

**AMENDMENT IN THE NATURE OF A SUBSTITUTE
TO H.R. 5000
OFFERED BY MR. COMER OF KENTUCKY**

Strike all after the enacting clause and insert the following:

1 SECTION 1. SHORT TITLE.

2 This Act may be cited as the “Cybersecurity Hiring
3 Modernization Act”.

**4 SEC. 2. EDUCATIONAL REQUIREMENTS FOR COMPETITIVE
5 SERVICE CYBERSECURITY POSITIONS.**

6 Section 3308 of title 5, United States Code, is
7 amended—

8 (1) by striking “The Office of Personnel Man-
9 agement” and inserting “(a) IN GENERAL.—Con-
10 sistent with subsection (b), the Office of Personnel
11 Management”; and

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

13 “(b) EDUCATION REQUIREMENTS FOR CYBERSECURITY
14 RITY POSITIONS.—

15 “(1) IN GENERAL.—With respect to any cov-
16 ered position—

17 “(A) an agency may prescribe a minimum
18 educational requirement for employment in

1 such a position only if a minimum education
2 qualification is required by law to perform the
3 duties of the position in the State or locality
4 where the duties of the position are to be per-
5 formed; and

6 “(B) an agency may consider education in
7 determining a candidate’s satisfaction of any
8 other minimum qualification only if the can-
9 didate’s education directly reflects the com-
10 petencies necessary to satisfy that qualification
11 and perform the duties of the position.

12 “(2) PUBLICATION.—Not later than one year
13 after the date of the enactment of the Cybersecurity
14 Hiring Modernization Act and annually thereafter,
15 the Office of Personnel Management shall publish on
16 the Office’s website—

17 “(A) any changes made to minimum quali-
18 fications standards concerning education for
19 covered positions;

20 “(B) aggregate data indicating the level of
21 educational attainment, sorted by position clas-
22 sification, of all accessions to covered positions;
23 and

1 “(C) regular updates to the Federal Cyber
2 Workforce Dashboard maintained on the Of-
3 fice’s website.

4 “(3) COVERED POSITION DEFINED.—In this
5 subsection, the term ‘covered position’ means—

6 “(A) any position in the competitive service
7 classified under the GS–2210 information tech-
8 nology management series, or any successor se-
9 ries; and

10 “(B) any other position in the competitive
11 service designated as ‘cybersecurity’ under the
12 National Initiative for Cybersecurity Education
13 (NICE) Cybersecurity Workforce Framework
14 (NIST Special Publication 800–181), or suc-
15 cessor framework.”.

