding paragraph (1), by inserting “and the
5 Chief Executive Officer of the Corporation for
6 National and Community Service” after “the
7 Secretaries”; and

8 (E) by adding at the end the following:

9 “(g) CORPORATION FOR NATIONAL AND COMMUNITY
10 SERVICE PROGRAMS.—In establishing and carrying out a
11 program under this section, the Chief Executive Officer
12 of the Corporation for National and Community Service
13 shall do the following:

14 “(1) Provide information concerning national
15 service opportunities, including—

16 “(A) opportunities to acquire and enhance
17 technical skills available through national serv-
18 ice;

19 “(B) certifications and verifications of job
20 skills and experience available through national
21 service;

22 “(C) support services and benefits avail-
23 able during terms of service; and

1 “(D) job analysis techniques, job search
2 techniques, and job interview techniques specific
3 to national service positions.

4 “(2) Inform such members that the Depart-
5 ment of Defense and the Department of Homeland
6 Security are required, under section 1143(a) of this
7 title, to provide proper certification or verification of
8 job skills and experience acquired while on active
9 duty that may have application to service in pro-
10 grams of the Corporation for National and Commu-
11 nity Service.

12 “(3) Work with military and veterans’ service
13 organizations and other appropriate organizations in
14 promoting and publicizing job fairs for such mem-
15 bers.

16 “(4) Provide information about disability-re-
17 lated employment and education protections.”.

18 (2) CLERICAL AMENDMENT.—The heading of
19 section 1144 of such title is amended to read as fol-
20 lows:

1 **“§ 1144. Employment assistance, job training assist-**
2 **ance, and other transitional services: De-**
3 **partment of Labor and the Corporation**
4 **for National and Community Service”.**

5 (c) AUTHORITIES AND DUTIES OF THE CHIEF EXEC-
6 UTIVE OFFICER.—Section 193A(b) of the National and
7 Community Service Act of 1990 (42 U.S.C. 12651d(b))
8 is amended—

9 (1) in paragraph (24), by striking “and” at the
10 end;

11 (2) in paragraph (25), by striking the period at
12 the end and inserting “; and”; and

13 (3) by adding at the end the following:

14 “(26) ensure that individuals completing a par-
15 tial or full national service term receive information
16 about military and public service opportunities for
17 which they may qualify or in which they may be in-
18 terested.”.

19 **SEC. 207. JOINT REPORT TO CONGRESS ON INITIATIVES TO**
20 **INTEGRATE MILITARY AND NATIONAL SERV-**
21 **ICE.**

22 (a) REPORTING REQUIREMENT.—Not later than 4
23 years after the date of the enactment of this Act, and not
24 later than the end of each 4-year period thereafter, the
25 Director of the Council on Military, National, and Public
26 Service established under section 201, in coordination with

1 the Secretary of Defense, the Chief Executive Officer of
2 the Corporation for National and Community Service, and
3 the Director of the Peace Corps, shall submit to Congress
4 a joint report on cross-service recruitment, including rec-
5 ommendations for increasing joint advertising and recruit-
6 ment initiatives, for the Armed Forces, programs adminis-
7 tered by the Corporation for National and Community
8 Service, and the Peace Corps.

9 (b) CONTENTS OF REPORT.—Each report under sub-
10 section (a) shall include the following:

11 (1) The number of Peace Corps volunteers and
12 participants in national service programs adminis-
13 tered by the Corporation for National and Commu-
14 nity Service who previously served as a member of
15 the Armed Forces.

16 (2) The number of members of the Armed
17 Forces who previously served in the Peace Corps or
18 in a program administered by the Corporation for
19 National and Community Service.

20 (3) An assessment of existing joint recruitment
21 and advertising initiatives undertaken by the De-
22 partment of Defense, the Peace Corps, or the Cor-
23 poration for National and Community Service.

24 (4) An assessment of the feasibility and cost of
25 expanding such existing initiatives.

1 (5) An assessment of ways to improve the abil-
2 ity of the reporting agencies to recruit individuals
3 from the other reporting agencies.

4 (c) CONSULTATION.—The Director of the Council on
5 Military, National, and Public Service established under
6 section 201, the Secretary of Defense, the Chief Executive
7 Officer of the Corporation for National and Community
8 Service, and the Director of the Peace Corps shall—

9 (1) consult with each other with respect to the
10 content and production of the reports submitted
11 under this section; and

12 (2) undertake studies of recruiting efforts that
13 are necessary to carry out the provisions of this sec-
14 tion.

15 **TITLE III—ADVANCEMENT OF**
16 **MILITARY, NATIONAL, AND**
17 **PUBLIC SERVICE**

18 **SEC. 300. DEFINITIONS.**

19 In this title, the terms “Executive agency” and “mili-
20 tary department” have the meanings given those terms in
21 sections 105 and 102 of title 5, United States Code, re-
22 spectively.

**Subtitle A—Advancement of
Military Service**

**SEC. 301. NEW PERSONNEL MANAGEMENT STRUCTURE FOR
MILITARY SPECIALISTS.**

(a) PLAN FOR PERSONNEL MANAGEMENT.—The Secretary of each military department shall develop a plan to implement a new personnel management structure in such military department for the purpose of recruiting and retaining personnel for specific military occupational specialties requiring skills that are critical to meet current and future military requirements, including specialties involving science, technology, cybersecurity, and engineering.

(b) PLAN REQUIREMENTS.—Each plan under subsection (a) shall—

(1) be based on the exercise of existing authorities;

(2) examine the successes in recruiting and retaining personnel for other military occupational specialties requiring specific skills, such as medical workers, attorneys, and chaplains; and

(3) examine methods to improve recruiting and retaining personnel for the military occupational specialties described in subsection (a) based on—

1 (A) methods for members of the Armed
2 Forces to transition more easily between reg-
3 ular and reserve components; and

4 (B) methods for members of the Armed
5 Forces to transition more easily between mili-
6 tary service, Federal civilian service, and non-
7 governmental civilian service.

8 (c) SUBMITTAL TO CONGRESS.—Not later than 120
9 days after the date of the enactment of this Act, the Sec-
10 retary of each military department shall submit to the
11 Committees on Armed Services of the Senate and the
12 House of Representatives the plan developed by such Sec-
13 retary under this section.

14 **SEC. 302. PRE-SERVICE TUITION GRANT PROGRAM.**

15 (a) PRE-SERVICE TUITION GRANTS AUTHORIZED.—
16 The Secretary of each military department may provide
17 a grant, for a period of not more than 3 years, to pay
18 all or a portion of the charges of an educational institution
19 for the tuition of an individual who is enrolled in such
20 educational institution for a technical degree, certificate,
21 or certification program to meet a critical need in such
22 military department, and who makes a commitment to
23 service in an Armed Force under the jurisdiction of such
24 Secretary. Each Secretary shall create a list of degrees,
25 certificates, and certifications that qualify for grants

1 under this section and shall update that list at least once
2 every 5 years.

3 (b) REQUIREMENTS FOR RECEIPT OF GRANT.—The
4 Secretary of a military department may not provide grant
5 funds under subsection (a) to an individual unless the in-
6 dividual signs an enlistment contract for military service
7 upon completion of the educational program for which the
8 funds were provided, for such period as is determined by
9 the Secretary. Upon signing such enlistment contract, the
10 individual shall be placed in the Delayed Entry Program
11 of the Armed Force concerned. If, at the time the indi-
12 vidual is expected to begin military training, the individual
13 no longer qualifies for service or is otherwise unable or
14 unwilling to serve, the individual shall, subject to sub-
15 section (c), repay the funds received, or serve a period
16 equal to the military service commitment in a federally
17 sponsored national service program.

18 (c) WAIVER.—The Secretary of a military depart-
19 ment may reduce or waive the service obligation of an indi-
20 vidual under this section in exigent circumstances, as de-
21 termined by the Secretary.

22 (d) RELATION TO OTHER PERSONNEL AUTHORI-
23 TIES.—A grant under subsection (a) may be provided—

1 (1) without regard to the lack of authority for
2 the grant under title 10 or 37, United States Code;
3 and

4 (2) notwithstanding any provision of such titles,
5 or any regulation prescribed under such provision,
6 relating to methods of providing incentives to indi-
7 viduals to accept appointments or enlistments in the
8 Armed Forces, including the provision of group indi-
9 vidual bonuses, pay, or other incentives.

10 (e) NOTICE AND WAIT REQUIREMENT.—The Sec-
11 retary of a military department may not provide a grant
12 under subsection (a) until—

13 (1) the Secretary submits to the Committees on
14 Armed Services of the Senate and the House of Rep-
15 resentatives a plan regarding the provision of grants
16 under that subsection, which includes—

17 (A) a description of the grant program, in-
18 cluding its purpose and the potential recruits to
19 be addressed by the program;

20 (B) a description of the provisions of titles
21 10 and 37, United States Code, that require re-
22 porting of incentives to individuals to accept ap-
23 pointment or enlistments in the Armed Forces,
24 including the provision of group individual bo-
25 nuses, pay, or other incentives;

1 (C) a statement of the anticipated out-
2 comes as a result of providing grants under the
3 grant program; and

4 (D) a description of the methods and
5 metrics to be used to evaluate the effectiveness
6 of the grant program; and

7 (2) a period of 30 days beginning on the date
8 on which the plan is submitted to the committees
9 has expired.

10 (f) LIMITATION ON NUMBER OF INCENTIVES.—The
11 Secretary of a military department may not provide to an
12 individual more than 2 incentives described in subsection
13 (d)(2) to encourage the individual to enlist in an Armed
14 Force under the jurisdiction of the Secretary, in addition
15 to a grant under subsection (a).

16 (g) LIMITATION ON NUMBER OF INDIVIDUALS RE-
17 CEIVING TUITION GRANTS.—The number of individuals
18 who receive a grant under subsection (a) from the Sec-
19 retary of a military department during a fiscal year for
20 an Armed Force under the jurisdiction of the Secretary
21 may not exceed 20 percent of the number of enlistments
22 for that fiscal year that is the objective of that Armed
23 Force.

24 (h) REPORTS TO CONGRESS.—If the Secretary of a
25 military department provides a grant under subsection (a)

1 during a fiscal year, the Secretary shall submit to the
2 Committees on Armed Services of the Senate and the
3 House of Representatives a report, not later than 60 days
4 after the end of that fiscal year, containing—

5 (1) a description of each grant provided under
6 subsection (a) during that fiscal year; and

7 (2) an assessment of the impact of all such the
8 grants on the recruitment of individuals for the
9 Armed Force under the jurisdiction of the Secretary.

10 (i) **FEDERALLY SPONSORED NATIONAL SERVICE**
11 **PROGRAMS.**—A federally sponsored national service pro-
12 gram referred to in subsection (b) includes the programs
13 authorized in—

14 (1) sections 5 and 6 of the Peace Corps Act (22
15 U.S.C. 2504 and 2505);

16 (2) section 171 of the Workforce Innovation
17 and Opportunity Act (relating to the YouthBuild
18 Program; 29 U.S.C. 3226);

19 (3) part A of title I of the Domestic Volunteer
20 Service Act of 1973 (relating to the Volunteers in
21 Service to America; 42 U.S.C. 4951 et seq.); and

22 (4) subtitles C (relating to the National Service
23 Trust Program; 42 U.S.C. 12571 et seq.) and E (re-
24 lating to the National Civilian Community Corps; 42

1 U.S.C. 12611 et seq.) of the National and Commu-
2 nity Service Act of 1990.

3 (j) REGULATIONS.—The Secretary of each military
4 department shall issue such regulations as may be nec-
5 essary to carry out this section.

6 (k) AUTHORIZATION OF APPROPRIATIONS.—There
7 are authorized to be appropriated such sums as may be
8 necessary to carry out this section.

9 **SEC. 303. PILOT PROGRAM ON TECHNICAL CIVILIAN PRO-**
10 **FESSIONAL CREDENTIALS.**

11 (a) PILOT PROGRAM.—The Secretary of Defense
12 shall carry out, through the Secretary of one of the mili-
13 tary departments, a pilot program, for a period of not
14 more than 2 years, to assess the feasibility and advisability
15 of establishing partnerships with community colleges and
16 vocational schools to create technical education programs
17 through which members of the Armed Forces may earn
18 professional credentials in areas of critical need in the
19 Armed Forces. The pilot program shall be comprised of
20 such partnerships with up to 3 community colleges and
21 vocational schools. The educational programs created
22 through the pilot program shall be open to participation
23 by members of the Armed Forces (including recruits) and
24 any other students at the selected community colleges and
25 vocational schools.

1 (b) COSTS.—The military department selected under
2 subsection (a) shall bear at least 50 percent of the costs
3 of the pilot program authorized under such subsection,
4 and the community colleges and vocational schools in the
5 pilot program shall bear the remaining costs, including
6 providing the staff and facilities for the pilot program.

7 (c) REPORTS.—

8 (1) INITIAL REPORT.—Not later than 180 days
9 after the date of the enactment of this Act, the Sec-
10 retary of Defense shall submit to the Committees on
11 Armed Services of the Senate and the House of Rep-
12 resentatives a report on the pilot program under this
13 section. The report shall include—

14 (A) a comprehensive framework for the
15 education and credentials to be provided under
16 the pilot program;

17 (B) metrics to be used to assess the effec-
18 tiveness of the pilot program; and

19 (C) a description of mechanisms to be used
20 to cover the costs of the technical education
21 programs created under the pilot program.

22 (2) FINAL REPORT.—Not later than 180 days
23 after completion of the pilot program, the Secretary
24 shall submit to the committees of Congress referred

1 to in paragraph (1) a final report on the pilot pro-
2 gram. The report shall include—

3 (A) an evaluation of the pilot program
4 using the metrics of assessment set forth in the
5 initial report;

6 (B) an assessment of the effects of the
7 pilot program on recruitment and retention of
8 military personnel; and

9 (C) an assessment on the feasibility and
10 advisability of extending the term of the pilot
11 program, expanding its scope, or both.

12 (d) AUTHORIZATION OF APPROPRIATIONS.—There
13 are authorized to be appropriated such sums as may be
14 necessary to carry out this section.

15 **SEC. 304. EXPANSION OF JUNIOR RESERVE OFFICERS'**
16 **TRAINING CORPS PROGRAM.**

17 (a) PLAN TO INCREASE NUMBER OF JROTC
18 UNITS.—The Secretary of Defense shall, in consultation
19 with the Secretaries of the military departments, develop
20 and implement a plan to establish and support not fewer
21 than 6,000 units of the Junior Reserve Officers' Training
22 Corps by September 30, 2034.

23 (b) AUTHORIZATION OF APPROPRIATIONS.—There
24 are authorized to be appropriated such sums as may be
25 necessary to carry out this section.

1 **SEC. 305. EXPANSION OF CYBER INSTITUTES PROGRAM.**

2 Section 1640 of the John S. McCain National De-
3 fense Authorization Act for Fiscal Year 2019 (Public Law
4 115–232; 132 Stat. 2310; 10 U.S.C. 2200 note) is amend-
5 ed—

6 (1) in subsection (g), by inserting “and not
7 later than March 1, 2026,” after “September 30,
8 2021,”

9 (2) by adding at the end the following:

10 “(i) AUTHORIZATION OF APPROPRIATIONS.—In addi-
11 tion to funds otherwise available to carry out this section,
12 there are authorized to be appropriated to the Department
13 of Defense such sums as may be necessary to prepare the
14 reports under subsection (g) and to expand the Cyber In-
15 stitutes program under this section after September 30,
16 2025.”.

17 **SEC. 306. TEMPORARY AUTHORITY FOR TARGETED RE-**
18 **CRUITMENT INCENTIVES.**

19 Section 522(h) of the National Defense Authorization
20 Act for Fiscal Year 2016 (10 U.S.C. 503 note) is amended
21 by striking “December 31, 2025” and inserting “Decem-
22 ber 31, 2026”.

1 **SEC. 307. MULTIYEAR APPROPRIATIONS FOR MARKETING**
 2 **AND ADVERTISING.**

3 Chapter 341 of title 10, United States Code, is
 4 amended by inserting after section 4509 the following new
 5 section:

6 **“§ 4510. Contracts for periods crossing fiscal years:**
 7 **Marketing and advertising contracts**

8 “(a) **AUTHORITY.**—The Secretary of Defense, the
 9 Secretary of a military department (as defined in section
 10 102 of title 5), or the Secretary of Homeland Security
 11 with respect to the Coast Guard when it is not operating
 12 as a service in the Navy, may enter into a contract, for
 13 a period that begins in one fiscal year and ends in the
 14 next fiscal year (without regard to any option to extend
 15 the period of the contract), to procure marketing and ad-
 16 vertising services.

17 “(b) **OBLIGATION OF FUNDS.**—Funds made available
 18 in one fiscal year may be obligated or expended in the next
 19 fiscal year for a contract entered into under subsection
 20 (a).”.

21 **Subtitle B—Advancement of**
 22 **National Service**

23 **SEC. 321. NATIONAL SERVICE FELLOWSHIPS.**

24 (a) **IN GENERAL.**—Section 198B of the National and
 25 Community Service Act of 1990 (42 U.S.C. 12653b) is
 26 amended to read as follows:

1 **“SEC. 198B. NATIONAL SERVICE FELLOWSHIPS.**

2 “(a) DEFINITIONS.—In this section:

3 “(1) AREA OF NATIONAL NEED.—The term
4 ‘area of national need’ means targeted efforts to—

5 “(A) improve education in schools for eco-
6 nomically disadvantaged students;

7 “(B) expand and improve access to health
8 care;

9 “(C) improve energy efficiency and con-
10 serve natural resources;

11 “(D) improve economic opportunities for
12 economically disadvantaged individuals;

13 “(E) improve disaster preparedness and
14 response; or

15 “(F) support the reintegration of ex-of-
16 fenders.

17 “(2) DISADVANTAGED YOUTH.—The term ‘dis-
18 advantaged youth’ has the meaning given that term
19 in section 101(13).

20 “(3) ELIGIBLE FELLOWSHIP APPLICANT.—The
21 term ‘eligible fellowship applicant’ means an indi-
22 vidual who is selected by the Corporation through a
23 randomized lottery and, as a result of such selection,
24 is eligible for a national service fellowship.

25 “(4) FELLOW.—The term ‘fellow’ means an eli-
26 gible fellowship applicant who is awarded a national

1 service fellowship and is designated a fellow under
2 subsection (e)(2).

3 “(5) STATE.—The term ‘State’ means each of
4 the several States, the District of Columbia, the
5 Commonwealth of Puerto Rico, and any other terri-
6 tory or possession of the United States.

7 “(b) FELLOWSHIP AWARDS AND POSITIONS.—

8 “(1) IN GENERAL.—From the amounts appro-
9 priated to carry out this section, the Corporation
10 shall award national service fellowships in accord-
11 ance with this section.

12 “(2) ALLOTMENT OF POSITIONS.—

13 “(A) ALLOTMENT BY CONGRESSIONAL DIS-
14 TRICT.—The Corporation shall allot 80 percent
15 of the eligible fellowship positions supported
16 under this section in a fiscal year on a formula
17 basis to be distributed evenly among the con-
18 gressional districts in each of the States, to in-
19 clude districts of nonvoting delegates to the
20 Congress, in accordance with the selection proc-
21 ess described in subsection (c)(1). The Corpora-
22 tion shall, to the extent practicable, reserve a
23 percentage of eligible fellowship positions ap-
24 proximately equal to the percentage of dis-
25 advantaged youth residing in that district. In

1 any district in which one or more Indian tribes
2 are located, a portion of the positions shall be
3 reserved for applicants who are members of any
4 such Indian tribe.

5 “(B) ALLOTMENT TO SPECIFIC ORGANIZA-
6 TIONS.—The Corporation shall allot 20 percent
7 of the eligible fellowship positions supported
8 under this section in a fiscal year to service
9 sponsor organizations, regardless of congres-
10 sional district, that have targeted service strate-
11 gies for utilizing fellows, in accordance with the
12 selection processes described in subsections
13 (c)(2) and (f)(2). The Corporation shall, to the
14 extent practicable, reserve a percentage of eligi-
15 ble fellowship positions approximately equal to
16 the nationwide percentage of disadvantaged
17 youth.

18 “(3) NUMBER OF POSITIONS.—The Corporation
19 shall—

20 “(A) establish the number of approved po-
21 sitions under this section at 25,000 for the first
22 fiscal year that begins after the date of the en-
23 actment of the Inspired to Serve Act of 2025;
24 and

1 “(B) increase the number of such approved
2 positions by 25,000 for each fiscal year there-
3 after until the number of approved positions is
4 at least 250,000.

5 “(c) SELECTION BY LOTTERY.—

6 “(1) IN CONGRESSIONAL DISTRICTS.—For posi-
7 tions described in subsection (b)(2)(A), the Corpora-
8 tion shall select, from the applications received
9 under this section, the number of eligible fellowship
10 applicants that may be supported for that fiscal year
11 based on the amount of funds appropriated for that
12 fiscal year to carry out this section. Such selection
13 shall be done by randomized lottery for all appli-
14 cants, except that—

15 “(A) for those positions reserved for dis-
16 advantaged youth applicants under such sub-
17 section, selection shall be done by randomized
18 lottery for disadvantaged youth applicants; and

19 “(B) for those positions reserved for In-
20 dian tribal applicants under such subsection, se-
21 lection shall be done by randomized lottery for
22 Indian tribal applicants.

