

AMENDMENT IN THE NATURE OF A SUBSTITUTE
TO H.R. 9770
OFFERED BY MR. GREEN OF TENNESSEE

Strike all after the enacting clause and insert the following:

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Providing Individuals
3 Various Opportunities for Technical Training to Build a
4 Skills-Based Cyber Workforce Act of 2024” or the “Cyber
5 PIVOTT Act”.

6 **SEC. 2. CISA EDUCATION AND TRAINING PROGRAMS AND**
7 **RESOURCES.**

8 (a) IN GENERAL.—Subtitle D of title XIII of the
9 Homeland Security Act of 2002 is amended by adding at
10 the end the following new section:

11 **“SEC. 1334. CISA EDUCATION AND TRAINING PROGRAMS**
12 **AND RESOURCES.**

13 “(a) EXPANDING EDUCATION AND TRAINING PRO-
14 GRAMS AND RESOURCES TO COMMUNITY COLLEGES AND
15 TECHNICAL SCHOOLS.—

16 “(1) STUDENT QUALIFICATIONS.—

17 “(A) IN GENERAL.—The Director of the
18 Cybersecurity and Infrastructure Security

1 Agency (CISA) of the Department shall seek to
2 enter into partnerships or other arrangements
3 with community colleges (as such term is de-
4 fined in section 5002 of the William M. (Mac)
5 Thornberry National Defense Authorization Act
6 for Fiscal Year 2021 (15 U.S.C. 9401) and
7 technical schools (as such term is defined in
8 section 411.167 of title 20, Code of Federal
9 Regulations) (in this section referred to as ‘par-
10 ticipating institutions’) to establish education
11 and training programs and facilitate internship
12 and post-graduation Federal job opportunities
13 at participating institutions. Such programs
14 shall be known as the ‘Providing Individuals
15 Various Opportunities for Technical Training to
16 Build a Skills-Based Cyber Workforce Program’
17 or the ‘PIVOTT Program’ (in this section re-
18 ferred to as the ‘Program’).

19 “(B) ELIGIBILITY.—The following cat-
20 egories of students are eligible to participate in
21 the Program:

22 “(i) Students enrolled in but who have
23 not yet started a two-year cyber or cyber-
24 relevant associate’s degree program or
25 comparable technical certification, as de-

1 terminated by the Director of CISA, at a
2 participating institution.

3 “(ii) Students currently enrolled in
4 their first semester of a two-year cyber or
5 cyber-relevant associate’s degree program
6 or comparable technical certification, as
7 determined by the Director of CISA, at a
8 participating institution.

9 “(iii) Students identified by the Direc-
10 tor of CISA who are eligible and qualified
11 to enroll in a two-year degree cyber or
12 cyber-relevant associate’s program or com-
13 parable technical certification at a partici-
14 pating institution, such as individuals who
15 are pursuing a career change, have a high
16 school diploma or equivalent, or would be
17 considered entry-level.

18 “(iv) Students enrolled in technical
19 certifications at participating institutions
20 that are less than two years to complete
21 but align with Tasks, Knowledge, and
22 Skills (TKS), as defined by the National
23 Initiative for Cybersecurity Education
24 (NICE) Cybersecurity Workforce Frame-
25 work (NIST Special Publication 800-181,

1 revision 1), and prepare students to serve
2 in Federal, State, local, Tribal, or terri-
3 torial government cyber or cyber-relevant
4 roles.

5 “(C) SCHOLARSHIPS.—The Secretary, act-
6 ing through the Director of CISA, shall provide
7 students participating in the Program with full
8 tuition scholarships, including academic fees,
9 lab fees, travel, lodging, per diem, stipends, in-
10 ternship costs, costs associated with virtual par-
11 ticipation, certification testing fees, and any
12 other expenses the Director determines nec-
13 essary to complete any requirement under the
14 Program, including for participation in one in-
15 person exercise in accordance with paragraph
16 (3)(B), including travel, lodging, meals, in-per-
17 son or in-laboratory post-course assessments
18 fees, and other necessary expenses as deter-
19 mined by the Director.