23 “(2) OTHER POSITIONS.—For positions de-
24 scribed in subsection (b)(2)(B), the Corporation
25 shall select, from the applications received, the num-

1 ber of eligible fellowship applicants that may be sup-
2 ported for that fiscal year based on the amount of
3 funds appropriated for that fiscal year to carry out
4 this section. Such selection shall be done by random-
5 ized lottery for all applicants, except that for those
6 positions reserved for disadvantaged youth appli-
7 cants under such subsection, selection shall be done
8 by randomized lottery for disadvantaged youth appli-
9 cants.

10 “(3) REGULATIONS.—In the regulations issued
11 to carry out this section, the Corporation shall—

12 “(A) establish the randomized lottery sys-
13 tem for positions described in subsection
14 (b)(2)(A) and (b)(2)(B);

15 “(B) establish preference for those individ-
16 uals who have not previously been an eligible
17 fellowship applicant or a fellow; and

18 “(C) create a waitlist for eligible fellowship
19 applicants if any individual selected as such an
20 applicant does not become a fellow.

21 “(d) ELIGIBLE FELLOWSHIP APPLICANTS.—

22 “(1) IN GENERAL.—An applicant desiring to
23 become an eligible fellowship applicant shall submit
24 an application to the Corporation at such time and
25 in such manner as the Corporation may require and

1 containing information on the applicant's age, edu-
2 cational status, disadvantaged youth status, Indian
3 tribal status, and contact information, and stating
4 whether the applicant elects to be considered for
5 placement in a position in a congressional district
6 under subsection (b)(2)(A) or in a position described
7 in subsection (b)(2)(B). Each applicant may apply
8 for only one national service fellowship for any fiscal
9 year.

10 “(2) AGE AND EDUCATION.—An applicant may
11 be selected as an eligible fellowship applicant only if
12 the applicant—

13 “(A) is not less than age 18 and not more
14 than age 25 on the date on which the applica-
15 tion is made; and

16 “(B) holds a high school diploma or recog-
17 nized equivalent or will be working towards
18 such diploma or recognized equivalent during
19 the applicant's term of service as a fellow.

20 “(e) FELLOWS.—

21 “(1) IN GENERAL.—An eligible fellowship appli-
22 cant is eligible to participate in a service project as
23 a fellow and receive a national service fellowship if—

24 “(A) within 3 months after being selected
25 as an eligible fellowship applicant, the applicant

1 selects a registered service sponsor organization
2 described in subsection (f)—

3 “(i) with which the applicant is inter-
4 ested in serving under this section; and

5 “(ii) with which the applicant would
6 serve in a position that is located in the
7 congressional district in which the fellow
8 resides or a district adjoining the district
9 in which the fellow resides, for a position
10 allotted under subsection (b)(2)(A), or
11 would serve in a position allotted under
12 subsection (b)(2)(B);

13 “(B) enters into an agreement with the or-
14 ganization—

15 “(i) that specifies the service the ap-
16 plicant will provide if the placement is ap-
17 proved; and

18 “(ii) in which the applicant agrees to
19 serve for at least 1,700 hours during the
20 applicant’s fellowship year, including train-
21 ing, high school equivalency coursework,
22 and special fellow events, except that the
23 Chief Executive Officer may, on a case-by-
24 case basis, authorize a fellow to serve on a

1 part-time basis for a lesser number of
2 hours; and

3 “(C) submits such agreement to the Cor-
4 poration.

5 “(2) DESIGNATION.—Upon receiving the eligi-
6 ble fellowship applicant’s agreement under para-
7 graph (1), the Corporation shall award a national
8 service fellowship to the applicant and designate the
9 applicant as a fellow.

10 “(3) FELLOWSHIP AMOUNT.—

11 “(A) IN GENERAL.—The Corporation shall
12 award to each fellow a stipend equal to the liv-
13 ing allowance under section 199K.

14 “(B) PRORATION OF AMOUNT.—In the
15 case of a fellow who is authorized to serve on
16 a part-time basis under paragraph (1)(B)(ii),
17 the amount provided to a fellow under this
18 paragraph shall be prorated accordingly.

19 “(4) EDUCATIONAL AWARDS.—A fellow who
20 serves in a service project under this section shall be
21 considered to have served in an approved national
22 service position and, upon meeting the requirements
23 of section 147 for full-time or part-time national
24 service, shall be eligible for an educational award de-
25 scribed in such section or the alternative discounted

1 end-of-service cash stipend described in section 332
2 of the Inspired to Serve Act of 2025. The Corpora-
3 tion shall transfer an appropriate amount of funds
4 to the National Service Trust to provide for the edu-
5 cational award for such fellow.

6 “(f) SERVICE SPONSOR ORGANIZATIONS.—

7 “(1) IN GENERAL.—An organization is eligible
8 to be a service sponsor organization if the organiza-
9 tion—

10 “(A) is a nonprofit organization, a local
11 government agency, a State government agency,
12 or an agency of an Indian tribe;

13 “(B) satisfies qualification criteria estab-
14 lished by the Corporation, including standards
15 relating to organizational capacity, financial
16 management, and programmatic oversight; and

17 “(C) at the time of registration with a
18 State Commission, enters into an agreement
19 with the State Commission providing that the
20 service sponsor organization shall—

21 “(i) abide by all program require-
22 ments;

23 “(ii) be responsible for certifying the
24 number of hours served by each fellow and
25 whether each fellow serving with the orga-

1 nization successfully completes the national
2 service fellowship;

3 “(iii) provide supervision, supplies,
4 and training for fellows, including a quar-
5 terly performance review;

6 “(iv) provide educational resources,
7 funding for coursework, and other nec-
8 essary resources to support fellows working
9 towards their high school equivalency de-
10 grees; and

11 “(v) provide, to the State Commission,
12 the Corporation, and the Inspector General
13 of the Corporation, timely access to
14 records relating to the national service fel-
15 lowships.

16 “(2) ELIGIBILITY AS A SPECIFIC ORGANIZA-
17 TION.—An organization is eligible to be considered
18 for an allotment of positions under subsection
19 (b)(2)(B) if the organization—

20 “(A) satisfies the requirements of this sub-
21 section;

22 “(B) submits an application to the Cor-
23 poration that includes a detailed description of
24 the area of national need that fellows will ad-
25 dress with the organization, along with other

1 requirements that the Corporation may estab-
2 lish; and

3 “(C) is selected by the Corporation in ac-
4 cordance with a selection process established by
5 the Corporation.

6 “(3) ADDITIONAL ASSISTANCE.—Each service
7 sponsor organization may provide additional benefits
8 to fellows, including additional funding.

9 “(4) REGISTRATION.—

10 “(A) REQUIREMENT.—A service sponsor
11 organization may not receive a fellow under this
12 section until the organization registers with the
13 State Commission of any State in which a fel-
14 low will be serving with the organization.

15 “(B) CLEARINGHOUSE.—Each State Com-
16 mission shall maintain on a public website a list
17 of service sponsor organizations registered with
18 that State Commission.

19 “(5) NONCOMPLIANCE.—If the Corporation de-
20 termines that a service sponsor organization is in
21 violation of any of the applicable provisions of this
22 subsection, or a State Commission determines that
23 a service sponsor organization is in violation of any
24 requirement for registration under paragraph (4)—

1 “(A) the State Commission shall revoke
2 the registration of the organization;

3 “(B) the organization shall not be eligible
4 to receive assistance, approved national service
5 fellows, or approved summer of service positions
6 under this title for a period of not less than 5
7 years; and

8 “(C) the Corporation shall have the right
9 to remove a fellow from the organization and
10 relocate the fellow to another site.

11 “(g) GRANTS FOR ANCILLARY SERVICES.—

12 “(1) IN GENERAL.—The Corporation may
13 award grants to service sponsor organizations to off-
14 set the costs of providing ancillary services in sup-
15 port of fellows serving with those service sponsor or-
16 ganizations, including costs for—

17 “(A) attending the convention described in
18 subsection (j);

19 “(B) courses and exams necessary to ob-
20 tain a high school diploma or recognized equiva-
21 lent;

22 “(C) recruitment or training activities for
23 fellows; and

24 “(D) other activities approved by the Cor-
25 poration.

1 “(2) APPLICATIONS.—To be eligible to receive a
2 grant under this subsection, a service sponsor orga-
3 nization shall submit an application to the Corpora-
4 tion at such time, in such manner, and containing
5 such information as the Corporation may require.

6 “(h) COORDINATION WITHIN CONGRESSIONAL DIS-
7 TRICT.—Service sponsor organizations shall coordinate
8 with other service sponsor organizations on training and
9 events beneficial to fellows serving within the same con-
10 gressional district and ensure that the offices of Members
11 of Congress in those districts are kept apprised of such
12 coordination.

13 “(i) BRANDED ATTIRE.—The Corporation may pro-
14 vide fellows with branded attire to wear where appropriate.

15 “(j) YEARLY CONVENTION.—The Corporation may
16 sponsor a yearly convention to convene a geographically
17 diverse group of fellows in a central location to provide
18 the fellows with the opportunity to share experiences and
19 to provide the fellows with information on opportunities
20 to continue in national, public, or military service after
21 their fellowships end.

22 “(k) COMPLIANCE WITH INELIGIBLE SERVICE CAT-
23 EGORIES.—Service under a national service fellowship
24 shall comply with section 132(a). For purposes of applying
25 that section to this subsection, a reference to assistance

1 shall be considered to be a reference to assistance provided
2 under this section.

3 “(l) PUBLIC SERVICE INTEGRATION.—The Chief Ex-
4 ecutive Officer shall consult with the Council on Military,
5 National, and Public Service established under section 201
6 of the Inspired to Serve Act of 2025 regarding opportuni-
7 ties to place fellows in public service positions at the State,
8 local, and tribal levels.

9 “(m) SURVEYS OF FELLOWS.—The Corporation may
10 survey fellows about their experiences as fellows, and shall
11 make data acquired from any such survey publicly avail-
12 able.

13 “(n) REGULATIONS.—The Corporation shall promul-
14 gate such regulations as may be necessary to carry out
15 this section.

16 “(o) AUTHORIZATION OF APPROPRIATIONS.—There
17 are authorized to be appropriated such sums as may be
18 necessary to carry out this section.”.

19 (b) CONFORMING AMENDMENTS.—

20 (1) The item relating to section 198B of the
21 National and Community Service Act of 1990 in the
22 table of contents for that Act is amended to read as
23 follows:

1 **“SEC. 198B. NATIONAL SERVICE FELLOWSHIPS.”.**

2 (2) Section 123(7) of the National and Commu-
 3 nity Service Act of 1990 (42 U.S.C. 12573(7)) is
 4 amended by striking “ServeAmerica” and inserting
 5 “National Service”.

6 (3) Section 501(a)(4)(B) of the National and
 7 Community Service Act of 1990 (42 U.S.C.
 8 12681(a)(4)(B)) is repealed.

9 **SEC. 322. EXPANSION OF YOUTHBUILD, YOUTH CONSERVA-**
 10 **TION CORPS, AND NATIONAL GUARD YOUTH**
 11 **CHALLENGE PROGRAMS.**

12 (a) YOUTHBUILD PROGRAM.—

13 (1) EXPANSION.—The Secretary of Labor shall
 14 take the necessary steps to double, by December 31,
 15 2034, the number of participants in the YouthBuild
 16 Program established under section 171 of the Work-
 17 force Innovation and Opportunity Act (29 U.S.C.
 18 3226), from the number of such participants in fis-
 19 cal year 2023.

20 (2) REPORTS TO CONGRESS.—The Secretary of
 21 Labor shall submit to Congress, not later than De-
 22 cember 31 of each of the years 2026, 2029, 2032,
 23 and 2034, a report on the level of participation in
 24 the YouthBuild Program since the end of fiscal year
 25 2023 and on the efforts taken to achieve the goal
 26 described in paragraph (1).

1 (b) YOUTH CONSERVATION CORPS.—

2 (1) EXPANSION.—The Secretaries of Agri-
3 culture and the Interior shall take the necessary
4 steps to double, by December 31, 2034, the number
5 of participants in the Youth Conservation Corps es-
6 tablished under the Act popularly known as the
7 “Youth Conservation Corps Act of 1970” (title I of
8 Public Law 91–378; 16 U.S.C. 1701–1706), from
9 the number of such participants in fiscal year 2023.

10 (2) REPORTS TO CONGRESS.—The Secretaries
11 of Agriculture and the Interior shall submit to Con-
12 gress, not later than December 31 of each of the
13 years 2026, 2029, 2032, and 2034, a report on the
14 level of participation in the Youth Conservation
15 Corps since the end of fiscal year 2023 and on the
16 efforts taken to achieve the goal described in para-
17 graph (1).

18 (c) YOUTH CHALLENGE PROGRAM.—

19 (1) EXPANSION.—The Secretary of Defense
20 shall take the necessary steps to double, by Decem-
21 ber 31, 2034, the number of participants in the Na-
22 tional Guard Youth Challenge Program established
23 under section 509 of title 32, United States Code,
24 from the number of such participants in fiscal year
25 2023.

1 (2) REPORTS TO CONGRESS.—The Secretary of
2 Defense shall submit to Congress, not later than De-
3 cember 31 of each of the years 2026, 2029, 2032,
4 and 2034, a report on the level of participation in
5 the National Guard Youth Challenge Program since
6 the end of fiscal year 2023 and on the efforts taken
7 to achieve the goal described in paragraph (1).

8 (d) AUTHORIZATION OF APPROPRIATIONS.—There
9 are authorized to be appropriated such sums as may be
10 necessary to carry out this section.

11 **SEC. 323. NATIONAL SERVICE PUBLIC AWARENESS CAM-**
12 **PAIGN.**

13 (a) IN GENERAL.—The Chief Executive Officer of the
14 Corporation for National and Community Service shall
15 carry out a public awareness campaign to educate individ-
16 uals likely to provide the greatest influence on youth, in-
17 cluding parents, grandparents, teachers, guidance coun-
18 selors, clergy, and coaches, on opportunities for youth to
19 engage in national service, the impacts of national service,
20 and ways to encourage youth to provide such service.
21 Funds made available to carry out this subsection may
22 be used to identify best practices, carry out national out-
23 reach and education campaigns, produce and make avail-
24 able materials for schools and students from kindergarten
25 through grade 12, facilitate access to national service in-

1 formation and opportunities, and advertise national serv-
2 ice programs nationwide.

3 (b) REPORT REQUIRED.—Not later than 60 days
4 after the end of the fiscal year in which funds are made
5 available to carry out the public awareness campaign
6 under subsection (a), the Chief Executive Officer shall
7 submit to the Committee on Health, Education, Labor,
8 and Pensions of the Senate, and the Committee on Edu-
9 cation and Workforce of the House of Representatives, a
10 report describing the scope and effectiveness of the public
11 awareness campaign under this section.

12 (c) AUTHORIZATION OF APPROPRIATIONS.—There
13 are authorized to be appropriated such sums as may be
14 necessary to carry out the campaign under subsection (a),
15 including for salaries and expenses related to such cam-
16 paign.

17 **SEC. 324. RECOGNITION OF CORPORATE CONTRIBUTIONS**
18 **TO NATIONAL SERVICE.**

19 The Corporation for National and Community Serv-
20 ice may annually designate not more than 25 corporations,
21 whether publicly owned or privately held, with an award
22 for their significant contributions to national service. The
23 Corporation shall promulgate regulations describing eval-
24 uation criteria for the award under this section and may
25 conduct a ceremony or give a symbolic medal or plaque

1 to recipients. This section does not authorize any mone-
2 tary award.

3 **SEC. 325. CORPORATION FOR NATIONAL AND COMMUNITY**
4 **SERVICE DEMONSTRATION PROJECTS.**

5 (a) DEFINITIONS.—

6 (1) EX-OFFENDER.—The term “ex-offender”
7 means an individual who requires assistance in over-
8 coming barriers to employment resulting from a
9 record of arrest or conviction for a crime under Fed-
10 eral, State, local, or Tribal law.

11 (2) PLACE-BASED MODEL.—The term “place-
12 based model” means an investment initiative that
13 seeks to leverage national service programs to ex-
14 pand the services available within a specific geo-
15 graphic location, to build the capacity of community
16 organizations to provide those services, and to estab-
17 lish a community-wide culture of service and vol-
18 unteerism.

19 (b) PRIORITY PILOTS.—The Chief Executive Officer
20 of the Corporation for National and Community Service
21 may conduct, during the 3-year period beginning on Octo-
22 ber 1, 2024, up to 5 demonstration projects to assess the
23 feasibility and advisability of novel approaches to and
24 focus areas of national service, with at least one dem-
25 onstration project focused on developing a place-based

1 model and at least one demonstration project supporting
 2 the reintegration of ex-offenders.

3 (c) AUTHORIZATION OF APPROPRIATIONS.—There
 4 are authorized to be appropriated such sums as may be
 5 necessary to carry out the demonstration projects under
 6 subsection (b), including for salaries and expenses related
 7 to such projects.

8 **SEC. 326. PEACE CORPS REMOTE DEMONSTRATION**
 9 **PROJECTS.**

10 The Director of the Peace Corps may carry out dem-
 11 onstration projects to test the feasibility of permitting in-
 12 dividuals who serve fewer than 27 months as a volunteer
 13 (as such term is used in the Peace Corps Act (22 U.S.C.
 14 2501 et seq.)) to serve as a volunteer in the United States,
 15 and not abroad.

16 **SEC. 327. NATIONAL SERVICE LIVING ALLOWANCE IN-**
 17 **CREASES.**

18 (a) ANNUAL INCREASES TO LIVING ALLOWANCES
 19 FOR NATIONAL SERVICE PARTICIPANTS.—Section 140(a)
 20 of the National and Community Service Act of 1990 (42
 21 U.S.C. 12594(a)) is amended by adding at the end the
 22 following:

23 “(7) INCREASES.—The Chief Executive Officer
 24 shall review the amounts of living allowances under
 25 this subsection on an annual basis and, subject to

1 paragraph (2), make increases as necessary to re-
2 flect changes in inflation, cost of living, and the geo-
3 graphical areas in which the national service pro-
4 grams are carried out.”.

5 (b) AUTHORIZATION OF APPROPRIATIONS.—There
6 are authorized to be appropriated to provide increases in
7 living allowances under section 140(a) of the National and
8 Community Service Act of 1990 (42 U.S.C. 12594(a)),
9 such sums as may be necessary to increase the allowances
10 above the levels provided on the day before the date of
11 enactment of this Act.

12 **SEC. 328. SENIOR CORPS STIPEND INCREASES.**

13 (a) GRANTS AND CONTRACTS FOR INDIVIDUAL SERV-
14 ICE PROJECTS.—Section 211(d) of the Domestic Volun-
15 teer Service Act of 1973 (42 U.S.C. 5011(d)) is amended
16 by striking “\$3.00 per hour” and inserting “60 percent
17 of the Federal minimum wage under section 6 of the Fair
18 Labor Standards Act of 1938 (29 U.S.C. 206)”.

19 (b) AUTHORIZATION OF APPROPRIATIONS.—There
20 are authorized to be appropriated to provide increases in
21 allowances and stipends under section 211(d) of the Do-
22 mestic Volunteer Service Act of 1973 (42 U.S.C.
23 5011(d)), such sums as may be necessary to increase the
24 allowances and stipends above the levels provided on the
25 day before the date of enactment of this Act.

1 **SEC. 329. WRAPAROUND SUPPORT SERVICES FOR CERTAIN**
2 **NATIONAL SERVICE PARTICIPANTS.**

3 (a) WRAPAROUND SUPPORT SERVICES FOR NA-
4 TIONAL SERVICE PARTICIPANTS.—

5 (1) IN GENERAL.—Section 140 of the National
6 and Community Service Act of 1990 (42 U.S.C.
7 12594) is amended by adding at the end the fol-
8 lowing:

9 “(g) WRAPAROUND SUPPORT SERVICES.—

10 “(1) PROVISION OF ADDITIONAL SUPPORT
11 SERVICES.—In addition to the living allowance and
12 other benefits provided under this section, and sub-
13 ject to the availability of appropriations to carry out
14 this subsection, a State or other recipient of assist-
15 ance under section 121 shall provide support serv-
16 ices under this subsection (in this subsection re-
17 ferred to as ‘wraparound support services’) to those
18 individuals who—

19 “(A) are participants in a national service
20 program carried out or supported by the recipi-
21 ent using the assistance; and

22 “(B) are disadvantaged youth of ages 17
23 through 26, are located in Indian lands, or are
24 located in rural communities.

25 “(2) GUIDELINES FOR WRAPAROUND SUPPORT
26 SERVICES.—Not later than 180 days after the date

1 of the enactment of this subsection, the Corporation
2 shall establish guidelines regarding the cir-
3 cumstances under which wraparound support serv-
4 ices shall be made available under paragraph (1)
5 and the types of wraparound support services that
6 shall be made so available. Wraparound support
7 services may include career counseling, transpor-
8 tation assistance, training and certification pro-
9 grams, and mental health assistance. In developing
10 such guidelines, the Corporation shall consider the
11 availability of philanthropic investment and the cost-
12 per-participant to recipients who support partici-
13 pants described in paragraph (1).

14 “(3) EXEMPTION FROM LIVING ALLOWANCE.—
15 Wraparound support services shall not be considered
16 in determining the total living allowance under sub-
17 section (a)(2).”.

18 (2) LIMITATION ON PROGRAM COSTS.—Section
19 189(c) of the National and Community Service Act
20 of 1990 (42 U.S.C. 12645c(c)) is amended to read
21 as follows:

22 “(c) COSTS NOT SUBJECT TO LIMITATION.—The
23 limitation under subsection (a), and the increased limita-
24 tion under subsection (e)(1), shall not apply to—

1 “(1) expenses under a grant authorized under
2 the national service laws to operate a program that
3 are not included in the grant award for operating
4 the program; or

5 “(2) expenses for wraparound support services
6 provided under section 140(g).”.