20 “(D) SERVICE OBLIGATION.—

21 “(i) IN GENERAL.—Students who par-
22 ticipate in and complete the Program shall
23 fulfill a two-year service obligation in a
24 cyber role, as defined by the National Ini-
25 tiative for Cybersecurity Education

1 (NICE) Cybersecurity Workforce Frame-
2 work (NIST Special Publication 800-181,
3 revision 1) or the Department of Defense
4 Cyber Workforce Framework, to advance
5 the cyber mission of an executive agency
6 (as such term is defined in section 105 of
7 title 5, United States Code) or a State,
8 local, Tribal, or territorial government.

9 “(ii) EXCEPTION.—The service obliga-
10 tion specified in clause (i) shall not apply
11 to students who—

12 “(I) have completed a term of
13 service in the Armed Forces that is
14 equal to the service obligation speci-
15 fied in clause (i);

16 “(II) are currently serving in the
17 Armed Forces; or

18 “(III) pursue service in the
19 Armed Forces in a cyber or cyber-rel-
20 evant role during or immediately after
21 completion of the Program.

22 “(iii) DELAYED SERVICE.—Students
23 who, immediately after completion of the
24 Program, enroll in a four-year degree pro-
25 gram may complete the service obligation

1 specified in clause (i) after receiving such
2 four-year degree.

3 “(E) PROGRAM COMPLETION TIMELINE.—

4 “(i) IN GENERAL.—Students shall
5 complete participation in the Program
6 within four years of starting the Program,
7 or pursuant to participating institution
8 rules if such rules are in effect at the time
9 such a student begins such participation.

10 “(ii) PROCESS FOR UPDATED COM-
11 PLETION TIMELINE.—A student who expe-
12 riences extreme hardship during participa-
13 tion in the Program may submit to the Di-
14 rector of CISA an application to waive the
15 application of the timeline specified in
16 clause (i). The Director, in consultation
17 with the appropriate participating institu-
18 tion, shall determine on a case-by-case
19 basis whether such student may be granted
20 additional time to complete the Program.

21 “(2) INSTITUTIONAL REQUIREMENTS.—A com-
22 munity college or technical school is eligible to par-
23 ticipate in the Program if such college or school is—

1 “(A) a participant in the National Centers
2 of Academic Excellence in Cybersecurity
3 (NCAE-C) program; or

4 “(B) determined eligible by the Director of
5 CISA, taking into consideration whether the
6 virtual or in-person course offerings at such a
7 college or school aligns with pathways as de-
8 fined by the National Initiative for Cybersecu-
9 rity Education (NICE) Cybersecurity Work-
10 force Framework (NIST Special Publication
11 800-181, revision 1), and the presence of a cy-
12 bersecurity clinic on campus.

13 “(3) PROGRAM COMPONENTS.—

14 “(A) IN GENERAL.—In accordance with
15 subparagraph (C), students participating in the
16 Program shall complete a minimum of four eli-
17 gible skills-based exercises described in subpara-
18 graph (B).

19 “(B) ELIGIBLE SKILLS-BASED EXER-
20 CISES.—Eligible skills-based exercises described
21 in this subparagraph may include the following:

22 “(i) Laboratory work.

23 “(ii) Competitions such as
24 hackathons, challenges, and capture the
25 flag.

1 “(iii) Virtual programming.

2 “(iv) Table-top exercises.

3 “(v) Industry training workshops.

4 “(vi) Exercises in a box.

5 “(C) PROVISION.—

6 “(i) IN GENERAL.—The Director of
7 CISA shall coordinate with participating
8 institutions to provide at least one skills-
9 based exercise under subparagraph (A)
10 each semester.

11 “(ii) STUDENT REQUIREMENTS.—Stu-
12 dents participating in the Program shall
13 complete at least one of the four skills-
14 based exercises under subparagraph (A)
15 in-person.

16 “(iii) ADMINISTRATION OF EXER-
17 CISES.—The Director of CISA, in coordi-
18 nation with participating institutions, shall
19 offer at least one in-person skills-based ex-
20 ercise to Program participants every two
21 years.

22 “(iv) COORDINATION.—The Director
23 of CISA shall coordinate and may jointly
24 offer the skills-based exercises under sub-
25 paragraph (A) with the following:

1 “(I) Other Federal agencies, such
2 as the Department of Defense, the
3 Federal Bureau of Investigation, the
4 National Security Agency, and the Of-
5 fice of the National Cyber Director, as
6 appropriate.