7 (b) WRAPAROUND SUPPORT SERVICES FOR VISTA
8 PARTICIPANTS.—Section 105(b) of the Domestic Volun-
9 teer Service Act of 1973 (42 U.S.C. 4955(b)) is amended
10 by adding at the end the following:

11 “(4)(A) In addition to the stipend and other assist-
12 ance provided under this section, and subject to the avail-
13 ability of appropriations to carry out this paragraph, the
14 Director shall provide support services under this para-
15 graph (in this paragraph referred to as ‘wraparound sup-
16 port services’) for volunteers who—

17 “(i) are disadvantaged youth of ages 17
18 through 26;

19 “(ii) are located in Indian lands; or

20 “(iii) are located in rural communities.

21 “(B) Not later than 180 days after the date of the
22 enactment of this paragraph, the Corporation shall estab-
23 lish guidelines regarding the circumstances under which
24 wraparound support services shall be made available to
25 volunteers under subparagraph (A), and the types of

1 wraparound support services that shall be made so avail-
2 able. Wraparound support services may include career
3 counseling, transportation assistance, training and certifi-
4 cation programs, and mental health assistance. In devel-
5 oping such guidelines, the Corporation shall consider the
6 availability of funds and the cost-per-volunteer to support
7 such volunteers.

8 “(C) In this paragraph, the terms ‘disadvantaged
9 youth’ and ‘Indian lands’ have the meanings given those
10 terms in section 101 of the National and Community Serv-
11 ice Act of 1990 (42 U.S.C. 12511).”.

12 (c) REPORT.—Not later than 2 years after the date
13 of the enactment of this Act, the Chief Executive Officer
14 of the Corporation for National and Community Service
15 shall submit a report to Congress on the use of funds
16 made available to provide wraparound support services
17 under the amendments made by this section.

18 (d) AUTHORIZATION OF APPROPRIATIONS.—There
19 are authorized to be appropriated to the Corporation for
20 National and Community Service such sums as may be
21 necessary to provide wraparound support services under
22 section 140(g) of the National and Community Service Act
23 of 1990 (42 U.S.C. 12594(g)) and section 105(b)(4) of
24 the Domestic Volunteer Service Act of 1973 (42 U.S.C.
25 4955(b)(4)).

1 **SEC. 330. NATIONAL SERVICE EDUCATIONAL AWARD IN-**
2 **CREASES.**

3 (a) DETERMINATION OF EDUCATIONAL AWARD
4 AMOUNT.—Section 147(a) of the National and Commu-
5 nity Service Act of 1990 (42 U.S.C. 12603(a)) is amended
6 by striking “having a value equal to” and all that follows
7 through “mandatory appropriations),” and inserting
8 “equal to the average cost of 1 year of in-State tuition
9 at a public institution of higher education that awards
10 bachelor’s degrees, as determined by the Chief Executive
11 Officer,”.

12 (b) AUTHORIZATION OF APPROPRIATIONS.—There
13 are authorized to be appropriated to provide increases in
14 national service educational awards under section 147(a)
15 of the National and Community Service Act of 1990 (42
16 U.S.C. 12603(a)), such sums as may be necessary to in-
17 crease the awards above the level provided on the day be-
18 fore the date of enactment of this Act.

19 **SEC. 331. EXPANDED USE OF NATIONAL SERVICE EDU-**
20 **CATIONAL AWARD.**

21 (a) DISBURSEMENT OF EDUCATIONAL AWARDS.—
22 Section 148(a)(4) of the National and Community Service
23 Act of 1990 (42 U.S.C. 12604(a)(4)) is amended by in-
24 serting after “Secretary of Veterans Affairs” the fol-
25 lowing: “, regardless of whether the individual is a veteran
26 as defined under section 101”.

1 (b) TREATMENT OF CERTAIN PROVISIONS OF
 2 LAW.—Any individual who receives an educational award
 3 under section 146 of the National and Community Service
 4 Act of 1990 (42 U.S.C. 12602) may use the award for
 5 expenses described in section 148(a)(4) of that Act (42
 6 U.S.C. 12604(a)(4)), as a result of the amendment made
 7 by subsection (a) of this section, notwithstanding the pro-
 8 visions of any appropriations Act that does not specifically
 9 reference this section and that would not permit such use
 10 by the individual.

11 **SEC. 332. DISCOUNTED END-OF-SERVICE CASH STIPEND**
 12 **FOR NATIONAL SERVICE MEMBERS.**

13 (a) STIPEND; LIMITATION; PAYMENT UPON COMPLE-
 14 TION OF TERM.—

15 (1) DEFINITIONS.—In this subsection:

16 (A) CHIEF EXECUTIVE OFFICER.—The
 17 term “Chief Executive Officer” means the Chief
 18 Executive Officer of the Corporation for Na-
 19 tional and Community Service.

20 (B) FULL-TIME SERVICE.—The term “full-
 21 time service” means “full-time national service”
 22 within the meaning of section 139(b)(1) of the
 23 National and Community Service Act of 1990
 24 (42 U.S.C. 12593(b)(1)).

1 (C) NATIONAL SERVICE PARTICIPANT.—

2 The term “national service participant” means
3 a participant in a national service program who
4 is described in section 137(a) of that Act (42
5 U.S.C. 12591(a)).

6 (D) PART-TIME SERVICE.—The term
7 “part-time service” means “part-time national
8 service” within the meaning of section
9 139(b)(2) of that Act (42 U.S.C. 12593(b)(2)).

10 (2) STIPEND FOR NATIONAL SERVICE PARTICI-
11 PANTS.—

12 (A) AUTHORITY.—

13 (i) FULL-TIME SERVICE.—Subject to
14 clause (ii), the Chief Executive Officer may
15 provide to each national service participant
16 who is performing full-time service, a sti-
17 pend for any period in which such partici-
18 pant is in training or performing the par-
19 ticipant’s service assignments.

20 (ii) PART-TIME SERVICE.—The Chief
21 Executive Officer may, on a case-by-case
22 basis, provide, to a national service partici-
23 pant who is performing part-time service, a
24 stipend for any period described in clause
25 (i).

1 (B) AMOUNT OF STIPEND.—

2 (i) IN GENERAL.—Subject to clauses
3 (ii) and (iii), the amount of the stipend
4 under subparagraph (A) shall be set at a
5 rate that is not less than \$200 per month
6 and not more than \$280 per month.

7 (ii) LEADER STIPENDS.—The Chief
8 Executive Officer may set the amount of
9 the stipend under subparagraph (A) at a
10 rate that does not exceed \$380 per month
11 in the case of an individual who—

12 (I) has completed a cor-
13 responding term of service as required
14 under subtitle D of the National and
15 Community Service Act of 1990 (42
16 U.S.C. 12601 et seq.), subject to
17 paragraph (4); and

18 (II) has, in accordance with
19 standards that the Chief Executive
20 Officer shall establish in regulations,
21 been designated a leader on the basis
22 of experience among other national
23 service participants.

24 (iii) LIMITATION.—The amount of the
25 stipend under this subparagraph is subject

1 to the availability of funds for such sti-
2 pend.

3 (C) RESTRICTION ON CERTAIN INDIVID-
4 UALS.—The Chief Executive Officer may not
5 provide a stipend under this subsection to an
6 individual who elects to receive a national serv-
7 ice educational award under subtitle D of title
8 I of the National and Community Service Act
9 of 1990 (42 U.S.C. 12601 et seq.).

10 (3) STIPEND FOR NATIONAL CIVILIAN COMMU-
11 NITY CORPS MEMBERS.—

12 (A) AUTHORITY.—The Chief Executive Of-
13 ficer may provide, to each member of the Na-
14 tional Civilian Community Corps who is en-
15 rolled in a national service program under sec-
16 tion 153 of the National and Community Serv-
17 ice Act of 1990 (42 U.S.C. 12613), a stipend
18 for any period in which such member is in
19 training or performing the member's service as-
20 signment.

21 (B) AMOUNT OF STIPEND.—

22 (i) IN GENERAL.—Subject to clauses
23 (ii) and (iii), the amount of the stipend
24 under subparagraph (A) shall be set at a

1 rate that is not less than \$200 per month
2 and not more than \$280 per month.

3 (ii) LEADER STIPENDS.—The Chief
4 Executive Officer may set the amount of
5 the stipend under subparagraph (A) at a
6 rate that does not exceed \$380 per month
7 in the case of an individual who—

8 (I) has completed a cor-
9 responding term of service as required
10 under subtitle D of the National and
11 Community Service Act of 1990 (42
12 U.S.C. 12601 et seq.), subject to
13 paragraph (4); and

14 (II) has, in accordance with
15 standards that the Chief Executive
16 Officer shall establish in regulations,
17 been designated a leader on the basis
18 of experience among other national
19 service members.

20 (iii) LIMITATION.—The amount of the
21 stipend under this subparagraph is subject
22 to the availability of funds for such sti-
23 pend.

24 (C) RESTRICTION ON CERTAIN INDIVID-
25 UALS.—The Chief Executive Officer may not

1 provide a stipend under this subsection to an
2 individual who elects to receive a national serv-
3 ice educational award under section 158 of the
4 National and Community Service Act of 1990
5 (42 U.S.C. 12618).

6 (4) ELIGIBILITY FOR STIPEND.—A stipend
7 under paragraph (2) or (3) shall be payable to an
8 individual only upon completion of a corresponding
9 term of service, except under such circumstances as
10 the Chief Executive Officer shall determine. In ac-
11 cordance with regulations which the Chief Executive
12 Officer shall prescribe for payment under such cir-
13 cumstances, the accrued stipend, or any part of the
14 accrued stipend, may be paid to the individual, or on
15 behalf of the individual, to members of the individ-
16 ual’s family or others during the term of the individ-
17 ual’s service. In the event of the death of an indi-
18 vidual during service, the amount of any unpaid sti-
19 pend shall be paid in accordance with the provisions
20 of section 5582 of title 5, United States Code.

21 (b) NATIONAL SERVICE EDUCATIONAL AWARDS.—
22 Section 141(a) of the National and Community Service
23 Act of 1990 (42 U.S.C. 12595(a)) is amended—

24 (1) in paragraph (1), by striking “and”;

1 (2) in paragraph (2), by striking the period and
2 inserting “; and”; and

3 (3) by adding at the end the following:

4 “(3) has not accepted the stipend authorized
5 under section 332 of the Inspired to Serve Act of
6 2025.”.

7 (c) AUTHORIZED BENEFITS FOR CORPS MEM-
8 BERS.—Section 158(f) of the National and Community
9 Service Act of 1990 (42 U.S.C. 12618(f)) is amended—

10 (1) in paragraph (1), by striking “and”;

11 (2) in paragraph (2), by striking the period and
12 inserting “; and”; and

13 (3) by adding at the end the following:

14 “(3) has not accepted the stipend authorized
15 under section 332 of the Inspired to Serve Act of
16 2025.”.

17 **SEC. 333. EXCLUSION OF NATIONAL SERVICE EDU-**
18 **CATIONAL AWARD FROM GROSS INCOME.**

19 (a) IN GENERAL.—Paragraph (2) of section 117(c)
20 of the Internal Revenue Code of 1986 is amended—

21 (1) by striking “or” at the end of subparagraph
22 (B);

23 (2) by striking the period at the end of sub-
24 paragraph (C) and inserting “, or”; and

1 (3) by adding at the end the following new sub-
2 paragraph:

3 “(D) a national service educational award
4 under subtitle D of title I of the National and
5 Community Service Act of 1990 (42 U.S.C.
6 12601 et seq.).”.

7 (b) EXCLUSION OF DISCHARGE OF STUDENT LOAN
8 DEBT.—Subsection (f) of section 108 of such Code is
9 amended by adding at the end the following new para-
10 graph:

11 “(6) PAYMENTS UNDER NATIONAL SERVICE
12 EDUCATIONAL AWARD PROGRAMS.—In the case of
13 an individual, gross income shall not include any
14 amount received under a national service educational
15 award under subtitle D of title I of the National and
16 Community Service Act of 1990 (42 U.S.C. 12601
17 et seq.).”.

18 (c) EFFECTIVE DATE.—The amendments made by
19 this section shall apply to taxable years ending after the
20 date of the enactment of this Act.

21 **SEC. 334. TRANSFERABILITY OF NATIONAL SERVICE EDU-**
22 **CATIONAL AWARD.**

23 (a) DISBURSEMENT OF EDUCATIONAL AWARDS.—
24 Section 148(f) of the National and Community Service Act
25 of 1990 (42 U.S.C. 12604) is amended—

7 “(C) who meets such other requirements
8 as the Corporation shall specify in regula-
9 tions.”.

18 SEC. 335. NONCOMPETITIVE ELIGIBILITY FOR FULL-TIME
19 NATIONAL SERVICE PARTICIPANTS.

(1) VOLUNTEERS IN SERVICE TO AMERICA.—
Section 415(d) of the Domestic Volunteer Service
Act of 1973 (42 U.S.C. 5055(d)) is amended—

1 (A) by striking “appointment in the com-
2 petitive service” and inserting “noncompetitive
3 appointment to a position in the competitive
4 service (as defined in section 2102 of title 5,
5 United States Code) for a period of 36 months,
6 beginning on the date on which their required
7 term of service ends,”; and

8 (B) by striking “Executive Order Number
9 11103 (April 10, 1963)” and inserting “Execu-
10 tive Order 11103 (22 U.S.C. 2504 note, relat-
11 ing to Providing for the Appointment of
12 Former Peace Corps Volunteers to the Civilian
13 Career Services), as amended by Executive
14 Order 12107 (44 Fed. Reg. 1055; relating to
15 the Civil Service Commission and Labor-Man-
16 agement in the Federal Service), without regard
17 to section 4 of such Order”.

18 (2) OTHER NATIONAL SERVICE PARTICI-
19 PANTS.—

20 (A) IN GENERAL.—Part III of subtitle C
21 of title I of the National and Community Serv-
22 ice Act of 1990 (42 U.S.C. 12591 et seq.) is
23 amended by adding at the end the following
24 new section:

1 **“SEC. 142. NONCOMPETITIVE ELIGIBILITY FOR NATIONAL**
2 **SERVICE PARTICIPANTS.**

3 “Participants in a national service program who are
4 eligible to receive a national service educational award
5 under section 141, and who the Chief Executive Officer
6 determines have successfully completed their terms of
7 service, shall be eligible for noncompetitive appointment
8 in a position in the competitive service (as defined in sec-
9 tion 2102 of title 5, United States Code) for a period of
10 36 months beginning on the date on which their required
11 term of service ends. The Chief Executive Officer shall
12 make the determination about successful completion in ac-
13 cordance with the requirements of Executive Order 11103
14 (22 U.S.C. 2504 note, relating to Providing for the Ap-
15 pointment of Former Peace Corps Volunteers to the Civil-
16 ian Career Services), as amended by Executive Order
17 12107 (44 Fed. Reg. 1055; relating to the Civil Service
18 Commission and Labor-Management in the Federal Serv-
19 ice), without regard to section 4 of such Order.”.

20 (B) CONFORMING AMENDMENT.—The
21 table of contents of the National and Commu-
22 nity Service Act of 1990 is amended by insert-
23 ing after the item relating to section 141 the
24 following:

“Sec. 142. Noncompetitive eligibility for national service participants.”.

1 (b) NONCOMPETITIVE ELIGIBILITY FOR RETURNED
2 PEACE CORPS VOLUNTEERS AND VOLUNTEER LEAD-
3 ERS.—Section 5 of the Peace Corps Act (22 U.S.C. 2504)
4 is amended by adding at the end the following:

5 “(q)(1) Volunteers and volunteer leaders who have
6 satisfactorily completed not fewer than 2 years of service
7 under this Act (as determined under paragraph (2)) shall
8 be eligible for noncompetitive appointment in a position
9 in the competitive service (as defined in section 2102 of
10 title 5, United States Code) for a period of 3 years begin-
11 ning on the day after the date on which such service ends.

12 “(2) The Director shall determine if a volunteer or
13 volunteer leader has satisfactorily completed service under
14 this Act for the purpose of paragraph (1) in accordance
15 with sections 1, 2, 3, and 5 of Executive Order 11103
16 (22 U.S.C. 2504 note, relating to Providing for the Ap-
17 pointment of Former Peace Corps Volunteers to the Civil-
18 ian Career Services), as amended by Executive Order
19 12107 (44 Fed. Reg. 1055; relating to the Civil Service
20 Commission and Labor-Management in the Federal Serv-
21 ice).”.

22 (c) APPLICABILITY.—The amendments made by this
23 section shall apply to any individual—

24 (1) who is—

1 (A) a volunteer under the Domestic Volun-
 2 teen Service Act of 1973 (42 U.S.C. 4950 et
 3 seq.);

4 (B) a participant, in a national service pro-
 5 gram, to whom section 141 of the National and
 6 Community Service Act of 1990 (42 U.S.C.
 7 12595) applies; or

8 (C) a volunteer or volunteer leader under
 9 the Peace Corps Act (22 U.S.C. 2501 et seq.);
 10 and

11 (2) who has not completed the corresponding
 12 required term of service as of the date of the enact-
 13 ment of this Act.

14 **SEC. 336. PENSION SERVICE CREDIT FOR FEDERAL SERV-**
 15 **ICE CORPS PARTICIPANTS.**

16 (a) CREDITABLE SERVICE.—Section 8411(h) of title
 17 5, United States Code, is amended by inserting “as a Na-
 18 tional Civilian Community Corps member or leader under
 19 subtitle E of title I of the National and Community Serv-
 20 ice Act of 1990 (42 U.S.C. 12611 et seq.), as a member
 21 of a program under title I of the Act entitled ‘An Act to
 22 establish a pilot program in the Departments of the Inte-
 23 rior and Agriculture designated as the Youth Conservation
 24 Corps, and for other purposes’, approved August 13, 1970
 25 (commonly known as the ‘Youth Conservation Corps Act

1 of 1970'; 16 U.S.C. 1701 et seq.) or the Public Lands
2 Corps Act of 1993 (16 U.S.C. 1721 et seq.)," after "Do-
3 mestic Volunteer Service Act of 1973,".

4 (b) CONTRIBUTIONS FOR CREDITABLE SERVICE.—
5 Section 8422(f)(1) of title 5, United States Code, is
6 amended—

7 (1) by inserting "as a National Civilian Com-
8 munity Corps member or leader under subtitle E of
9 title I of the National and Community Service Act
10 of 1990 (42 U.S.C. 12611 et seq.), as a member of
11 a program under title I of the Act entitled 'An Act
12 to establish a pilot program in the Departments of
13 the Interior and Agriculture designated as the Youth
14 Conservation Corps, and for other purposes', ap-
15 proved August 13, 1970 (commonly known as the
16 'Youth Conservation Corps Act of 1970'; 16 U.S.C.
17 1701 et seq.) or the Public Lands Corps Act of 1993
18 (16 U.S.C. 1721 et seq.)," after "Domestic Volun-
19 teer Service Act of 1973," the first place the term
20 appears;

21 (2) by striking "or the stipend" and inserting
22 " , of the stipend"; and

23 (3) by striking "for each period of service as
24 such a volunteer or volunteer leader" and inserting
25 "or of the living allowance paid to the National Ci-

1 vilian Community Corps member or leader under
 2 subtitle E of title I of the National and Community
 3 Service Act of 1990 (42 U.S.C. 12611 et seq.), or
 4 to the member of a program under title I of the Act
 5 entitled ‘An Act to establish a pilot program in the
 6 Departments of the Interior and Agriculture des-
 7 ignated as the Youth Conservation Corps, and for
 8 other purposes’, approved August 13, 1970 (com-
 9 monly known as the ‘Youth Conservation Corps Act
 10 of 1970’; 16 U.S.C. 1701 et seq.) or the Public
 11 Lands Corps Act of 1993 (16 U.S.C. 1721 et seq.),
 12 for each period of service as such a volunteer, volun-
 13 teer leader, member, or leader”.

14 **SEC. 337. SENIOR CORPS COMPETITIVE GRANT MODEL.**

15 (a) GRANTS AND CONTRACTS FOR VOLUNTEER
 16 SERVICE PROJECTS.—Section 201 of the Domestic Volun-
 17 teer Service Act of 1973 (42 U.S.C. 5001) is amended—

18 (1) in subsection (e)—

19 (A) in paragraph (1), by striking subpara-
 20 graph (A) and inserting the following:

21 “(A) awarded for a period of not more than 3
 22 years; and”; and

23 (B) in paragraph (2)(B)—

24 (i) in clause (iii), by adding “and”
 25 after the semicolon; and

1 (ii) by striking clause (iv) and redesignig-
2 nating clause (v) as clause (iv); and

3 (2) by striking subsection (i) and redesignating
4 subsection (j) as subsection (i).

5 (b) MULTIYEAR GRANTS OR CONTRACTS.—Section
6 227(a) of the Domestic Volunteer Service Act of 1973 (42
7 U.S.C. 5027(a)) is amended—

8 (1) by striking paragraph (2); and

9 (2) in paragraph (1)—

10 (A) by striking “(1) Subject to paragraph
11 (2) and” and inserting “Subject to”; and

12 (B) by redesignating subparagraphs (A)
13 and (B) as paragraphs (1) and (2), respectively.

14 (c) NOTICE AND HEARING PROCEDURES FOR SUS-
15 PENSION AND TERMINATION OF FINANCIAL ASSIST-
16 ANCE.—Section 412(a) of the Domestic Volunteer Service
17 Act of 1973 (42 U.S.C. 5052) is amended—

18 (1) in paragraph (1), by adding “and” after the
19 semicolon; and

20 (2) by striking paragraphs (2) and (3) and re-
21 designating paragraph (4) as paragraph (2).

1 **Subtitle C—Advancement of Public**
2 **Service: Modernization of Fed-**
3 **eral Personnel Systems**

4 **SEC. 341. ENHANCED AWARENESS OF THE VALUE OF FED-**
5 **ERAL PUBLIC SERVICE.**

6 (a) AUTHORIZATION OF ACTIVITY.—Subchapter I of
7 chapter 3 of title 5, United States Code, is amended by
8 adding at the end the following:

9 **“§ 307. Enhanced awareness of the value of Federal**
10 **public service**

11 “(a) IN GENERAL.—Subject to guidance that the
12 Comptroller General of the United States shall issue, any
13 Executive agency or military department may use appro-
14 priated funds to educate and inform the public about the
15 role of Federal employees, the value of Federal employ-
16 ment, and the mission of the agency or department.

17 “(b) RULE OF CONSTRUCTION.—The use of funds
18 pursuant to the guidance issued by the Comptroller Gen-
19 eral of the United States under subsection (a) may not
20 be construed as self-aggrandizement, publicity, or propa-
21 ganda that is otherwise prohibited under any other provi-
22 sion of law that is enacted before, on, or after the date
23 of enactment of this section.”.

24 (b) CONFORMING AMENDMENT.—The table of sec-
25 tions for chapter 3 of title 5, United States Code, is

1 amended by inserting after the item relating to section
2 306 the following:

“307. Enhanced awareness of the value of Federal public service.”.

3 (c) GUIDANCE.—Not later than 120 days after the
4 date of enactment of this Act, the Comptroller General
5 of the United States shall issue the guidance required
6 under section 307(a) of title 5, United States Code, as
7 added by subsection (a) of this section.

8 (d) EFFECTIVE DATE.—Except as provided in sub-
9 section (c), section 307 of title 5, United States Code, as
10 added by subsection (a) of this section, and the amend-
11 ment made by subsection (b) of this section, shall take
12 effect on the date that is 180 days after the date of enact-
13 ment of this Act.

14 **SEC. 342. RESPONSIBILITY FOR DETERMINING ELIGIBILITY**
15 **FOR HIRING PREFERENCES AND SPECIAL**
16 **HIRING OPTIONS.**

17 (a) DEFINITIONS.—In this section:

18 (1) DIRECTOR.—The term “Director” means
19 the Director of the Office of Personnel Management.

20 (2) PREFERENCE ELIGIBLE.—The term “pref-
21 erence eligible” has the meaning given the term in
22 section 2108 of title 5, United States Code.

23 (b) AUTHORITY TO DETERMINE ELIGIBILITY.—The
24 Director shall determine whether an individual is pref-
25 erence eligible, or whether an individual is eligible for ap-

1 pointment to a position in an Executive agency, under any
2 of the following authorities:

3 (1) Section 4214 of title 38, United States
4 Code.

5 (2) Section 3112 of title 5, United States Code.

6 (3) Section 3304(f) of title 5, United States
7 Code.

8 (4) Section 3330d of title 5, United States
9 Code.

10 (5) Section 415(d) of the Domestic Volunteer
11 Service Act of 1973 (42 U.S.C. 5055(d)), as amend-
12 ed by section 335(a)(1) of this Act.

13 (6) Section 142 of the National and Community
14 Service Act of 1990, as added by section 335(a)(2)
15 of this Act.

16 (7) Subsection (q) of section 5 of the Peace
17 Corps Act (22 U.S.C. 2504), as added by section
18 335(b) of this Act.

19 (8) Section 344 of this Act.

20 (9) Section 370 of this Act.

21 (c) COORDINATION.—The Director shall coordinate
22 with the Secretary of Defense, the Secretary of Veterans
23 Affairs, the Director of the Peace Corps, and the Chief
24 Executive Officer of the Corporation for National and

1 Community Service in developing the process for making
2 determinations under subsection (b).

3 (d) REGULATIONS.—Not later than 2 years after the
4 date of enactment of this Act, the Director shall issue reg-
5 ulations setting forth the manner in which applicants for
6 employment in Executive agencies may access determina-
7 tions made under subsection (b) and the procedures to ap-
8 peal those determinations.

9 (e) PREPARATION OF CERTIFICATES OF ELIGI-
10 BILITY.—

11 (1) IN GENERAL.—Executive agencies shall rely
12 on the eligibility determinations made by the Direc-
13 tor under subsection (b) in preparing lists, registers,
14 and certificates of such eligibility.

15 (2) GUIDANCE.—The Director shall issue guid-
16 ance to Executive agencies on the policies and proce-
17 dures of the Office of Personnel Management that
18 are established under this section.

19 (f) OTHER REMEDIES AVAILABLE TO PREFERENCE
20 ELIGIBLES NOT AFFECTED.—Nothing in this section may
21 be construed to limit the right of a preference eligible to
22 seek administrative or judicial redress under section
23 3330a or 3330b of title 5, United States Code, respec-
24 tively.

1 **SEC. 343. ENHANCEMENT OF SPECIAL HIRING AUTHORI-**
2 **TIES FOR MILITARY VETERANS.**

3 (a) EXCEPTION TO PREFERENCE ELIGIBILITY.—Sec-
4 tion 2108 of title 5, United States Code, is amended by
5 striking paragraph (4) and inserting the following:

6 “(4) except for the purposes of chapters 43 and
7 75 of this title, ‘preference eligible’ does not in-
8 clude—

9 “(A) a retired member of the Armed
10 Forces unless—

11 “(i) the individual is a disabled vet-
12 eran; or

13 “(ii) the individual retired below the
14 rank of major or its equivalent;

15 “(B) a veteran who has been discharged or
16 released from active duty for more than 10
17 years, as of the date on which the individual
18 would be appointed; or

19 “(C) a veteran who is an employee who has
20 been in the competitive service for more than
21 two years, as of the date on which the indi-
22 vidual would be appointed; and”.

23 (b) VETERANS’ PREFERENCE AS A TIEBREAKER
24 AMONG EQUALLY QUALIFIED CANDIDATES.—

1 (1) REGISTERS OF ELIGIBLES.—Section 3313
2 of title 5, United States Code, is amended to read
3 as follows:

4 **“§ 3313. Competitive service; registers of eligibles**

5 “The names of applicants who have qualified in ex-
6 aminations for the competitive service shall be entered on
7 appropriate registers or lists of eligibles in the order of
8 their ratings, including points added under section 3309
9 of this title. The names of preference eligibles shall be en-
10 tered ahead of others having the same rating.”.

11 (2) ALTERNATIVE RANKING AND SELECTION
12 PROCEDURES.—Section 3319(b) of title 5, United
13 States Code, is amended by striking the second sen-
14 tence.

15 (c) VETERANS RECRUITMENT APPOINTMENT IM-
16 PROVEMENTS.—

17 (1) DEFINITION OF RECENTLY SEPARATED
18 VETERAN.—Section 4211(6) of title 38, United
19 States Code, is amended by striking “three-year”
20 and inserting “10-year”.

21 (2) DEFINITION OF QUALIFIED COVERED VET-
22 ERAN.—Section 4214(a)(2)(B) of title 38, United
23 States Code, is amended to read as follows:

24 “(B) The term ‘qualified covered veteran’
25 means a veteran described in section 4212(a)(3) of

1 this title, but does not include a retired member of
2 the Armed Forces unless the individual qualifies for
3 retirement under chapter 61 of title 10.”.

4 **SEC. 344. NONCOMPETITIVE ELIGIBILITY FOR HIGH-PER-**
5 **FORMING CIVILIAN EMPLOYEES.**

6 (a) DEFINITION.—In this section, the term “competi-
7 tive service” has the meaning given the term in section
8 2102 of title 5, United States Code.

9 (b) REGULATIONS.—Under such regulations as the
10 Director of the Office of Personnel Management shall
11 issue, an Executive agency may noncompetitively appoint,
12 for other than temporary employment, to a position in the
13 competitive service any individual who—

14 (1) is certified by the Director as having been
15 a high-performing employee in a former position in
16 the competitive service;

17 (2) has been separated from the former position
18 described in paragraph (1) for less than 6 years; and

19 (3) is qualified for the new position in the com-
20 petitive service, as determined by the head of the
21 Executive agency making the noncompetitive ap-
22 pointment.

23 (c) LIMITATION ON AUTHORITY.—An individual may
24 not be appointed to a position under subsection (b) more
25 than once.

1 (d) DESIGNATION OF HIGH-PERFORMING EMPLOY-
 2 EES.—The Director of the Office of Personnel Manage-
 3 ment shall, in the regulations issued under subsection (b),
 4 set forth the criteria for certifying an individual as a
 5 “high-performing employee” in a former position, which
 6 shall be based on—

7 (1) the final performance appraisal of the indi-
 8 vidual in that former position; and

9 (2) a recommendation by the immediate or
 10 other supervisor of the individual in that former po-
 11 sition.

12 **SEC. 345. FLEXIBILITY FOR TEMPORARY AND TERM AP-**
 13 **POINTMENTS.**

14 (a) TEMPORARY AND TERM APPOINTMENTS.—Sub-
 15 chapter I of chapter 31 of title 5, United States Code,
 16 is amended by adding at the end the following:

17 **“§ 3117. Temporary and term appointments**

18 **“(a) DEFINITIONS.—In this section:**

19 **“(1) DIRECTOR.—The term ‘Director’ means**
 20 **the Director of the Office of Personnel Management.**

21 **“(2) TEMPORARY APPOINTMENT.—The term**
 22 **‘temporary appointment’ means an appointment in**
 23 **the competitive service for a period of not more than**
 24 **1 year.**

1 “(3) TERM APPOINTMENT.—The term ‘term
2 appointment’ means an appointment in the competi-
3 tive service for a period of more than 1 year and not
4 more than 5 years.

5 “(b) APPOINTMENT.—

6 “(1) IN GENERAL.—The head of an Executive
7 agency may make a temporary appointment or term
8 appointment to a position in the competitive service
9 when the need for the services of an employee in the
10 position is not permanent.

11 “(2) EXTENSION.—Under conditions prescribed
12 by the Director, the head of an Executive agency
13 may—

14 “(A) extend a temporary appointment
15 made under paragraph (1) in increments of not
16 more than 1 year each, up to a maximum of 3
17 total years of service; and

18 “(B) extend a term appointment made
19 under paragraph (1) in increments determined
20 appropriate by the head of the agency, up to a
21 maximum of 6 total years of service.

22 “(c) APPOINTMENTS FOR CRITICAL HIRING
23 NEEDS.—

24 “(1) IN GENERAL.—Under conditions pre-
25 scribed by the Director, the head of an Executive

1 agency may make a noncompetitive temporary ap-
2 pointment, or a noncompetitive term appointment
3 for a period of not more than 18 months, to a posi-
4 tion in the competitive service for which a critical
5 hiring need exists, as determined under section
6 3304, without regard to the requirements of sections
7 3327 and 3330.

8 “(2) NO EXTENSIONS.—An appointment made
9 under paragraph (1) may not be extended.

10 “(d) REGULATIONS.—

11 “(1) IN GENERAL.—Subject to paragraph (2),
12 the Director may prescribe regulations to carry out
13 this section.

14 “(2) APPLICATION.—Any regulations prescribed
15 by the Director for the administration of this section
16 shall not apply to the Secretary of Defense in the ex-
17 ercise of the authorities granted under section 1105
18 of the National Defense Authorization Act for Fiscal
19 Year 2017 (Public Law 114–328; 130 Stat. 2447).

20 “(e) SPECIAL PROVISION REGARDING THE DEPART-
21 MENT OF DEFENSE.—Nothing in this section shall pre-
22 clude the Secretary of Defense from making temporary
23 and term appointments in the competitive service pursu-
24 ant to section 1105 of the National Defense Authorization

1 Act for Fiscal Year 2017 (Public Law 114–328; 130 Stat.
2 2447).

3 “(f) RULE OF CONSTRUCTION.—Nothing in this sec-
4 tion may be construed to affect the authorities granted
5 under section 3109.”.

6 (b) CONFORMING AMENDMENT.—The table of sec-
7 tions for chapter 31 of title 5, United States Code, is
8 amended by inserting after the item relating to section
9 3116 the following:

“3117. Temporary and term appointments.”.

10 **SEC. 346. CRITERIA FOR GRANTING DIRECT-HIRE AUTHOR-**
11 **ITY TO AGENCIES.**

12 Section 3304(b)(3)(B) of title 5, United States Code,
13 is amended by striking “shortage of candidates” and all
14 that follows through “highly qualified candidates)” and in-
15 serting “shortage of highly qualified candidates”.

16 **SEC. 347. CAFETERIA PLAN FOR FEDERAL EMPLOYEES.**

17 (a) DEFINITIONS.—In this section:

18 (1) CAFETERIA PLAN.—The term “cafeteria
19 plan” has the meaning given the term in section
20 125(d) of the Internal Revenue Code of 1986.

21 (2) DIRECTOR.—The term “Director” means
22 the Director of the Office of Personnel Management.

23 (3) QUALIFIED CARRIER.—The term “qualified
24 carrier” means an insurance company (or consor-
25 tium of insurance companies) that is licensed to

1 issue disability-income insurance under the laws of
2 48 of the States and the District of Columbia, tak-
3 ing into account any subsidiaries of such a company
4 (and, in the case of a consortium, considering the
5 member companies and any subsidiaries thereof, col-
6 lectively).

7 (b) PLAN AUTHORIZED.—The Director shall estab-
8 lish and administer a cafeteria plan through which an em-
9 ployee of an Executive agency may select certain benefits
10 from a menu of options, including cash, life insurance, dis-
11 ability-income insurance, flexible spending arrangements
12 for health care, flexible spending arrangements for de-
13 pendent care, a health savings account, enhanced dental
14 benefits, and enhanced vision benefits.

15 (c) CONTRIBUTION.—

16 (1) IN GENERAL.—Not later than October 1 of
17 each year, the Director shall—

18 (A) identify the amount of the Federal
19 Government's contribution to the cafeteria plan
20 established under subsection (b); and

21 (B) in making the identification required
22 under subparagraph (A), determine the annual
23 adjustment of the Federal Government's con-
24 tribution based on inflation and other appro-
25 priate factors as determined by the Director.

1 (2) DIRECTOR RESPONSIBILITY.—The Director
2 shall ensure that the amount of the Federal Govern-
3 ment’s contribution for the cafeteria plan described
4 in subsection (b) does not increase or decrease Gov-
5 ernmentwide spending by Executive agencies on ben-
6 efits for employees of those agencies.

7 (d) CONTRACTING AUTHORITY.—The Director—

8 (1) may, without regard to subsections (b), (c),
9 and (d) of section 6101 of title 41, United States
10 Code, or any other statute requiring competitive bid-
11 ding, enter into contracts with 1 or more qualified
12 carriers for a policy or policies of disability-income
13 insurance, for the cafeteria plan authorized under
14 subsection (b); and

15 (2) shall ensure that each contract entered into
16 under paragraph (1) is entered into on the basis of
17 contractor qualifications, price, and reasonable com-
18 petition.

19 (e) NO EFFECT ON ELIGIBILITY FOR OTHER BENE-
20 FITS.—Nothing in this section may be construed to affect
21 the eligibility for insurance and other benefits under sub-
22 part G of part III of title 5, United States Code.

23 (f) REGULATIONS.—The Director shall, not later
24 than 1 year after the date of enactment of this Act, pro-
25 pose for public notice and comment regulations to imple-

1 ment the plan authorized by this section, including regula-
2 tions for a disability-income insurance program for Fed-
3 eral employees.

4 (g) STATUTORY PROPOSALS.—The Director shall,
5 not later than 180 days after the date of enactment of
6 this Act, submit to Congress recommendations for legisla-
7 tive proposals that should be made to chapter 87 of title
8 5, United States Code, that are necessary for the estab-
9 lishment of the cafeteria plan under this section.

10 **SEC. 348. MODERN BENEFITS PILOT PROGRAM.**

11 (a) DEFINITIONS.—In this section:

12 (1) CIVIL SERVICE.—The term “civil service”
13 has the meaning given the term in section 2101 of
14 title 5, United States Code.

15 (2) DIRECTOR.—The term “Director” means
16 the Director of the Office of Personnel Management.

17 (3) ELIGIBLE EMPLOYEE.—The term “eligible
18 employee” means an employee in the civil service,
19 other than a public safety employee, who has com-
20 pleted less than 5 years of civilian service creditable
21 under section 8411 of title 5, United States Code.

22 (4) PILOT PROGRAM.—The term “pilot pro-
23 gram” means the pilot program established by the
24 Director under subsection (b)(1).

1 (5) PUBLIC SAFETY EMPLOYEE.—The term
2 “public safety employee” means an employee serving
3 an Executive agency as a law enforcement officer,
4 air traffic controller, firefighter, nuclear materials
5 courier, or customs and border protection officer, as
6 those terms are defined in section 8401 of title 5,
7 United States Code.

8 (b) PILOT PROGRAM AUTHORIZED.—

9 (1) IN GENERAL.—The Director shall establish
10 a pilot program in 3 Executive agencies to offer eli-
11 gible employees a benefits package described in sub-
12 section (d).

13 (2) CONSULTATIONS.—With respect to the pilot
14 program, the Director—

15 (A) shall, in establishing the pilot program,
16 consult with benefits experts, actuaries, labor
17 unions, and the participating Executive agen-
18 cies; and

19 (B) may carry out the pilot program with-
20 out regard to any requirement or limitation
21 under section 4703 of title 5, United States
22 Code (as amended by this Act), except that the
23 pilot program shall be considered to be a dem-
24 onstration project for purposes of subsection (a)
25 of such section 4703.

1 (c) ELECTION OF BENEFITS PACKAGE BY EMPLOY-
2 EES.—

3 (1) NEW EMPLOYEES.—An eligible employee
4 who is appointed to a position in an Executive agen-
5 cy after the date on which the pilot program is es-
6 tablished may elect to be covered by the benefits
7 package in the pilot program or the benefits package
8 otherwise applicable to civil service employees in the
9 Executive agency.

10 (2) RECENT HIRES.—An eligible employee who
11 is appointed to a position in an Executive agency
12 during the 5-year period ending on the date on
13 which the pilot program is established may elect to
14 switch coverage to the benefits package in the pilot
15 program.

16 (3) APPLICABILITY.—An employee who elects
17 the benefits package in the pilot program shall not
18 be eligible for an annuity or annuitant health care
19 benefits under chapter 84 of title 5, United States
20 Code.

21 (d) PROGRAM DETAILS.—The Director shall ensure
22 that the benefits package authorized under this section is
23 of equivalent value to the benefits package otherwise appli-
24 cable to employees in the civil service in the applicable Ex-
25 ecutive agencies and offers the following:

1 (1) An enhanced Thrift Savings Plan benefit,
2 including eligibility for a total agency contribution of
3 not less than 10 percent of pay, vested immediately.

4 (2) Not less than 12 weeks of paid leave for a
5 purpose described in subparagraph (A) or (B) of
6 section 6382(a)(1) of title 5, United States Code,
7 which shall be in addition to any accrued or accumu-
8 lated annual or sick leave.

9 (3) Immediate eligibility for agency-paid short-
10 term and long-term disability-income insurance that
11 replaces not less than 60 percent of the employee's
12 current salary.

13 (4) Not less than 5 weeks of flexible paid time
14 off accrued each year, in lieu of annual and sick
15 leave.

16 (5) Such other benefits as the Director may au-
17 thorize.

18 (e) REPORTS.—Not later than 6 years after the date
19 on which the pilot program under this section is estab-
20 lished, the Director of the Office of Management and
21 Budget and the Comptroller General of the United States
22 shall each submit to the Director and to Congress a report
23 on the pilot program that includes—

24 (1) evaluations of the pilot program; and

1 (2) recommendations on whether to modify,
2 continue, expand, or terminate the pilot program, or
3 to make the program permanent for all Executive
4 agencies.

5 (f) ADDITIONAL REPORT.—Not later than 1 year
6 after the date on which the pilot program under this sec-
7 tion is established, the Director shall contract with the
8 National Academy of Public Administration—

9 (1) to conduct a study of the pilot program;
10 and

11 (2) to submit to the Director, not later than 6
12 years after the date on which the pilot program is
13 established, a report on the pilot program that in-
14 cludes the elements set forth in subsection (e).

15 (g) AUTHORIZATION OF APPROPRIATIONS.—There
16 are authorized to be appropriated such sums as may be
17 necessary for the Director to carry out this section.

18 **SEC. 349. DEMONSTRATION PROJECT FLEXIBILITY FOR**
19 **THE OFFICE OF PERSONNEL MANAGEMENT.**

20 (a) LIMITATION ON DEMONSTRATION PROJECTS.—
21 Section 4703(d)(1) of title 5, United States Code, is
22 amended by striking “demonstration project shall” and all
23 that follows through “5-year period” and inserting “dem-
24 onstration period shall terminate before the end of the 10-
25 year period”.

1 (b) EVALUATION OF DEMONSTRATION PROJECTS.—

2 Section 4703 of title 5, United States Code, is amended
3 by striking subsection (h) and inserting the following:

4 “(h)(1) The Comptroller General of the United
5 States and the Director of the Office of Management and
6 Budget shall, every 5 years, each evaluate any demonstra-
7 tion project conducted under this section for the impacts
8 of such demonstration project on improving public man-
9 agement, which shall, at a minimum, evaluate the fol-
10 lowing:

11 “(A) The effectiveness of the demonstration
12 project in achieving the purpose identified in the
13 project plan.