7 “(II) Non-Federal entities with
8 cyber or cyber-relevant expertise, in-
9 cluding cybersecurity clinics.

10 “(v) EXCEPTION.—A student partici-
11 pating in the Program who is unable to
12 complete a skills-based exercise under sub-
13 paragraph (A) may submit to the partici-
14 pating institution a proposal for a com-
15 parable skills-based exercise, as determined
16 by the Director of CISA.

17 “(D) INTERNSHIPS.—

18 “(i) IN GENERAL.—The Director of
19 CISA and participating institutions shall,
20 as a core requirement of the Program, co-
21 ordinate with appropriate entities to place
22 students participating in the Program in
23 an approved cyber or cyber-relevant intern-
24 ship, as determined by the Director, with
25 any of the following:

1 “(I) A State, local, Tribal, or ter-
2 ritorial government entity.

3 “(II) A critical infrastructure
4 owner or operator that is located in a
5 rural community or is considered to
6 be a high-risk sector, as determined
7 by the Director of CISA.

8 “(III) A Federal department or
9 agency, including with the CISA Re-
10 gional Security Advisors program.

11 “(ii) PRIORITIZATION.—A student
12 who has communicated in writing to the
13 Director of CISA or the participating insti-
14 tution during the internship placement
15 process that such student intends to serve
16 in a Federal Government position beyond
17 the obligations of the student under para-
18 graph (1)(D) shall be prioritized for Fed-
19 eral cyber internship opportunities that re-
20 quire a security clearance.

21 “(iii) CURRENT FEDERAL EMPLOY-
22 EES.—The Director of CISA shall coordi-
23 nate with the heads of appropriate Federal
24 agencies to establish an approved cyber or
25 cyber-relevant internship program for stu-

1 dents participating in the Program who
2 are Federal employees.

3 “(iv) SECURITY CLEARANCES.—The
4 Director of CISA shall take such actions
5 as may be necessary to begin, not later
6 than one year before an appropriate stu-
7 dent under this subparagraph completes
8 participation in the Program, the process
9 to provide such student with an appro-
10 priate security clearance.

11 “(4) OUTREACH INITIATIVES.—

12 “(A) CISA.—The Director of CISA shall
13 carry out the following:

14 “(i) Conduct regional outreach initia-
15 tives, including at institutions designated
16 as National Centers of Academic Excel-
17 lence in Cybersecurity (NCAE-C), and pro-
18 vide informational materials about the Pro-
19 gram—

20 “(I) at each CISA regional office;

21 and

22 “(II) to industry partners to pro-
23 mote the Program.

24 “(ii) Seek to engage with industry
25 stakeholders to produce an annual report

1 on industry-relevant skills intended to in-
2 form the skills-based exercises offered in
3 the Program, which report may include
4 input from an advisory committee, estab-
5 lished by the Director of CISA and com-
6 prised of university-level educators.

7 “(B) RECRUITMENT FAIR.—The Director
8 of CISA, in coordination with the National
9 Cyber Director, shall host a voluntary Federal
10 Government recruitment fair that includes Fed-
11 eral Government agency representatives who
12 seek to recruit for open cybersecurity positions
13 each fiscal year. Information regarding such
14 fair shall be posted on a dedicated job board
15 hosted by CISA. Each such fair may be hosted
16 online or in-person at a minimum of five Pro-
17 gram participating institutions.

18 “(5) PROGRAM COMPLETION BENEFITS.—

19 “(A) DATABASE.—The Director of CISA,
20 leveraging existing educational content reposi-
21 tories, shall maintain an online database of
22 cyber training and education resources, mapped
23 to job roles set forth in the National Initiative
24 for Cybersecurity Education (NICE) Cybersecu-
25 rity Workforce Framework (NIST Special Pub-

1 lication 800-181, revision 1), and Federal job
2 opportunities in cyber or cyber-relevant fields.
3 Such database shall be available for access, as
4 appropriate, by students who have successfully
5 completed the Program.