14 “(B) Significant impacts on any other matters
15 important to attracting and maintaining a highly
16 qualified workforce.

17 “(C) The cost-effectiveness of the demonstra-
18 tion project.

19 “(D) Whether the Director of the Office of Per-
20 sonnel Management should continue, cease, or adjust
21 the demonstration project.

22 “(E) Whether the Director of the Office of Per-
23 sonnel Management should make the demonstration
24 project permanent.

1 “(2) The Director of the Office of Personnel Manage-
2 ment shall, every 5 years, contract with the National
3 Academy of Public Administration—

4 “(A) to conduct a study to evaluate any dem-
5 onstration project conducted under this section for
6 the impacts of such demonstration project on im-
7 proving public management, including an evaluation
8 of the items contained in paragraph (1); and

9 “(B) to submit to the Director of the Office of
10 Personnel Management a report on the results of
11 each such study.

12 “(3) The Director of the Office of Personnel Manage-
13 ment may promulgate regulations to make a demonstra-
14 tion project permanent, without requesting separate statu-
15 tory approval therefor, if at least one of the two officers
16 evaluating the demonstration project under paragraph (1)
17 recommends in such evaluation that the demonstration
18 project be expanded Governmentwide. In exercising the
19 authority under this paragraph, the Director of the Office
20 of Personnel Management may consider the reports made
21 under paragraph (2).”.

22 **SEC. 350. ADVANCED ASSESSMENT TOOLS FOR EXECUTIVE**
23 **AGENCY HIRING.**

24 (a) **ADOPTION OF SKILLS-BASED ASSESSMENT**
25 **TECHNOLOGY.**—The Director of the Office of Personnel

1 Management shall support the distribution to, and use by,
2 Executive agencies in their hiring processes of advanced
3 skills-based assessment technology that the Director of the
4 Office of Personnel Management has validated as effective
5 for the recruitment, qualification, and assessment of can-
6 didates. The Office of Personnel Management shall not
7 charge an Executive agency for the use of advanced skills-
8 based assessment technology that the Office has developed
9 or procured under this subsection.

10 (b) AUTHORIZATION OF APPROPRIATIONS.—There
11 are authorized to be appropriated to the Office of Per-
12 sonnel Management such sums as may be necessary to
13 carry out this section, including for entering into licensing
14 arrangements, purchasing technology, providing training,
15 and incurring other expenses related to the use and dis-
16 tribution to Executive agencies of the technology described
17 in subsection (a).

18 **SEC. 351. COMPETENCY STANDARDS FOR HUMAN RE-**
19 **SOURCES SPECIALISTS.**

20 Section 1303(b) of the Homeland Security Act of
21 2002 (5 U.S.C. 1401 note) is amended by inserting before
22 the period at the end the following: “, and to establish
23 competency standards for human resources employees, in-
24 cluding technical knowledge, analytical skills, and collabo-
25 rative skills”.

1 **SEC. 352. EVALUATION OF IMPROVEMENTS TO THE FED-**
2 **ERAL CIVIL SERVICE PERSONNEL SYSTEM.**

3 (a) **REPORTS REQUIRED.**—Not later than December
4 31, 2029, the Director of the Office of Management and
5 Budget and the Comptroller General shall each submit to
6 Congress a report evaluating changes to laws, regulations,
7 and policies governing the Federal civil service personnel
8 system that address or reflect recommendations contained
9 in the final report of the National Commission on Military,
10 National, and Public Service required under section
11 555(e)(1) of the National Defense Authorization Act for
12 Fiscal Year 2017 (Public Law 114–328; 130 Stat. 2136)
13 (in this section referred to as the “Commission Report”).

14 (b) **ADDITIONAL REPORT.**—Not later than 1 year
15 after the date of enactment of this Act, the Director of
16 the Office of Personnel Management shall contract with
17 the National Academy of Public Administration—

18 (1) to conduct a study evaluating changes to
19 laws, regulations, and policies governing the Federal
20 civil service personnel system that address or reflect
21 recommendations contained in the Commission Re-
22 port; and

23 (2) to submit to the Director of the Office of
24 Personnel Management, not later than December
25 31, 2029, a report on such study, which the Director
26 shall submit to Congress.

1 (c) ELEMENTS.—Each report under subsections (a)
2 and (b) shall include the following:

3 (1) A list of all changes to laws, regulations,
4 and policies governing the Federal civil service per-
5 sonnel system that address or reflect recommenda-
6 tions contained in the Commission Report.

7 (2) An evaluation of the changes identified
8 under paragraph (1), including assessments of—

9 (A) the effectiveness of the changes, espe-
10 cially with respect to enabling Executive agen-
11 cies to attract and retain highly qualified,
12 younger employees and employees with critical
13 skills;

14 (B) the cost of implementing the changes;
15 and

16 (C) the challenges associated with imple-
17 menting the changes.

18 (3) Additional recommendations from the Com-
19 mission Report that should be undertaken to attract
20 and retain a highly qualified workforce that meets
21 the needs of Executive agencies.

22 (4) Additional recommendations, as appro-
23 priate, to more effectively attract and retain a highly
24 qualified workforce that meets the needs of Execu-
25 tive agencies.

1 (d) DEFINITION.—In this section, the term “civil
2 service” has the meaning given that term in section 2101
3 of title 5, United States Code.

4 **SEC. 353. PROPOSALS FOR MODERN TALENT-MANAGEMENT**
5 **SYSTEM.**

6 (a) REPORTS REQUIRED.—Not later than December
7 31, 2034, the Director of the Office of Management and
8 Budget and the Comptroller General shall each submit to
9 the Committee on Homeland Security and Governmental
10 Affairs and the Committee on Armed Services of the Sen-
11 ate and the Committee on Oversight and Government Re-
12 form and the Committee on Armed Services of the House
13 of Representatives a report setting forth detailed proposals
14 for a modern talent-management system to replace exist-
15 ing civil service personnel systems.

16 (b) ADDITIONAL REPORT.—Not later than 1 year
17 after the date of enactment of this Act, the Director of
18 the Office of Personnel Management shall contract with
19 the National Academy of Public Administration—

20 (1) to conduct a study of proposals for a mod-
21 ern talent-management system to replace existing
22 civil service personnel systems; and

23 (2) to submit to the Director of the Office of
24 Personnel Management, not later than December
25 31, 2034, a report on such proposals, which the Di-

1 rector shall submit to the committees of Congress
2 referred to in subsection (a).

3 (c) ELEMENTS.—Each report under subsections (a)
4 and (b) shall include the following:

5 (1) A detailed proposal for a new, comprehen-
6 sive civil service personnel system designed to re-
7 place existing civil service personnel systems in Ex-
8 ecutive agencies, with particular attention to—

9 (A) classification;

10 (B) hiring;

11 (C) compensation;

12 (D) evaluation; and

13 (E) promotion.

14 (2) Evidence from previous changes to civil
15 service personnel systems that supports the proposed
16 design of the new civil service personnel system.

17 (3) Considerations of the views of relevant
18 stakeholders to proposed changes to the existing civil
19 service personnel systems.

20 (d) DEFINITION.—In this section, the term “civil
21 service” has the meaning given that term in section 2101
22 of title 5, United States Code.

1 **SEC. 354. ANNUAL REPORT ON BLENDED FEDERAL WORK-**
2 **FORCE.**

3 Section 1103(c) of title 5, United States Code, is
4 amended—

5 (1) in paragraph (1)—

6 (A) by striking “(c)(1)” and inserting
7 “(c)(1)(A)”; and

8 (B) by adding at the end the following:

9 “(B)(i) The Office of Personnel Management shall
10 collect from Executive agencies, other than elements of the
11 intelligence community (as defined in section 3(4) of the
12 National Security Act of 1947 (50 U.S.C. 3003(4))), on
13 at least an annual basis the following:

14 “(I) The total number of persons employed di-
15 rectly by the Executive agency.

16 “(II) The total number of prime contractor em-
17 ployees and subcontractor employees, as those terms
18 are defined in section 8701 of title 41, issued cre-
19 dentials allowing access to Executive agency prop-
20 erty or computer systems.

21 “(III) The total number of employees of Fed-
22 eral grant and cooperative agreement recipients, as
23 those legal instruments are described in sections
24 6304 and 6305 of title 31, United States Code, who
25 are issued credentials allowing access to Executive
26 agency property or computer systems.

1 “(IV) A total count of the workforce, including
2 employees, prime contractor employees, subcon-
3 tractor employees, grantee employees, and coopera-
4 tive agreement employees.

5 “(ii) The Office of Personnel Management shall com-
6 pile the data collected under clause (i) and issue, and post
7 on its website, an annual report containing the data.”; and

8 (2) in paragraph (2), by striking “paragraph
9 (1)” and inserting “paragraph (1)(A)”.

10 **SEC. 355. SENSE OF CONGRESS ON EFFECTIVE AND EFFI-**
11 **CIENT MANAGEMENT OF THE BLENDED FED-**
12 **ERAL WORKFORCE.**

13 (a) FINDINGS.—Congress finds the following:

14 (1) The implementation of Federal laws and the
15 competent administration of Federal programs re-
16 quire skilled and capable personnel.

17 (2) Executive agencies depend on a blended
18 workforce that includes Federal employees, employ-
19 ees of prime contractors and subcontractors per-
20 forming services to Executive agencies, and employ-
21 ees of State or local governments, nonprofit organi-
22 zations, or institutions of higher education per-
23 forming services to Executive agencies under the
24 terms of grants and cooperative agreements (in this
25 section referred to as “grantees”), all of whom make

1 essential contributions to achieving the missions of
2 the Government in service to the American people.

3 (3) Approximately 2,000,000 Federal employees
4 help to execute the laws of the United States, sup-
5 plemented by an unknown number, estimated to ex-
6 ceed 5,000,000, of employees of prime contractors,
7 subcontractors, and grantees providing services to
8 Executive agencies.

9 (4) Policymakers, Executive agencies, and ob-
10 servers have often focused on individual components
11 of the blended workforce, such as employees, without
12 considering all components or considering the entire
13 blended workforce and how all 3 components can
14 work most effectively together.

15 (5) Executive agencies inhibit their own work-
16 force planning and risk making decisions that may
17 reduce the overall efficiency and cost effectiveness of
18 the blended workforce by focusing on only 1 compo-
19 nent in isolation.

20 (6) Establishing artificial limits on headcounts
21 or full-time equivalent positions for Federal employ-
22 ees, administrators, and managerial employees of
23 Executive agencies may discourage the employment
24 of interns or entry-level employees to build a bal-
25 anced employment pipeline and may inadvertently

1 encourage managers to shift work to contractors and
2 grantees for the purpose of complying with such nu-
3 merical limits, even if those decisions are not justi-
4 fied by an approach to improve the efficiency or cost
5 effectiveness of the Executive agency's work.

6 (7) The Government Accountability Office has
7 identified strategic human capital management as a
8 high-risk area for the Federal Government, adding
9 that critical skills gaps "impede the government
10 from cost-effectively serving the public and achieving
11 results".

12 (b) SENSE OF CONGRESS.—It is the sense of Con-
13 gress that—

14 (1) Executive agencies should manage the en-
15 tire Federal blended workforce, including employees,
16 contractors, and grantees, using a comprehensive
17 and holistic approach to advance their missions as
18 effectively and cost efficiently as possible, within ap-
19 propriated budgets and without using artificial nu-
20 merical limits on headcounts or full-time-equivalent
21 positions; and

22 (2) Executive agencies should conduct a holistic
23 review of their blended workforce and develop a com-
24 prehensive plan to ensure an efficient and cost-effec-
25 tive blended workforce.

1 **Subtitle D—Advancement of Public**
2 **Service: Students, Recent Grad-**
3 **uates, and Critical Skills**

4 **SEC. 361. FEDERAL FELLOWSHIP AND SCHOLARSHIP CEN-**
5 **TER.**

6 (a) DEFINITIONS.—In this section:

7 (1) CENTER.—The term “Center” means the
8 Federal Fellowship and Scholarship Center estab-
9 lished under subsection (b).

10 (2) CIVIL SERVICE.—The term “civil service”
11 has the meaning given the term in section 2101 of
12 title 5, United States Code.

13 (3) COVERED AGENCY.—The term “covered
14 agency” means an Executive agency or military de-
15 partment.

16 (4) CRITICAL SKILLS.—The term “critical
17 skills” means any knowledge, skills, abilities, or edu-
18 cation that a sponsoring agency determines is nec-
19 essary to meet critical workforce requirements.

20 (5) DIRECTOR.—The term “Director” means
21 the Director of the Office of Personnel Management.

22 (6) EXECUTIVE DIRECTOR.—The term “Execu-
23 tive Director” means the Executive Director of the
24 Center appointed under subsection (c)(1).

1 (7) FELLOWSHIP.—The term “fellowship”
2 means a short-term employment opportunity (other
3 than a post-fellowship service requirement), of not
4 more than 2 years in length, that is intended to pro-
5 vide the recipient with work experience with a cov-
6 ered agency that prepares the recipient for perma-
7 nent employment with a covered agency.

8 (8) INSTITUTION OF HIGHER EDUCATION.—The
9 term “institution of higher education” has the
10 meaning given the term in section 101 of the Higher
11 Education Act of 1965 (20 U.S.C. 1001).

12 (9) INTERN.—The term “intern” means a stu-
13 dent enrolled in an institution of higher education
14 who is providing voluntary services to a covered
15 agency under section 3111(b) of title 5, United
16 States Code.

17 (10) SCHOLARSHIP.—The term “scholarship”
18 means—

19 (A) financial support paid by a covered
20 agency towards the cost to an individual of at-
21 tendance at an institution of higher education
22 that is authorized to participate in a Federal
23 student aid program under title IV of the High-
24 er Education Act of 1965 (20 U.S.C. 1070 et
25 seq.) in a course of study leading to a credential

1 in a critical skill or another program that re-
2 quires the individual to demonstrate an interest
3 in or agreement to pursue a career in public
4 service; or

5 (B) financial support paid by a covered
6 agency towards the cost to an individual of pro-
7 curing private instruction in a critical skill.

8 (11) SPONSORING AGENCY.—The term “spon-
9 soring agency” means any covered agency, or any
10 administration, service, board, or bureau part there-
11 of, that operates a fellowship or scholarship pro-
12 gram.

13 (b) ESTABLISHMENT OF FEDERAL FELLOWSHIP AND
14 SCHOLARSHIP CENTER.—The Director shall establish and
15 maintain a Federal Fellowship and Scholarship Center to
16 administer, manage, and promote all fellowship and schol-
17 arship programs in order to attract individuals to serve
18 in the Federal Government in a civilian capacity and facili-
19 tate the entry of those individuals into the civil service.

20 (c) MANAGEMENT OF CENTER.—

21 (1) EXECUTIVE DIRECTOR.—

22 (A) APPOINTMENT.—The Director shall
23 appoint an individual with appropriate expertise
24 to serve as the Executive Director of the Cen-

1 ter, which shall be a position in the Senior Ex-
2 ecutive Service.

3 (B) TERM.—The Executive Director shall
4 be appointed for a term of 5 years.

5 (2) ASSISTANT TO THE PRESIDENT FOR MILI-
6 TARY, NATIONAL, AND PUBLIC SERVICE.—The Di-
7 rector of the Council on Military, National, and Pub-
8 lic Service established under section 201 shall pro-
9 vide strategic guidance to, and facilitate interagency
10 cooperation with, the Executive Director.

11 (3) REGULATIONS.—The Executive Director
12 shall issue any regulations necessary to implement
13 and manage the Center.

14 (d) FUNCTIONS OF THE CENTER.—The Center
15 shall—

16 (1) establish, maintain, and operate an online
17 platform accessible to the public that contains infor-
18 mation regarding every fellowship and scholarship
19 opportunity available, including information on how
20 individuals may apply for the opportunity;

21 (2) approve, promote, and facilitate fellowship
22 and scholarship programs at the request of a spon-
23 soring agency to meet workforce requirements of the
24 sponsoring agency, especially in critical skill areas;

1 (3) develop a standard application for fellow-
2 ships and scholarships for use by applicants and
3 sponsoring agencies, which may be supplemented by
4 additional requirements of a sponsoring agency; and

5 (4) ensure that an individual who successfully
6 completes a fellowship or scholarship program is
7 able to utilize the noncompetitive eligibility for em-
8 ployment in the competitive service provided under
9 section 370(b).

10 (e) VIRTUAL STUDENT FEDERAL SERVICE.—

11 (1) IN GENERAL.—The Executive Director shall
12 establish and operate a Virtual Student Federal
13 Service, an online platform through which Executive
14 agencies may solicit for interns to work approxi-
15 mately 10 hours per week during the academic
16 school year.

17 (2) INTERN RESPONSIBILITIES.—An intern ap-
18 pointed by an Executive agency under paragraph
19 (1)—

20 (A) shall communicate with and submit
21 work to the Executive agency electronically; and

22 (B) shall not be required to travel.

23 (3) AGENCY RESPONSIBILITIES.—An Executive
24 agency sponsoring an opportunity through the Vir-
25 tual Student Federal Service shall provide the Cen-

1 ter with relevant information about the intern serv-
2 ices needed by the Executive agency.

3 (f) RESPONSIBILITIES AND AUTHORITIES OF SPON-
4 SORING AGENCIES.—The head of a sponsoring agency—

5 (1) shall establish the terms of each fellowship
6 or scholarship program, including eligibility require-
7 ments, compensation, and length of service require-
8 ments;

9 (2) shall provide the Center with the necessary
10 information on existing fellowship and scholarship
11 programs to enable the Center to fulfill its respon-
12 sibilities to promote and facilitate those programs
13 through the online platform and application process
14 described in paragraphs (1) and (3), respectively, of
15 subsection (d);

16 (3) shall select recipients of fellowships and
17 scholarships in a timely manner from among the ap-
18 plicants identified by the Center;

19 (4) with respect to a scholarship awarded to an
20 individual, may pay the scholarship—

21 (A) directly to the individual; or

22 (B) to the institution of higher education
23 in which the individual is enrolled, if applicable;
24 and

1 (5) shall comply with requests from the Center
2 for information about the status of the fellowship
3 and scholarship programs of the sponsoring agency.

4 (g) REPORTS TO CONGRESS.—Not later than 1 year
5 after the date of enactment of this Act, the Executive Di-
6 rector shall submit to Congress a report on the establish-
7 ment of the Center, including—

8 (1) the status of the online platform established
9 under subsection (d)(1);

10 (2) the participation of sponsoring agencies;

11 (3) the number of applicants; and

12 (4) any additional information the Director re-
13 quires.

14 (h) AUTHORIZATION OF APPROPRIATIONS.—There
15 are authorized to be appropriated such sums as may be
16 necessary to carry out this section.

17 **SEC. 362. PUBLIC SERVICE CORPS.**

18 (a) DEFINITIONS.—In this section:

19 (1) TERMS DEFINED IN SECTION 361.—The
20 terms “civil service”, “Center”, “covered agency”,
21 “Director”, and “Executive Director” have the
22 meanings given those terms in section 361.

23 (2) OTHER TERMS.—

24 (A) INSTITUTION OF HIGHER EDU-
25 CATION.—The term “institution of higher edu-

1 cation” has the meaning given the term in sec-
2 tion 101 of the Higher Education Act of 1965
3 (20 U.S.C. 1001).

4 (B) PUBLIC SERVICE CORPS HOST; PSC
5 HOST.—The term “Public Service Corps host”
6 or “PSC host” means an institution of higher
7 education that has been selected by the Center
8 to host Public Service Corps members.

9 (C) PUBLIC SERVICE CORPS HOST PRO-
10 GRAM; PSC HOST PROGRAM.—The term “Public
11 Service Corps host program” or “PSC host pro-
12 gram” means a program operated by a PSC
13 host under this section.

14 (D) PUBLIC SERVICE CORPS MEMBER; PSC
15 MEMBER.—The term “Public Service Corps
16 member” or “PSC member” means a student
17 at a Public Service Corps host who is awarded
18 a Public Service Corps scholarship.

19 (E) PUBLIC SERVICE CORPS SCHOLAR-
20 SHIP.—The term “Public Service Corps scholar-
21 ship” means a scholarship provided to an indi-
22 vidual in exchange for a commitment from the
23 individual to serve in the civil service upon—

24 (i) completion of requirements estab-
25 lished by the sponsoring agency; and

1 (ii) graduation from the PSC host.

2 (F) SPONSORING AGENCY.—The term
3 “sponsoring agency” means a covered agency
4 that funds a Public Service Corps scholarship
5 for an individual.

6 (b) ESTABLISHMENT.—The Director shall establish
7 within the Center a Public Service Corps Program.

8 (c) SELECTION OF PUBLIC SERVICE CORPS
9 HOSTS.—

10 (1) SELECTION.—The Executive Director shall
11 select a PSC host through a competitive process
12 using criteria established by the Executive Director,
13 which shall include a demonstrated commitment by
14 the institution of higher education concerned to fos-
15 ter public service careers.

16 (2) STANDARDS; CONSISTENCY.—The Executive
17 Director shall—

18 (A) develop standards for PSC hosts; and

19 (B) ensure consistency among PSC host
20 programs.

21 (3) APPLICATION REQUIREMENTS FOR PSC
22 HOSTS.—An institution of higher education that de-
23 sires to become a PSC host shall apply to the Center
24 at such time and in such manner as required under
25 the regulations issued under subsection (i).

1 (4) PSC INTERACTION WITH OTHER TRAINING
2 PROGRAMS.—A PSC host that also supports a Sen-
3 ior Reserve Officers’ Training Corps program under
4 section 2102 of title 10, United States Code, or a
5 Defense Civilian Training Corps established under
6 chapter 113 of title 10, United States Code, shall—

7 (A) establish joint leadership training op-
8 portunities;

9 (B) offer joint courses; and

10 (C) permit PSC members, members of the
11 Senior Reserve Officers’ Training Corps pro-
12 gram, and members of the Defense Civilian
13 Training Corps program to enroll in coursework
14 from either of the other 2 programs, on a
15 space-available basis.

16 (5) INTEGRATION OF STATE, LOCAL, AND TRIB-
17 AL GOVERNMENT SERVICE PROGRAMS.—A PSC host
18 shall consider the establishment of public service
19 scholarship programs with State, local, and Tribal
20 governments that are similar to the PSC host pro-
21 gram, with the goal of integrating PSC members
22 and State, local, and Tribal scholarship students in
23 PSC programs on campus.

24 (d) SELECTION OF PUBLIC SERVICE CORPS MEM-
25 BERS.—

1 (1) APPLICATION.—A student interested in a
2 PSC scholarship shall submit an application to the
3 sponsoring agency at such time and in such manner
4 as the Executive Director may require.

5 (2) SELECTION.—A sponsoring agency shall se-
6 lect each student to whom the sponsoring agency
7 will offer a PSC scholarship.

8 (3) ELIGIBILITY.—An applicant may receive a
9 PSC scholarship only if the applicant is enrolled in
10 or admitted to a PSC host.

11 (4) SCHOLARSHIPS.—

12 (A) DURATION.—A sponsoring agency may
13 offer a scholarship with a duration of 2 years,
14 3 years, or 4 years to a PSC member.

15 (B) SOCIOECONOMIC DIVERSITY.—To en-
16 sure socioeconomic diversity, a sponsoring agen-
17 cy shall reserve a portion of the scholarships of-
18 fered by the agency for students who meet the
19 eligibility requirements for a Federal Pell Grant
20 under section 401 of the Higher Education Act
21 of 1965 (20 U.S.C. 1070a).

22 (e) REQUIREMENTS FOR PUBLIC SERVICE CORPS
23 MEMBERS.—

1 (1) CONTRACT.—A sponsoring agency shall
2 enter into a contract with a PSC member in accord-
3 ance with paragraph (2).

4 (2) REQUIREMENTS.—A contract entered into
5 under paragraph (1) shall include—

6 (A) a requirement that the PSC member
7 be enrolled full-time as a student at a PSC
8 host;

9 (B) any conditions imposed by the spon-
10 soring agency on the scholarship, including—

11 (i) whether the PSC member must
12 complete a specific academic program,
13 major, certificate, or coursework relevant
14 to the needs of the sponsoring agency; and

15 (ii) the consequences if the PSC mem-
16 ber does not comply with the terms and
17 conditions of the scholarship;

18 (C) any obligations imposed by the spon-
19 soring agency on the PSC member to partici-
20 pate in structured academic and experiential
21 leadership training, a community service
22 project, or an internship with a Federal, State,
23 local, or Tribal entity;

1 (D) a requirement that the PSC member
2 serve in the civil service for a 4-year period
3 upon—

4 (i) completion of requirements estab-
5 lished by the sponsoring agency; and

6 (ii) graduation from the PSC host;
7 and

8 (E) any other terms or conditions as deter-
9 mined by the sponsoring agency.

10 (f) RESPONSIBILITIES AND AUTHORITIES OF SPON-
11 SORING AGENCIES.—

12 (1) SELECTION OF SCHOLARSHIP RECIPI-
13 ENTS.—A sponsoring agency shall interview and se-
14 lect scholarship recipients in accordance with proce-
15 dures established by the Executive Director.

16 (2) AMOUNT OF SCHOLARSHIP.—

17 (A) MINIMUM.—The annual amount of a
18 scholarship offered by a sponsoring agency may
19 not be less than the maximum amount of a
20 Federal Pell Grant under section 401 of the
21 Higher Education Act of 1965 (20 U.S.C.
22 1070a) that a student eligible for a Federal Pell
23 Grant may receive in the aggregate (without re-
24 gard to whether the funds are provided through
25 discretionary or mandatory appropriations), for

1 the award year for which the PSC scholarship
2 is offered.

3 (B) RELATION TO ELIGIBILITY FOR OTHER
4 FEDERAL STUDENT ASSISTANCE.—The eligi-
5 bility of an individual for Federal student as-
6 sistance provided under title IV of the Higher
7 Education Act of 1965 (20 U.S.C. 1070 et
8 seq.) shall not be affected by receipt of a PSC
9 scholarship.

10 (C) OTHER BENEFITS.—Other benefits
11 that may be accrued, such as pay for intern-
12 ships or travel allowances, shall not count to-
13 ward the minimum amount of the scholarship
14 required under subparagraph (A).

15 (3) COORDINATION OF INTERNSHIP OPPORTU-
16 NITIES.—A sponsoring agency shall coordinate in-
17 ternship opportunities for a PSC member during the
18 term of the scholarship of the PSC member.

19 (4) SECURITY CLEARANCES.—A sponsoring
20 agency shall coordinate, sponsor, and manage the
21 process for a PSC member to obtain any necessary
22 security clearances.

23 (g) PUBLIC SERVICE EMPLOYMENT.—

24 (1) NONCOMPETITIVE APPOINTMENTS FOR IN-
25 TERNSHIPS.—An covered agency may noncompeti-

1 tively appoint, for temporary employment, a PSC
2 member for the purpose of completing an internship.

3 (2) OTHER NONCOMPETITIVE APPOINT-
4 MENTS.—A sponsoring agency may noncompetitively
5 appoint to the competitive service, for other than
6 temporary employment, a PSC member who has—

7 (A) satisfactorily completed the require-
8 ments of the PSC scholarship; and

9 (B) graduated from the PSC host.

10 (3) SERVICE COMMITMENT.—

11 (A) IN GENERAL.—If a sponsoring agency
12 makes an offer of employment to a PSC mem-
13 ber sponsored by the sponsoring agency after
14 the PSC member satisfactorily completes the
15 requirements of a PSC scholarship and grad-
16 uates from a PSC host, the PSC member shall
17 accept the offer.

18 (B) NO OFFER BY SPONSORING AGENCY.—

19 If a sponsoring agency does not make an offer
20 of employment to a PSC member described in
21 subparagraph (A), the PSC member—

22 (i) shall be eligible for noncompetitive
23 appointment to the competitive service by
24 a covered agency during the 3-year period

1 beginning on the date on which the PSC
2 member graduated from the PSC host; and
3 (ii) may fulfill the service commitment
4 of the PSC member described in subsection
5 (e)(2)(D) through employment with any
6 covered agency.

7 (h) FAILURE TO COMPLETE SCHOLARSHIP RE-
8 QUIREMENTS.—

9 (1) LIABILITY FOR RESTITUTION IN CASE OF
10 NONCOMPLETION OR DECLINATION OF EMPLOY-
11 MENT.—A PSC member who does not complete the
12 required course of instruction, fails to graduate in
13 accordance with the terms of the Public Service
14 Corps scholarship, or fails to complete the 4-year
15 service commitment described in subsection
16 (e)(2)(D) shall, subject to paragraph (2) of this sub-
17 section, repay the amount of the scholarship to the
18 sponsoring agency.

19 (2) WAIVER OF LIABILITY.—The Executive Di-
20 rector may, in extraordinary circumstances, waive
21 some or all of the liability for the 4-year service
22 commitment under subsection (d)(4)(B) or the re-
23 quirements of paragraph (1) of this subsection.

1 (i) REGULATIONS.—The Director and the Executive
2 Director shall jointly issue any regulations necessary to
3 carry out this section.

4 (j) AUTHORIZATION OF APPROPRIATIONS.—There
5 are authorized to be appropriated such sums as may be
6 necessary to carry out this section.

7 **SEC. 363. PUBLIC SERVICE ACADEMY GRANTS.**

8 (a) DEFINITIONS.—In this section:

9 (1) ENROLLMENT OF NEEDY STUDENTS.—The
10 term “enrollment of needy students” has the mean-
11 ing given the term in section 312(d) of the Higher
12 Education Act of 1965 (20 U.S.C. 1058(d)).

13 (2) INSTITUTION OF HIGHER EDUCATION.—The
14 term “institution of higher education” has the
15 meaning given the term in section 101(a) of the
16 Higher Education Act of 1965 (20 U.S.C. 1001(a)).

17 (3) PUBLIC SERVICE.—The term “public serv-
18 ice” means civilian employment in the Federal Gov-
19 ernment or a State, local, or Tribal government in
20 the United States.

21 (4) PUBLIC SERVICE ACADEMY.—The term
22 “public service academy” means a leadership devel-
23 opment program at an institution of higher edu-
24 cation that is designed to prepare students for public

1 service through curricular, extracurricular, experien-
2 tial learning, and internship programs.

3 (5) PUBLIC SERVICE ACADEMY COST.—The
4 term “public service academy cost” means the cost
5 of developing and administering a public service
6 academy at an institution of higher education.

7 (6) SECRETARY.—The term “Secretary” means
8 the Secretary of Education.

9 (b) PROGRAM AUTHORIZED.—The Secretary shall es-
10 tablish and administer a program to issue grants to not
11 more than 50 institutions of higher education, on a com-
12 petitive basis, to support the development of public service
13 academies—

14 (1) to attract postsecondary students to careers
15 in public service;

16 (2) to promote public service as a career path
17 for younger Americans;

18 (3) to prepare future generations with skills
19 needed in all levels of public service; and

20 (4) to support the Federal Government and
21 State, local, and Tribal governments in their efforts
22 to attract exceptional talent from the Nation’s re-
23 cent graduates.

24 (c) GRANT APPLICATION.—An institution of higher
25 education seeking a grant under this section shall submit

1 an application to the Secretary at such time, in such man-
2 ner, and containing such information as the Secretary may
3 require. Such application shall include—

4 (1) a plan for the development of a public serv-
5 ice academy, including an account of existing cur-
6 ricular, extracurricular, experiential learning, and in-
7 ternship programs at the institution of higher edu-
8 cation that would be included in the public service
9 academy, as well as new curricular, extracurricular,
10 experiential learning, and internship programs that
11 would be established with grant funds;

12 (2) an assessment of anticipated costs for the
13 public service academy in each of the first 4 years
14 of operation, including the potential sources of non-
15 Federal funds to be used for the public service acad-
16 emy; and

17 (3) information regarding the enrollment of
18 needy students at the institution of higher edu-
19 cation.

20 (d) SELECTION BY COMPETITIVE PROCESS.—

21 (1) IN GENERAL.—The Secretary shall issue
22 grants under this section pursuant to a competitive
23 process and shall establish rules for evaluating appli-
24 cants and awarding grants under this section.

1 (2) RESERVATION OF FUNDS FOR CERTAIN IN-
2 STITUTIONS.—Of the funds made available for
3 grants under this section, the Secretary shall reserve
4 not less than 50 percent for grants to institutions of
5 higher education that have enrollments of needy stu-
6 dents.

7 (3) EQUITABLE GEOGRAPHIC DISTRIBUTION OF
8 GRANTS.—To the extent practicable, the Secretary
9 shall ensure an equitable geographic distribution of
10 grants awarded under this section.

11 (e) DURATION AND AMOUNT OF FEDERAL
12 GRANTS.—

13 (1) DURATION.—A grant under this section
14 shall be awarded for a period of not more than 4
15 years.

16 (2) CERTAIN COSTS EXCLUDED.—A grant
17 under this section shall not include funds for the
18 cost of any curricular, extracurricular, experiential
19 learning, and internship programs maintained or
20 sponsored by the institution of higher education at
21 the time an application for a grant under this sec-
22 tion is made.

23 (3) AMOUNT OF GRANT.—The amount of the
24 grant may not exceed—

1 (A) 75 percent of the public service acad-
2 emy cost in the first year; and

3 (B) 50 percent of the public service acad-
4 emy cost in each of the second, third, and
5 fourth years.

6 (f) PERMISSIBLE USES.—An institution of higher
7 education receiving a grant under this section may use
8 funds from the grant—

9 (1) to develop, expand, and modify curricula to
10 prepare students for careers in public service, includ-
11 ing experiential learning components of curricula;

12 (2) to create and administer classroom activi-
13 ties, thesis projects, individual or team projects, in-
14 ternships, degree or certificate programs, or commu-
15 nity service activities related to promoting public
16 service and preparing students for careers in public
17 service;

18 (3) to collaborate with government entities,
19 nonprofit organizations, or consortia of such entities
20 and organizations to provide students with public
21 service-related work experiences and introduce stu-
22 dents to potential careers upon their graduation;

23 (4) to provide scholarships for students who
24 participate in the public service academy; and

1 (5) to evaluate the effectiveness of the public
2 service academy as it relates to leading participants
3 into careers with local, State, or Federal Govern-
4 ment agencies.

5 (g) ANNUAL GRANTEE REPORT.—A recipient of a
6 grant under this section shall submit to the Secretary on
7 an annual basis a comprehensive report on the public serv-
8 ice academy supported by the grant and the use of the
9 grant funds to support the academy. The Secretary shall
10 provide guidance on what information shall be included
11 in the report.

12 (h) CONGRESSIONAL REPORTS.—The Secretary
13 shall—

14 (1) not later than 12 months after the date of
15 the enactment of this Act and every 12 months
16 thereafter, submit to Congress a report on the re-
17 sults or outcomes of all public service academies pro-
18 vided grants under this section and the potential
19 need for additional funding for such academies; and

20 (2) in the fourth annual report submitted under
21 paragraph (1), include a recommendation to Con-
22 gress about whether the grant program under this
23 section should receive continued funding.

1 (i) AUTHORIZATION OF APPROPRIATIONS.—There
2 are authorized to be appropriated such sums as may be
3 necessary to carry out this section.

4 **SEC. 364. PUBLIC SERVICE CADET PROGRAM AT MILITARY**
5 **SERVICE ACADEMIES.**

6 (a) PLAN FOR PUBLIC SERVICE CADET PROGRAM.—
7 The Superintendent of each military service academy, in
8 consultation with the Secretaries of the military depart-
9 ments and the Director of the Office of Personnel Manage-
10 ment, shall develop a plan to create a program for the
11 instruction of and preparation for public service of certain
12 cadets at such service academy, in accordance with sub-
13 section (b).

14 (b) ELEMENTS OF PLAN.—The plan described in
15 subsection (a) shall—

16 (1) provide for the appointment of cadets to a
17 public service cadet program representing at least 5
18 percent of the total incoming class at each academy,
19 with no corresponding decline in enrollment of mili-
20 tary cadets or midshipmen;

21 (2) require that each graduate of the public
22 service cadet program accept an appointment to the
23 Federal civil service and commit to serve in the Fed-
24 eral civil service for a period of 5 years after such
25 appointment;

1 (3) provide a process for any graduate who does
2 not serve in a position in the Federal civil service or
3 who resigns from a position in the Federal civil serv-
4 ice before the expiration of the 5-year service com-
5 mitment to pay back the cost of the graduate's edu-
6 cation at the military service academy, consistent
7 with requirements of military cadets or midshipmen,
8 along with a process for the Superintendent to issue
9 a waiver to all or part of such requirement;

10 (4) specify the training, curricular, and other
11 requirements for public service cadets;

12 (5) address the applicability of the Uniform
13 Code of Military Justice or alternative disciplinary
14 procedures to public service cadets; and

15 (6) provide a detailed plan for implementing the
16 public service cadet program, including the amount
17 of time needed to implement the plan.

18 (c) SUBMITTAL TO CONGRESS.—Not later than one
19 year after the date of the enactment of this Act, the Su-
20 perintendent of each military service academy shall submit
21 to the Committees on Armed Services of the Senate and
22 the House of Representatives the plan developed by such
23 Superintendent under this section.

1 **SEC. 365. COMPENSATION FOR FEDERAL INTERNS.**

2 (a) FEDERAL AGENCY INTERNS.—Section 3111 of
3 title 5, United States Code, is amended—

4 (1) in subsection (b)(1), by inserting before the
5 semicolon the following: “, but only insofar as the
6 institution provides academic credit to the student
7 for the voluntary service”; and

8 (2) by adding at the end the following:

9 “(f) An agency may provide reimbursement for trans-
10 portation and subsistence expenses for any student who
11 provides voluntary service under subsection (b), pursuant
12 to regulations issued by the Office of Personnel Manage-
13 ment.”.

14 (b) LEGISLATIVE BRANCH INTERNS.—Part 3 of title
15 IV of the Legislative Reorganization Act of 1970 (2
16 U.S.C. 4101) is amended by adding at the end the fol-
17 lowing:

18 **“SEC. 432. INTERNS IN THE LEGISLATIVE BRANCH.**

19 “(a) DEFINITIONS.—In this section:

20 “(1) INTERN.—The term ‘intern’ means, with
21 respect to a legislative branch office, an individual
22 who serves in the legislative branch office for not
23 more than 120 days in a 12-month period and whose
24 service is primarily for the educational experience of
25 the individual.

1 “(2) LEGISLATIVE BRANCH OFFICE.—The term
2 ‘legislative branch office’ means each of the fol-
3 lowing:

4 “(A) An employing office, as defined in
5 section 101 of the Congressional Accountability
6 Act of 1995 (2 U.S.C. 1301).

7 “(B) The Government Accountability Of-
8 fice.

9 “(C) The Government Publishing Office.

10 “(b) IN GENERAL.—The head of each legislative
11 branch office shall pay an intern who serves in the legisla-
12 tive branch office not less than the minimum wage rate
13 established under section 6 of the Fair Labor Standards
14 Act of 1938 (29 U.S.C. 206), unless—

15 “(1) the intern is a student who is participating
16 in a program established by the institution at which
17 the intern is enrolled; and

18 “(2) the institution provides academic credit to
19 the student for the voluntary service of the intern.

20 “(3) BENEFIT EXCLUSION.—Interns com-
21 pensated under this subsection shall be excluded
22 from the operation of the following provisions of title
23 5, United States Code:

24 “(A) Chapter 84 (relating to the Federal
25 Employees Retirement System).

1 “(B) Chapter 87 (relating to life insur-
2 ance).

3 “(C) Chapter 89 (relating to health insur-
4 ance).

5 “(c) SENATE ALLOWANCE.—There is established for
6 the Senate an allowance which shall be available for the
7 compensation of interns who serve in the offices of Sen-
8 ators during a calendar year.”.

9 (c) FEDERAL JUDICIARY INTERNS.—

10 (1) COMPENSATION.—The Director of the Ad-
11 ministrative Office of the United States Courts shall
12 issue regulations to provide for the compensation of
13 all interns serving in the judicial branch.

14 (2) INTERN DEFINED.—In this subsection, the
15 term “intern” means an individual—

16 (A) who serves in a court of the United
17 States or the Administrative Office of the
18 United States Courts for not more than 120
19 days during a 12-month period; and

20 (B) whose service is primarily for the edu-
21 cational experience of the individual.

22 (d) AUTHORIZATION OF APPROPRIATIONS.—There
23 are authorized to be appropriated such sums as may be
24 necessary to carry out this section and the amendments
25 made by this section.

1 **SEC. 366. ESTABLISHMENT OF PATHWAYS PROGRAM.**

2 (a) DEFINITIONS.—In this section:

3 (1) AGENCY.—The term “agency” means—

4 (A) an Executive agency, as defined in sec-
5 tion 105 of title 5, United States Code; and

6 (B) the Government Publishing Office.

7 (2) CIVIL SERVICE.—The term “civil service”
8 has the meaning given the term in section 2101 of
9 title 5, United States Code.

10 (3) COMPETITIVE SERVICE.—The term “com-
11 petitive service” has the meaning given the term in
12 section 2102 of title 5, United States Code.

13 (4) DIRECTOR.—The term “Director” means
14 the Director of the Office.

15 (5) EXCEPTED SERVICE.—The term “excepted
16 service” has the meaning given the term in section
17 2103 of title 5, United States Code.

18 (6) OFFICE.—The term “Office” means the Of-
19 fice of Personnel Management.

20 (b) ESTABLISHMENT.—

21 (1) IN GENERAL.—The Director shall establish
22 the Pathways Program.

23 (2) PURPOSE.—The purpose of the Pathways
24 Program is to promote employment opportunities in
25 the Federal workforce for students and recent grad-
26 uates by excepting participants in the Program from

1 competitive service hiring requirements for certain
2 positions in the civil service.

3 (3) SUB-PROGRAMS.—The Pathways Program
4 shall consist of an Internship Program and a Recent
5 Graduates Program.

6 (c) REGULATIONS.—The Director shall issue regula-
7 tions for the Pathways Program, which shall include—

8 (1) a description of the positions that agencies
9 may fill through the Pathways Program because
10 conditions of good administration necessitate except-
11 ing those positions from the competitive hiring rules;

12 (2) rules governing whether, to what extent,
13 and in what manner agencies must provide public
14 notice of job opportunities in the Pathways Pro-
15 gram;

16 (3) a description of opportunities for career de-
17 velopment, training, and mentorship for participants
18 in the Pathways Program;

19 (4) requirements that managers assess the per-
20 formance of participants in the Pathways Program
21 to identify the individuals who should be considered
22 for conversion to career civil service positions;

23 (5) a description of oversight by the Office of
24 the use of the Pathways Program by agencies to en-
25 sure that—

1 (A) the Pathways Program serves as a
2 supplement to, and not a substitute for, the
3 competitive hiring process; and

4 (B) agencies are using the Pathways Pro-
5 gram in order to develop talent for careers in
6 the civil service;

7 (6) a description of plans by the Office to evalu-
8 ate—

9 (A) the effectiveness of agencies in recruit-
10 ing and retaining talent using the Pathways
11 Program; and

12 (B) the satisfaction of the students and
13 graduates participating in the Pathways Pro-
14 gram; and

15 (7) standard naming conventions across agen-
16 cies, so that students and recent graduates can
17 clearly understand and compare the available career
18 pathway opportunities in the Federal Government.