6 “(B) CERTIFICATION PROGRAM.—The Di-
7 rector of CISA shall establish and update annu-
8 ally a list of existing cyber certification pro-
9 grams developed or offered by entities in the
10 private sector, academia, nonprofits, or other
11 institutions, as determined by the Director. The
12 Secretary, acting through the Director, may
13 fund, through vouchers requested by a student
14 participating in the Program, up to three cer-
15 tifications and associated certification examina-
16 tions per student from such list for such stu-
17 dents who complete the Program within ten
18 years of such completion.

19 “(C) ADDITIONAL SCHOLARSHIP OPPORTU-
20 NITIES FOR STUDENTS WHO COMPLETE THE
21 PROGRAM.—The Director of CISA may select,
22 pursuant to an application process designed by
23 Director, up to ten students per year who com-
24 pleted the Program and have been employed by
25 the Federal Government for at least seven years

1 to be eligible for scholarships to be applied to
2 cyber or cyber-relevant degree programs offered
3 at institutions designated as NCAE-C. Scholar-
4 ship amounts under this subparagraph shall be
5 determined by the Director, subject to the avail-
6 ability of appropriations for such purpose.

7 “(6) TERMS OF PROGRAM SCHOLARSHIP.—A
8 scholarship recipient under this section shall be lia-
9 ble to the United States for repayment of a scholar-
10 ship awarded to such recipient as provided under
11 subsection (d) if such recipient—

12 “(A) fails to maintain an acceptable level
13 of academic standing at the participating insti-
14 tution, as determined by the Director of CISA;

15 “(B) is dismissed from the participating
16 institution for disciplinary reasons;

17 “(C) withdraws from the eligible degree
18 program before completing the Program;

19 “(D) declares that such recipient does not
20 intend to fulfill the post-award employment ob-
21 ligation under this section; or

22 “(E) fails to maintain or fulfill the post-
23 graduation government service or post-award
24 obligations or requirements of such recipient.

25 “(7) EXCEPTION.—A student who—

1 “(A) enlists or commissions in the Armed
2 Forces prior to completion of the Program, or

3 “(B) has a documented history of dem-
4 onstrated effort to secure a position with a Fed-
5 eral, State, local, Tribal, or territorial govern-
6 ment within two years after completing the Pro-
7 gram but who is not offered such a position,
8 may be, on a case-by-case basis, as determined by
9 the Director, exempted from liability to the United
10 States for repayment of a scholarship awarded to
11 such student.

12 “(b) MONITORING COMPLIANCE.—As a condition of
13 participation in the Program, a participating institution
14 shall enter into an agreement with the Director of CISA
15 to monitor the compliance of scholarship recipients with
16 respect to their post-award employment obligations.

17 “(c) AMOUNT OF REPAYMENT.—If a circumstance
18 described in subsection (a)(6) occurs before the completion
19 of one year of a post-scholarship employment obligation
20 under this section, the total amount of scholarship awards
21 received by an individual under this section shall—

22 “(1) be repaid immediately; or

23 “(2) be treated as a loan to be repaid in accord-
24 ance with subsection (d).

1 “(d) REPAYMENTS.—A loan referred to subsection
2 (c) shall—

3 “(1) be treated as a Federal Direct Unsub-
4 sidized Stafford Loan under part D of subpart 10
5 of chapter 2 of subpart 2 of part A of title IV of
6 the Higher Education Act of 1965 (20 U.S.C. 1087a
7 et seq.); and

8 “(2) be subject to repayment, together with in-
9 terest thereon accruing from the date of the scholar-
10 ship award, in accordance with terms and conditions
11 specified by the Secretary (in consultation with the
12 Secretary of Education) in regulations promulgated
13 to carry out this subsection.

14 “(e) COLLECTION OF REPAYMENT.—

15 “(1) IN GENERAL.—If a scholarship recipient is
16 required to repay a scholarship under this section,
17 the Secretary shall—

18 “(A) determine the repayment amounts
19 and notify such recipient of the amount owed;
20 and

21 “(B) collect such amount within a period
22 of time as determined by the Secretary, or such
23 amount shall be treated as a loan in accordance
24 with subsection (e).

1 “(2) RETURNED TO THE DEPARTMENT.—Ex-
2 cept as provided in paragraph (3), any repayment
3 under this subsection shall be returned to the De-
4 partment.