19 (d) INTERNSHIP PROGRAM.—

20 (1) IN GENERAL.—The Internship Program
21 shall provide a student in high school, a community
22 college, a 4-year institution of higher education, a
23 trade school, a career or technical education pro-
24 gram, or another qualifying educational institution
25 or program, as determined by the Director, with

1 paid opportunities to work in agencies and explore
2 Federal careers while still in school.

3 (2) PRINCIPLES AND POLICIES.—The following
4 principles and policies shall govern the Internship
5 Program:

6 (A) A participant in the Internship Pro-
7 gram shall be a student enrolled, or accepted
8 for enrollment, in a qualifying educational insti-
9 tutions or program, as determined by the Direc-
10 tor.

11 (B) Subject to such exceptions as may be
12 provided by regulation, an agency shall provide
13 an intern with meaningful developmental work
14 and set clear expectations regarding the work
15 experience of the intern.

16 (C) A student employed by a third-party
17 internship provider but placed in an agency
18 may, to the extent permitted by regulation, be
19 treated as a participant in the Internship Pro-
20 gram.

21 (D) An agency shall participate in the In-
22 ternship Program for the primary purpose of
23 developing and evaluating entry-level talent for
24 future permanent employment with the Federal
25 Government.

1 (e) RECENT GRADUATES PROGRAM.—

2 (1) IN GENERAL.—The Recent Graduates Pro-
3 gram shall provide an individual who has recently
4 graduated from a qualifying educational institution
5 or program with developmental experiences in the
6 Federal Government intended to promote a possible
7 career in the civil service.

8 (2) PRINCIPLES AND POLICIES.—The following
9 principles and policies shall govern the Recent Grad-
10 uates Program:

11 (A)(i) Except as provided in clause (ii), a
12 participant in the Recent Graduates Program
13 shall have obtained a qualifying degree, or com-
14 pleted a qualifying career or technical education
15 program, as determined by the Director, during
16 the 3-year period preceding application to the
17 Recent Graduates Program.

18 (ii) In the case of a veteran who, due to
19 the military service obligation of the veteran,
20 would be precluded from participating in the
21 Recent Graduates Program because the veteran
22 is unable to apply during the 3-year period re-
23 quired under clause (i), that clause shall be ap-
24 plied by substituting “6-year period” for “3-
25 year period”.

1 (B) Responsibilities assigned to a recent
2 graduate shall be consistent with—

3 (i) the qualifications, educational
4 background, and career interests of the
5 graduate;

6 (ii) the purpose of the Recent Grad-
7 uates Program; and

8 (iii) the needs of agencies.

9 (f) APPOINTMENT AND CONVERSION.—The following
10 requirements shall apply to an appointment in the Path-
11 ways Program:

12 (1) An appointment to the Pathways Program
13 shall be under the excepted service.

14 (2) An appointment to the Recent Graduates
15 Program may not exceed 2 years, unless extended by
16 the employing agency for a period of not more than
17 120 days.

18 (3) An appointment to the Pathways Program
19 shall not confer any right to further Federal employ-
20 ment in the competitive service or the excepted serv-
21 ice upon the expiration of the appointment, except
22 that an agency—

23 (A) may convert a participant noncompeti-
24 tively to a term, career, or career-conditional
25 appointment after the participant satisfies re-

1 quirements to be established by the Director;
2 and

3 (B) may noncompetitively convert a partic-
4 ipant who was initially converted to a term ap-
5 pointment under this section to a career or ca-
6 reer-conditional appointment before the term
7 appointment expires.

8 (g) DEFINITION OF FEDERAL INTERNSHIP PRO-
9 GRAM.—Section 3111a(c)(1) of title 5, United States
10 Code, is amended—

11 (1) by redesignating subparagraphs (B), (C),
12 and (D) as subparagraphs (C), (D), and (E), respec-
13 tively; and

14 (2) by inserting after subparagraph (A) the fol-
15 lowing:

16 “(B) the Internship Program established
17 under section 366(d) of the Inspired to Serve
18 Act of 2025;”.

19 **SEC. 367. ENHANCED HIRING FOR RECENT COLLEGE GRAD-**
20 **UATES AND POST-SECONDARY STUDENTS.**

21 (a) RECENT GRADUATE HIRING AUTHORITY.—Sec-
22 tion 3115(e) of title 5, United States Code, is amended—

23 (1) in paragraph (1), by striking all that follows
24 “exceed” and inserting the following: “exceed the
25 greater of—

1 “(A) the number equal to 15 percent of
2 the number of individuals that the agency head
3 appointed during the previous fiscal year to per-
4 manent employment; or

5 “(B) the number equal to 1 percent of the
6 average number of permanent employees in the
7 agency during the previous fiscal year.”; and

8 (2) by striking paragraph (2) and inserting the
9 following:

10 “(2) TEMPORARY CAP INCREASE.—

11 “(A) IN GENERAL.—Under a regulation
12 prescribed under subsection (f), the Director
13 shall increase the limit on the number of indi-
14 viduals that may be appointed by the head of
15 an agency under paragraph (1) of this sub-
16 section during a fiscal year as necessary to
17 meet the target under section 368 of the In-
18 spired to Serve Act of 2025 (relating to aggre-
19 gate number of hires of recent college graduates
20 and post-secondary students).

21 “(B) DURATION.—The increased limit
22 under subparagraph (A) shall terminate not
23 later than September 30, 2034.”.

1 (b) POST-SECONDARY STUDENT HIRING AUTHOR-
2 ITY.—Section 3116 of title 5, United States Code, is
3 amended—

4 (1) in subsection (d)—

5 (A) in paragraph (1), by striking all that
6 follows “exceed” and inserting the following:
7 “exceed the greater of—

8 “(A) the number equal to 15 percent of
9 the number of individuals that the agency head
10 appointed during the previous fiscal year to per-
11 manent employment; or

12 “(B) the number equal to 1 percent of the
13 average number of permanent employees in the
14 agency during the previous fiscal year.”; and

15 (B) by striking paragraph (2) and insert-
16 ing the following:

17 “(2) TEMPORARY CAP INCREASE.—

18 “(A) IN GENERAL.—Under a regulation
19 prescribed under subsection (g), the Director
20 shall increase the limit on the number of indi-
21 viduals that may be appointed by a head of an
22 agency under paragraph (1) of this subsection
23 during a fiscal year as necessary to meet the
24 target under section 368 of the Inspired to
25 Serve Act of 2025 (relating to aggregate num-

1 ber of hires of recent college graduates and
2 post-secondary students).

3 “(B) DURATION.—The increased limit
4 under subparagraph (A) shall terminate not
5 later than September 30, 2031.”; and

6 (2) in subsection (e)(2), by striking “640” and
7 inserting “400”.

8 **SEC. 368. AGGREGATE NUMBER OF HIRES OF RECENT COL-**
9 **LEGE GRADUATES AND POST-SECONDARY**
10 **STUDENTS.**

11 (a) TARGETS.—The Director of the Office of Per-
12 sonnel Management shall ensure that the aggregate num-
13 ber of applicants hired into term or permanent positions
14 in the competitive service at Federal agencies under sec-
15 tion 366 of this Act (relating to the Pathways Program),
16 section 1106 of the National Defense Authorization Act
17 for Fiscal Year 2017 (10 U.S.C. note prec. 1580; Public
18 Law 114–238), and sections 3115 and 3116 of title 5,
19 United States Code (as amended by section 367 of this
20 Act)—

21 (1) by September 30, 2029, is not less than
22 30,000; and

23 (2) by September 30, 2034, is not less than
24 50,000.

1 (b) PRO RATA SHARE DETERMINATION.—The Direc-
 2 tor shall determine the pro rata share, for each fiscal year,
 3 of the obligation of each Federal agency to meet the tar-
 4 gets under subsection (a), based on the number of posi-
 5 tions in the competitive service at the agency as compared
 6 with the total number of positions in the competitive serv-
 7 ice across all agencies.

8 (c) SHORTFALL DETERMINATION.—Each fiscal year,
 9 the Director shall determine the progress of each Federal
 10 agency in achieving the targets under subsection (a) by
 11 subtracting the number of applicants hired into term or
 12 permanent positions in the competitive service at the agen-
 13 cy during the preceding fiscal year under the provisions
 14 of law set forth in subsection (a) from the pro rata share
 15 of the agency determined under subsection (b).

16 **SEC. 369. DEMONSTRATION PROJECT TO HIRE RECENT**
 17 **COLLEGE GRADUATES AND POST-SEC-**
 18 **ONDARY STUDENTS WITH CRITICAL SKILLS.**

19 (a) DEFINITIONS.—In this section:

20 (1) DIRECTOR.—The term “Director” means
 21 the Director of the Office of Personnel Management.

22 (2) INTERNSHIP PROGRAM.—The term “intern-
 23 ship program” has the meaning given the term in
 24 section 3111a(c)(1) of title 5, United States Code,
 25 as amended by section 366(g) of this Act.

1 (b) DEMONSTRATION PROJECT.—

2 (1) PURPOSE.—The Director shall, pursuant to
3 section 4703 of title 5, United States Code, carry
4 out a demonstration project described in paragraph
5 (2) of this subsection for the purpose of—

6 (A) assessing the sufficiency of hiring au-
7 thorities to meet the hiring needs of Executive
8 agencies in positions that require critical skills;
9 and

10 (B) determining whether changes are need-
11 ed in methods of establishing qualification re-
12 quirements for, recruitment for, and appoint-
13 ment to, positions described in subparagraph
14 (A).

15 (2) PROJECT DESCRIBED.—Under the dem-
16 onstration project under paragraph (1), an Execu-
17 tive agency shall appoint—

18 (A) students to internship programs for
19 the purpose of acquiring critical skills that ad-
20 dress the needs of the Executive agency; or

21 (B) recent graduates to full-time positions
22 in the Executive agency that require critical
23 skills described in subparagraph (A).

24 (c) REPORT TO CONGRESS.—Not later than 60 days
25 after the date on which the demonstration project under

1 this section terminates, the Director shall submit to Con-
2 gress a report on the project, including the assessment and
3 determination of the Director under subsection (b)(1).

4 (d) AUTHORIZATION OF APPROPRIATIONS.—There
5 are authorized to be appropriated such sums as may be
6 necessary to carry out the demonstration project under
7 this section.

8 **SEC. 370. NONCOMPETITIVE ELIGIBILITY FOR FEDERAL**
9 **DEVELOPMENTAL POSITIONS.**

10 (a) DEFINITIONS.—In this section:

11 (1) COMPETITIVE SERVICE.—The term “com-
12 petitive service” has the meaning given the term in
13 section 2102 of title 5, United States Code.

14 (2) FELLOWSHIP.—The term “fellowship”
15 means a short-term employment opportunity (other
16 than a post-fellowship service requirement), of not
17 more than 2 years in length, that is intended to pro-
18 vide the recipient with work experience with an Ex-
19 ecutive agency or a military department that pre-
20 pares the recipient for permanent employment with
21 an Executive agency or a military department.

22 (3) INTERNSHIP.—The term “internship” has
23 the meaning given the term “internship program” in
24 section 3111a of title 5, United States Code.

1 (4) SCHOLARSHIP.—The term “scholarship”
2 means—

3 (A) financial support paid by an Executive
4 agency or a military department towards an in-
5 dividual’s cost of attendance at an institution of
6 higher education that is authorized to partici-
7 pate in a Federal student aid program under
8 title IV of the Higher Education Act of 1965
9 (20 U.S.C. 1070 et seq.) in a course of study
10 leading to a credential in a critical skill or an-
11 other program that requires the student to
12 demonstrate an interest in or agreement to pur-
13 sue a career in public service; or

14 (B) financial support paid by an Executive
15 agency towards an individual’s cost of procuring
16 private instruction in a critical skill.

17 (5) THIRD-PARTY INTERNSHIP OR FELLOW-
18 SHIP.—The term “third-party internship or fellow-
19 ship” means an internship or a fellowship in the
20 Federal Government that is facilitated and organized
21 through a nongovernmental, third-party organization
22 that has a formal arrangement with 1 or more Exec-
23 utive agencies, or with the legislative branch, to pro-
24 vide such internships or fellowships.

1 (b) APPOINTMENT IN COMPETITIVE SERVICE.—The
2 head of any Executive agency or military department may
3 appoint in the competitive service any individual who has
4 been certified by the Office of Personnel Management,
5 within the 12-month period preceding the appointment, as
6 having successfully completed any internship, scholarship,
7 or fellowship program, or a third-party internship or fel-
8 lowship.

9 (c) DOCUMENTATION.—The Director of the Office of
10 Personnel Management, through the Executive Director of
11 the Federal Fellowship and Scholarship Center established
12 under section 361, shall issue such documentation as is
13 necessary to certify individuals under subsection (b) as eli-
14 gible for noncompetitive appointments in the competitive
15 service.

16 **SEC. 371. FACILITATION OF FEDERAL EMPLOYEE**
17 **RESKILLING.**

18 (a) DEFINITIONS.—In this section:

19 (1) COMPETITIVE SERVICE; EXCEPTED SERV-
20 ICE.—The terms “competitive service” and “ex-
21 cepted service” have the meanings given the terms
22 in sections 2102 and 2103, respectively, of title 5,
23 United States Code.

24 (2) FEDERAL RESKILLING PROGRAM.—The
25 term “Federal reskilling program” means a program

1 approved by the Director of the Office of Personnel
2 Management to provide an employee serving in a po-
3 sition in the competitive service or the excepted serv-
4 ice with technical skill or expertise that will enable
5 such employee to continue work in the Federal Gov-
6 ernment in a different position in the competitive or
7 excepted service that requires such skill or expertise.

8 (b) REENTRY AT SAME OR HIGHER CLASS AND
9 GRADE.—Any employee who successfully completes a Fed-
10 eral reskilling program and transfers to a position in the
11 Federal Government in the competitive or excepted service
12 that requires technical skill or expertise provided to the
13 employee in such Federal reskilling program shall, not-
14 withstanding the classification requirements set out in
15 chapter 51 of title 5, United States Code, serve in the
16 new position at a class and grade at or higher than the
17 class and grade of the position from which the employee
18 transferred.

19 (c) GUIDANCE AND REGULATIONS.—Not later than
20 120 days after the date of the enactment of this Act, the
21 Director of the Office of Personnel Management shall
22 issue—

23 (1) guidance on the approval process for Fed-
24 eral reskilling programs; and

1 (2) regulations ensuring the rights of partici-
2 pants described in subsection (b).

3 **SEC. 372. CIVILIAN CYBERSECURITY RESERVE PILOT**
4 **PROJECT.**

5 (a) DEFINITIONS.—In this section:

6 (1) APPROPRIATE AGENCY HEAD.—The term
7 “appropriate agency head” means—

8 (A) in the case of the Department of
9 Homeland Security, the Secretary of Homeland
10 Security; and

11 (B) in the case of the National Security
12 Agency, the director of the National Security
13 Agency.

14 (2) COMPETITIVE SERVICE.—The term “com-
15 petitive service” has the meaning given that term in
16 section 2102 of title 5, United States Code.

17 (3) COVERED AGENCY.—The term “covered
18 agency” means the Department of Homeland Secu-
19 rity or the National Security Agency.

20 (4) UNIFORMED SERVICES.—The term “uni-
21 formed services” has the meaning given that term in
22 section 2101 of title 5, United States Code.

23 (b) PURPOSE.—The purpose of this section is to es-
24 tablish a Civilian Cybersecurity Reserve as a pilot project
25 to provide to the Federal Government trained and quali-

1 fied civilian personnel who have previously served with the
2 Federal Government or in the uniformed services and pos-
3 sess cybersecurity expertise, in order to address cybersecu-
4 rity needs of the United States to protect the national se-
5 curity of the United States.

6 (c) PILOT PROJECT.—

7 (1) IN GENERAL.—Each appropriate agency
8 head may carry out a pilot project to establish a Ci-
9 vilian Cybersecurity Reserve at the covered agency.

10 (2) NONCOMPETITIVE APPOINTMENT.—Under a
11 pilot project authorized under paragraph (1), the ap-
12 propriate agency head may noncompetitively appoint
13 members of the Civilian Cybersecurity Reserve to
14 temporary positions in the competitive service.

15 (d) ELIGIBILITY; APPLICATION AND SELECTION.—

16 (1) IN GENERAL.—Under a pilot project au-
17 thorized under subsection (c), the appropriate agen-
18 cy head shall establish criteria for—

19 (A) individuals to be eligible for the Civil-
20 ian Cybersecurity Reserve in the covered agen-
21 cy; and

22 (B) the application and selection processes
23 for the Reserve.

1 (2) REQUIREMENTS FOR INDIVIDUALS.—The
2 criteria established under paragraph (1)(A) with re-
3 spect to an individual shall include—

4 (A) previous employment by the Federal
5 Government or within the uniformed services;
6 and

7 (B) cybersecurity expertise.

8 (3) AGREEMENT REQUIRED.—An individual
9 may become a member of the Civilian Cybersecurity
10 Reserve only if the individual enters into an agree-
11 ment with the appropriate agency head to become
12 such a member. The agreement shall set forth the
13 rights and obligations of the individual and the cov-
14 ered agency.

15 (4) EXCEPTION FOR CONTINUING MILITARY
16 SERVICE COMMITMENTS.—A member of the Selected
17 Reserve under section 10143 of title 10, United
18 States Code, may not be a member of the Civilian
19 Cybersecurity Reserve.

20 (e) COMPONENTS OF THE CIVILIAN CYBERSECURITY
21 RESERVE.—The appropriate agency head may consider,
22 in carrying out a pilot project authorized under subsection
23 (c), developing different components of the Civilian Cyber-
24 security Reserve in the covered agency, one with an obliga-
25 tion to respond when called into activation at the direction

1 of the appropriate agency head and one that is not com-
2 pelled to so respond, with appropriate corresponding dif-
3 fering benefits for each such component.

4 (f) SECURITY CLEARANCES.—The appropriate agen-
5 cy head shall ensure that all members of the Civilian Cy-
6 bersecurity Reserve in the covered agency have an active
7 security clearance in accordance with Executive Order
8 12968 (50 U.S.C. 3161 note; relating to access to classi-
9 fied information) and Executive Order 13467 (50 U.S.C.
10 3161 note; relating to reforming processes related to suit-
11 ability for Government employment, fitness for contractor
12 employees, and eligibility for access to classified national
13 security information).

14 (g) PROJECT GUIDANCE.—

15 (1) IN GENERAL.—Not later than 180 days
16 after the date of the enactment of this Act, each ap-
17 propriate agency head may issue guidance estab-
18 lishing and implementing a pilot project authorized
19 under subsection (c) at the covered agency.

20 (2) PENALTIES.—In developing guidance under
21 paragraph (1), an appropriate agency head may pro-
22 vide for penalties for individuals who do not respond
23 to activation when called, such as loss of security
24 clearance, recoupment of pay or benefits earned as
25 a member of the Civilian Cybersecurity Reserve, or

1 recoupment of civilian service creditable under sec-
2 tion 8411 of title 5, United States Code.

3 (h) EVALUATION.—Not later than 5 years after the
4 pilot project authorized under subsection (c) is established
5 in each covered agency, the Comptroller General of the
6 United States shall—

7 (1) conduct a study evaluating the pilot project
8 at that agency; and

9 (2) submit to Congress—

10 (A) a report on the results of the study;
11 and

12 (B) a recommendation with respect to
13 whether the pilot project should be modified,
14 extended in duration, or established as a per-
15 manent program.

16 (i) AUTHORIZATION OF APPROPRIATIONS.—There
17 are authorized to be appropriated to each appropriate
18 agency head such sums as may be necessary to carry out
19 this section.

20 **SEC. 373. EXPANSION OF CYBER TALENT MANAGEMENT**
21 **SYSTEM.**

22 (a) EXPANSION OF CYBER TALENT MANAGEMENT
23 SYSTEM.—Subject to subsection (b), the head of any Ex-
24 ecutive agency, as defined in section 105 of title 5, United
25 States Code, may exercise the authorities under section

1 2208 of the Homeland Security Act of 2002 (6 U.S.C.
2 658) to the same extent as the Secretary of Homeland
3 Security may exercise such authorities.

4 (b) COORDINATION BY SECRETARY OF HOMELAND
5 SECURITY.—The Secretary of Homeland Security shall
6 coordinate with the heads of Executive agencies to facili-
7 tate the exercise of authorities under subsection (a).

8 **SEC. 374. PERSONNEL POLICY DEMONSTRATION PROJECT**
9 **FOR FEDERAL AGENCIES WITH EMPLOYEES**
10 **IN SCIENCE, TECHNOLOGY, ENGINEERING,**
11 **AND MATHEMATICS FIELDS.**

12 (a) ESTABLISHMENT.—The Director of the Office of
13 Personnel Management, in consultation with the heads of
14 the agencies specified in subsection (b), shall develop and
15 implement a personnel policy demonstration project to as-
16 sess innovative approaches to new personnel policies for
17 employees, that may include implementing—

- 18 (1) more flexible job classifications;
19 (2) competency-based hiring;
20 (3) market-based pay;
21 (4) promotion based on experience, skill, and
22 performance; and
23 (5) streamlined personnel transfers between
24 agencies.

1 (b) AGENCIES.—The agencies referred to in sub-
2 section (a) are—

3 (1) the National Aeronautics and Space Admin-
4 istration;

5 (2) the Department of Energy;

6 (3) the National Science Foundation;

7 (4) the Department of Commerce;

8 (5) the Department of the Interior;

9 (6) the Environmental Protection Agency; and

10 (7) not more than 2 additional agencies, which
11 the Director of the Office of Personnel Management
12 may designate, that have significant numbers of em-
13 ployees in positions that require skills in science,
14 technology, engineering, or mathematics.

15 (c) PARTICIPATION.—The head of each agency re-
16 ferred to in subsection (b) may determine whether the
17 agency will participate in the personnel demonstration
18 project under this section, and, if the agency head deter-
19 mines that the agency will so participate, whether the
20 project will apply to current employees of that agency, cur-
21 rent employees of 1 or more components of that agency,
22 newly hired employees of that agency, or newly hired em-
23 ployees of 1 or more components of that agency.

24 (d) DURATION AND SIZE OF PROJECT.—

1 (1) IN GENERAL.—Except as provided in para-
2 graph (2), the demonstration project under this sec-
3 tion shall be carried out for a 10-year period begin-
4 ning on the date of enactment of this Act.

5 (2) EXTENSION.—The Director of the Office of
6 Personnel Management may extend the demonstra-
7 tion project under this section for an additional 10-
8 year period.

9 (3) TOTAL NUMBER OF EMPLOYEES.—The total
10 number of Federal employees included in the dem-
11 onstration project in any 1-year period may not ex-
12 ceed 10 percent of the total number of Federal civil-
13 ian employees in all Executive agencies (as defined
14 in section 105 of title 5, United States Code) in the
15 preceding 1-year period.

16 (e) AUTHORIZATION OF APPROPRIATIONS.—There
17 are authorized to be appropriated such sums as may be
18 necessary to carry out this section.

19 **SEC. 375. DEVELOPMENT OF PROPOSAL FOR SIMPLIFIED**
20 **PERSONNEL SYSTEM FOR VETERANS HEALTH**
21 **ADMINISTRATION.**

22 (a) IN GENERAL.—The Secretary of Veterans Affairs
23 shall develop a legislative proposal to establish, under title
24 38, United States Code, a single personnel system that—

1 (1) applies to all positions in the Veterans
2 Health Administration;

3 (2) applies best practices from the private sec-
4 tor to human capital management; and

5 (3) supports pay and benefits that are competi-
6 tive with pay and benefits for health care delivery
7 systems in the private sector.

8 (b) MATTERS TO CONSIDER.—In developing the pro-
9 posal under subsection (a), the Secretary shall—

10 (1) draw from, in addition to other resources,
11 the applicable research and conclusions of the Com-
12 mission on Care established under section 202 of the
13 Veterans Access, Choice, and Accountability Act of
14 2014 (Public Law 113–146; 38 U.S.C. 1701 note),
15 including recommendation number 15 of the Com-
16 mission as set forth in the final report of the Com-
17 mission submitted under subsection (b)(3)(B) of
18 such section, dated June 30, 2016, and titled,
19 “Final Report of the Commission on Care”; and

20 (2) consult with the heads of other Federal
21 agencies that operate health care delivery systems,
22 employees of the Veterans Health Administration,
23 and labor unions that represent employees of the
24 Veterans Health Administration.

1 (c) AVAILABILITY OF PROPOSAL.—The Secretary
2 shall make the proposal developed under subsection (a)
3 available for use by other Federal agencies that operate
4 health care delivery systems.

5 (d) REPORT.—Not later than one year after the date
6 of the enactment of this Act, the Secretary shall submit
7 to the Committee on Veterans' Affairs of the Senate and
8 the Committee on Veterans' Affairs of the House of Rep-
9 resentatives a report containing the proposal developed
10 under subsection (a).

11 **SEC. 376. PORTABILITY OF HEALTH CARE LICENSURE FOR**
12 **FEDERAL EMPLOYEES.**

13 (a) PORTABILITY OF LICENSURE FOR FEDERAL
14 HEALTH CARE PROFESSIONALS.—Notwithstanding any
15 other provision of law regarding the licensure of health
16 care providers, a health care professional described in sub-
17 section (b) may practice, at any location in any State, the
18 District of Columbia, the Commonwealth of Puerto Rico,
19 or any other territory or possession of the United States,
20 the health profession or professions for which the health
21 care professional has a license described in subsection
22 (b)(2), regardless of where such health care professional
23 or the patient involved is located, if the practice is within
24 the scope of the authorized Federal duties of such health
25 care professional.

1 (b) INDIVIDUALS DESCRIBED.—A health care profes-
2 sional described in this subsection is a Federal employee—

3 (1) who is credentialed and privileged at a Fed-
4 eral health care institution;

5 (2) who has a current license to practice medi-
6 cine, osteopathic medicine, dentistry, psychology,
7 nursing, therapy, or another health profession; and

8 (3) who is performing authorized duties for the
9 Federal Government to practice the health profes-
10 sion described in paragraph (2) for which such li-
11 cense was issued.

12 (c) DEFINITION OF LICENSE.—As used in this sec-
13 tion, the term “license” means a grant of permission by
14 an official agency of a State, the District of Columbia,
15 the Commonwealth of Puerto Rico, or any other territory
16 or possession of the United States to provide health care
17 independently as a health care professional and includes,
18 in the case of such care furnished in a foreign country
19 by any person who is not a national of the United States,
20 a grant of permission by an official agency of that foreign
21 country for that person to provide health care independ-
22 ently as a health care professional.

1 **TITLE IV—STRENGTHENING OF**
2 **NATIONAL MOBILIZATION**

3 **SEC. 401. MODERNIZATION OF THE SELECTIVE SERVICE**
4 **SYSTEM.**

5 (a) PURPOSE.—Section 1 of the Military Selective
6 Service Act (50 U.S.C. 3801) is amended—

7 (1) in subsection (b)—

8 (A) by striking “armed strength” and in-
9 serting “military strength, including a sufficient
10 number of personnel with the capabilities re-
11 quired to mobilize the Department of Defense
12 during a national emergency,”; and

13 (B) by striking “insure” and inserting “en-
14 sure”;

15 (2) in subsection (c), by inserting “which is not
16 for the sole purpose of providing replacements for
17 combat,” after “just,”; and

18 (3) in subsection (d), by striking “as expressed
19 in the National Defense Act of 1916, as amended”.

20 (b) SOLEMNITY OF MILITARY SERVICE.—Section 3
21 of such Act (50 U.S.C. 3802) is amended by adding at
22 the end the following:

23 “(c) Regulations prescribed pursuant to subsection
24 (a) shall include methods to convey, to every person re-

1 quired to register, the solemn obligation for military serv-
2 ice in the event of a military draft.”.

3 (c) MAINTAINING THE HEALTH OF THE SELECTIVE
4 SERVICE SYSTEM.—Section 10(a) of such Act (50 U.S.C.
5 3809(a)) is amended by adding at the end the following
6 new paragraph:

7 “(5)(A) The Director shall periodically conduct exer-
8 cises of all mobilization plans, systems, and processes to
9 evaluate and test the effectiveness of such plans, systems,
10 and processes.

11 “(B) Once every four years, such exercise—

12 “(i) shall include the full range of internal and
13 interagency procedures to ensure functionality and
14 interoperability; and

15 “(ii) may be included as part of the annual mo-
16 bilization exercise under section 10208 of title 10,
17 United States Code.

18 “(C) The Director shall conduct a public awareness
19 campaign in conjunction with each exercise to commu-
20 nicate the purpose of such exercise to the public.”.

21 (d) DUE PROCESS FOR FAILURE TO REGISTER.—
22 Section 12 of such Act (50 U.S.C. 3811) is amended—
23 (1) in subsection (f)—

1 (A) in paragraph (2), by inserting before
2 the period at the end “or proof of registration
3 in accordance with subsection (g)”;

4 (B) in paragraph (3)—

5 (i) in the first sentence, by striking
6 “compliance” and inserting “compliance or
7 proof of registration”; and

8 (ii) in the second sentence, by insert-
9 ing before the period at the end “or proof
10 of registration”; and

11 (C) in paragraph (4), in the second sen-
12 tence—

13 (i) by striking “thereunder” and in-
14 serting “thereunder, or failure to provide
15 proof of registration in accordance with
16 subsection (g),”; and

17 (ii) by inserting before the period at
18 the end “or has registered in accordance
19 with subsection (g)”;

20 (2) by striking paragraphs (1) and (2) of sub-
21 section (g) and inserting the following:

22 “(1)(A) the requirement for such person to reg-
23 ister has terminated or become inapplicable to such
24 person; and

1 “(B) such person shows, by a preponderance of
2 the evidence, that such failure was not a knowing
3 failure; or

4 “(2) such person so registered not later than 30
5 days after receiving notice of such requirement, re-
6 gardless of the person’s age at the time of registra-
7 tion.”.

8 (e) TECHNICAL AND CONFORMING AMENDMENTS.—
9 The Military Selective Service Act (50 U.S.C. 3801 et
10 seq.) is amended—

11 (1) in section 4 (50 U.S.C. 3803)—

12 (A) in subsection (a)—

13 (i) by striking “his acceptability in all
14 respects, including his” and inserting
15 “such person’s acceptability in all respects,
16 including”; and

17 (ii) by striking “he may prescribe”
18 and inserting “the President may pre-
19 scribe”;

20 (B) in subsection (c)—

21 (i) in paragraph (2), by striking “Any
22 enlisted member” and inserting “Any per-
23 son who is an enlisted member”; and

1 (ii) in paragraphs (3), (4), and (5), by
2 striking “in which he resides” and insert-
3 ing “in which such person resides”;

4 (C) in subsection (g), by striking “coordi-
5 nate with him” and inserting “coordinate with
6 the Director”; and

7 (D) in subsection (k)(1), by striking “find-
8 ing by him” and inserting “finding by the
9 President”;

10 (2) in section 5(d) (50 U.S.C. 3805(d)), by
11 striking “he may prescribe” and inserting “the
12 President may prescribe”;

13 (3) in section 6 (50 U.S.C. 3806)—

14 (A) in subsection (c)(2)(D), by striking
15 “he may prescribe” and inserting “the Presi-
16 dent may prescribe”;

17 (B) in subsection (d)(3), by striking “he
18 may deem appropriate” and inserting “the
19 President considers appropriate”; and

20 (C) in subsection (h), by striking “he may
21 prescribe” each place it appears and inserting
22 “the President may prescribe”;

23 (4) in section 10 (50 U.S.C. 3809)—

24 (A) in subsection (b)—

25 (i) in paragraph (3)—

1 (I) by striking “He shall create”
2 and inserting “The President shall
3 create”; and

4 (II) by striking “upon his own
5 motion” and inserting “upon the
6 President’s own motion”;

7 (ii) in paragraph (4), by striking “his
8 status” and inserting “such individual’s
9 status”; and

10 (iii) in paragraphs (4), (6), (8), and
11 (9), by striking “he may deem” each place
12 it appears and inserting “the President de-
13 termines”; and

14 (B) in subsection (c), by striking “vested
15 in him” and inserting “vested in the Presi-
16 dent”;

17 (5) in section 12 (50 U.S.C. 3811), by striking
18 “present himself” each place it appears and insert-
19 ing “appear”;

20 (6) in section 13(b) (50 U.S.C. 3812(b)), by
21 striking “regulation if he” and inserting “regulation
22 if the President”;

23 (7) in section 15 (50 U.S.C. 3813)—

1 (A) in subsection (b), by striking “his”
2 each place it appears and inserting “the reg-
3 istrant’s”; and

4 (B) in subsection (d), by striking “he may
5 deem” and inserting “the President considers”;
6 (8) in section 16(g) (50 U.S.C. 3814(g))—

7 (A) in paragraph (1), by striking “who as
8 his regular and customary vocation” and insert-
9 ing “who, as such person’s regular and cus-
10 tomary vocation,”; and

11 (B) in paragraph (2)—

12 (i) by striking “one who as his cus-
13 tomary vocation” and inserting “a person
14 who, as such person’s customary voca-
15 tion,”; and

16 (ii) by striking “he is a member” and
17 inserting “such person is a member”;

18 (9) in section 18(a) (50 U.S.C. 3816(a)), by
19 striking “he is authorized” and inserting “the Presi-
20 dent is authorized”;

21 (10) in section 21 (50 U.S.C. 3819)—

22 (A) by striking “he is sooner” and insert-
23 ing “sooner”;

24 (B) by striking “he” each subsequent place
25 it appears and inserting “such member”; and

1 (C) by striking “his consent” and inserting
2 “such member’s consent”;

3 (11) in section 22(b) (50 U.S.C. 3820(b)), in
4 paragraphs (1) and (2), by striking “his” each place
5 it appears and inserting “the registrant’s”; and

6 (12) except as otherwise provided in this sec-
7 tion—

8 (A) by striking “he” each place it appears
9 and inserting “such person”;

10 (B) by striking “his” each place it appears
11 and inserting “such person’s”; and

12 (C) by striking “him” each place it ap-
13 pears and inserting “such person”.

14 (f) CONFORMING AMENDMENT REGARDING FED-
15 ERAL EMPLOYEES.—Subsection (a) of section 3328 of
16 title 5, United States Code, is amended to read as follows:

17 “(a) A person required to register under section 3
18 of the Military Selective Service Act (50 U.S.C. 3803) but
19 who failed to so register shall be ineligible for appointment
20 to a position in an Executive agency unless—

21 “(1)(A) such requirement has terminated or be-
22 come inapplicable to such person; and

23 “(B) the head of such Executive agency deter-
24 mines, by a preponderance of the evidence, that such
25 failure was not a knowing failure; or

1 “(2) such person so registered not later than 30
2 days after receiving notice of such requirement, re-
3 gardless of the person’s age at the time of registra-
4 tion.”.

5 (g) **PARTIALLY DELAYED EFFECTIVE DATE.**—The
6 amendments made by subsections (c) and (f) of this sec-
7 tion shall take effect one year after the date of the date
8 of the enactment of this Act.

9 **SEC. 402. REPORT ON EXEMPTIONS AND DEFERMENTS FOR**
10 **A POSSIBLE MILITARY DRAFT.**

11 Not later than 120 days after the date of the enact-
12 ment of this Act, the Director of the Selective Service Sys-
13 tem, in coordination with the Secretary of Defense and
14 the Secretary of Homeland Security, shall submit to Con-
15 gress a report providing a review of exemptions and
16 deferments from registration, training, and service under
17 the Military Selective Service Act (50 U.S.C. 3801 et seq.)
18 and of proposed revisions to those exemptions and
19 deferments, taking into account amendments to the Mili-
20 tary Selective Service Act under section 401(d) of this Act
21 to require registration of all United States citizens and
22 persons residing in the United States.

1 **SEC. 403. RESPONSIBILITIES FOR NATIONAL MOBILIZA-**
2 **TION; PERSONNEL REQUIREMENTS.**

3 (a) **LEAD OFFICIAL FOR NATIONAL MOBILIZA-**
4 **TION.**—The President shall designate an employee of the
5 National Security Council to serve as lead national mobili-
6 zation official, whose duties and responsibilities shall in-
7 clude coordinating the planning and execution of any na-
8 tional effort to mobilize government and industry to re-
9 spond to a national emergency.

10 (b) **EXECUTIVE AGENT FOR NATIONAL MOBILIZA-**
11 **TION.**—The Secretary of Defense shall designate a senior
12 official within the Office of the Secretary of Defense as
13 the Executive Agent for National Mobilization. The Exec-
14 utive Agent for National Mobilization shall be responsible
15 for—

16 (1) developing, managing, and coordinating pol-
17 icy and plans that address the full spectrum of mili-
18 tary mobilization readiness, including full mobiliza-
19 tion of personnel from volunteers to draftees in the
20 event of a draft activation;

21 (2) providing Congress and the Selective Serv-
22 ice System with updated requirements and timelines
23 for obtaining draft inductees in the event of a na-
24 tional emergency requiring mass mobilization and
25 activation of the draft; and

1 (3) providing Congress with a plan, developed
2 in coordination with the Selective Service System, to
3 induct large numbers of volunteers who may respond
4 to a national call for volunteers during an emer-
5 gency.

6 (c) REPORT REQUIRED.—Not later than one year
7 after the date of the enactment of this Act, the Secretary
8 of Defense shall submit to Congress a plan for obtaining
9 draft inductees as part of a mobilization timeline for the
10 Selective Service System. The plan shall include a descrip-
11 tion of resources, locations, and capabilities of the Armed
12 Forces required to train, equip, and integrate drafted per-
13 sonnel into the total force, addressing scenarios that would
14 include 300,000, 600,000, and 1,000,000 new volunteer
15 and drafted personnel. The plan may be provided in classi-
16 fied form.

17 **SEC. 404. CRITICAL SKILLS FOR THE DEPARTMENT OF DE-**
18 **FENSE.**

19 (a) FINDINGS.—Congress makes the following find-
20 ings:

21 (1) The Department of Defense needs a work-
22 force of skilled individuals to meet the national secu-
23 rity challenges facing the United States.

24 (2) As the Department develops tools to bring
25 individuals with critical skills into civilian and mili-

1 tary service, it must identify the type and number
2 of critically skilled personnel that are needed.

3 (b) CRITICAL SKILLS AND SKILLED INDIVIDUALS.—

4 (1) IN GENERAL.—The Secretary of Defense,
5 acting through the Under Secretary of Defense for
6 Personnel and Readiness, shall develop and maintain
7 a list of the critical skills and numbers of skilled in-
8 dividuals needed for the Department of Defense, the
9 Armed Forces, and the National Guard.

10 (2) CRITICAL SKILLS.—For purposes of this
11 section, critical skills are those skills for which the
12 Department has a critical need, such as medical,
13 dental, and nursing skills, language skills, cyber
14 skills, and science, technology, engineering, and
15 mathematics skills.

16 (c) RESPONSIBILITY.—

17 (1) IN GENERAL.—The Under Secretary of De-
18 fense for Personnel and Readiness shall ensure that
19 the list developed under subsection (b) is updated
20 annually in accordance with paragraph (2).

21 (2) COORDINATION.—The Under Secretary
22 shall develop, maintain, and update the list of crit-
23 ical skills in close consultation with each military de-
24 partment, through its Assistant Secretaries for Man-
25 power and Reserve Affairs, with the Chief of the Na-

1 tional Guard Bureau, with the Director of the Selec-
2 tive Service System, and with the Council on Mili-
3 tary, National, and Public Service established under
4 section 201.

5 (3) IMPLEMENTATION.—The Under Secretary
6 shall implement the list of critical skills under this
7 section not later than January 1, 2025.

8 **SEC. 405. INDIVIDUAL READY RESERVE FOR CRITICAL**
9 **SKILLS.**

10 (a) INDIVIDUAL READY RESERVE.—Chapter 1005 of
11 title 10, United States Code, is amended by inserting after
12 section 10144 the following new section:

13 **“§ 10144a. Ready Reserve: Individual Ready Reserve**
14 **for Critical Skills**

15 “(a) IN GENERAL.—For the purpose of recruiting
16 personnel with the requisite critical skills, the Secretary
17 of each military department, under the direction of the
18 President, may establish and maintain an Individual
19 Ready Reserve for Critical Skills within the Ready Reserve
20 of each of the reserve components under the jurisdiction
21 of such Secretary.

22 “(b) MEMBERSHIP REQUIREMENTS.—The Secretary
23 of Defense shall outline the requirements for membership
24 in the Individual Ready Reserve for Critical Skills, includ-
25 ing providing guidance on—

1 “(1) a means for each armed force to establish
2 qualifying critical skills for inclusion in its Individual
3 Ready Reserve for Critical Skills;

4 “(2) the standards and process for selection of
5 individuals who are not otherwise in a reserve status
6 to qualify for Individual Ready Reserve for Critical
7 Skills of an armed force;

8 “(3) requirements for screening and re-evalua-
9 tion of members in the Individual Ready Reserve for
10 Critical Skills;

11 “(4) the training and obligations required for
12 members in the Individual Ready Reserve for Crit-
13 ical Skills; and

14 “(5) the use of allowances and nonmonetary in-
15 centives to retain members in the Individual Ready
16 Reserve for Critical Skills.

17 “(c) MOBILIZATION.—

18 “(1) ACTIVE DUTY.—A member of the Indi-
19 vidual Ready Reserve for Critical Skills may be or-
20 dered to active duty without the consent of the mem-
21 ber in accordance with section 12304, or in accord-
22 ance with any other provision of law authorizing ac-
23 tivation of Individual Ready Reserve members.

24 “(2) ELIGIBILITY FOR BENEFITS.—A member
25 of the Individual Ready Reserve for Critical Skills

1 who is mobilized under paragraph (1) shall be eligi-
2 ble for benefits available to members of the Selected
3 Reserve.”.

4 (b) CONFORMING AMENDMENTS.—Section 12304(a)
5 of title 10, United States Code, is amended—

6 (1) by striking “or any member” and inserting
7 “any member”; and

8 (2) by inserting “, or any member in the Indi-
9 vidual Ready Reserve for Critical Skills” after
10 “under their respective jurisdictions,”.

11 (c) AUTHORIZATION OF APPROPRIATIONS.—There
12 are authorized to be appropriated such sums as may be
13 necessary to carry out this section.

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