5 “(3) RETENTION OF PERCENTAGE.—A partici-
6 pating institution may retain a percentage of any re-
7 payment such institution collects under this sub-
8 section to defray administrative costs associated with
9 the collection of such repayment. The Secretary shall
10 establish a single, fixed percentage applicable to all
11 participating institutions.

12 “(f) EXCEPTIONS.—The Secretary may provide for
13 the partial or total waiver or suspension of any repayment
14 obligation by an individual under this section whenever
15 compliance by such individual with such obligation is im-
16 possible or would involve extreme hardship to the indi-
17 vidual.

18 “(g) TIMELINE FOR IMPLEMENTATION.—

19 “(1) IN GENERAL.—The Director of CISA and
20 participating institutions shall seek to enroll in the
21 Program, subject to the availability of appropria-
22 tions, not fewer than 250 students for the first full
23 academic year of the Program that begins one year
24 after the date of the enactment of this section.

1 “(2) GROWTH OF PROGRAM.—Beginning with
2 the second full academic year of the Program, the
3 Director of CISA and participating institutions shall
4 seek to enroll in the Program each full academic
5 year, subject to the availability of appropriations,
6 not fewer than double the number of students en-
7 rolled in the immediately preceding full academic
8 year until the number of such students reaches
9 1,000 each full academic year.

10 “(3) PLAN FOR 10,000 STUDENTS.—Not later
11 than 90 days after the date of the enactment of this
12 section, the Director of CISA and participating in-
13 stitutions shall develop a plan, subject to capacity
14 and administrative capabilities, to enroll by not later
15 than ten years after the date of the establishment of
16 the Program at least 10,000 students in the Pro-
17 gram each academic year. The Director shall brief
18 the Committee on Homeland Security of the House
19 of Representatives and the Committee on Homeland
20 Security and Government Affairs of the Senate re-
21 garding such plan.

22 “(h) REPORT ON ENROLLMENT GOALS.—If the Di-
23 rector of CISA and participating institutions fail in any
24 academic year to meet the minimum quota specified in
25 paragraph (1) or (2), as the case may be, of subsection

1 (g), the Director of CISA shall brief the Committee on
2 Homeland Security of the House of Representatives and
3 the Committee on Homeland Security and Governmental
4 Affairs of the Senate within 30 days following the conclu-
5 sion of such academic year.

6 “(i) DEFINITIONS.—In this section:

7 “(1) CYBER-RELEVANT.—The term ‘cyber-rel-
8 evant’ means areas of national security that would
9 impact the cyber resiliency of the United States, in-
10 cluding relating to operational technology, critical in-
11 frastructure, artificial intelligence, quantum com-
12 puting, security awareness, or computer science.

13 “(2) SKILLS-BASED EXERCISES.—The term
14 ‘skills-based exercises’ means condensed programs
15 lasting at least one day that focus on practice and
16 application, rather than research and study.”.

17 (b) CLERICAL AMENDMENT.—The table of contents
18 in section 1(b) of the Homeland Security Act of 2002 is
19 amended by inserting after the item relating to section
20 1333 the following new item:

“Sec. 1334. CISA education and training programs and resources.”.

21 (c) REVIEW OF CISA EDUCATION, TRAINING PRO-
22 GRAMS AND RESOURCES.—Not later than 90 days after
23 the date of the enactment of this Act, the Director of the
24 Cybersecurity and Infrastructure Security Agency (CISA)
25 of the Department of Homeland Security shall submit to

1 Congress a review of CISA’s education and training pro-
2 grams. Such review shall evaluate the cost, reach, and cur-
3 rent demand of such programs, including relating to any
4 resource gaps in any of such programs.

5 (d) PROMOTING CYBERCORPS SCHOLARSHIP FOR
6 SERVICE AS A GOLD STANDARD PROGRAM.—The Sec-
7 retary of Homeland Security shall submit to the Com-
8 mittee on Homeland Security and the Committee on
9 Science, Space, and Technology of the House of Rep-
10 resentatives and the Committee on Homeland Security
11 and Governmental Affairs and the Committee on Com-
12 merce, Science, and Transportation of the Senate a report
13 on current support of the Department to the CyberCorps
14 Scholarship for Service Program, including opportunities
15 to provide additional funding to such Program under ex-
16 isting training and education programs of the Department
17 of Homeland Security.

