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(Original Signature of Member)

119TH CONGRESS
1ST SESSION

H. R. _____

To amend the Homeland Security Act of 2002 to provide for education and training programs and resources of the Cybersecurity and Infrastructure Security Agency of the Department of Homeland Security, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

M. _____ introduced the following bill; which was referred to the
Committee on _____

A BILL

To amend the Homeland Security Act of 2002 to provide for education and training programs and resources of the Cybersecurity and Infrastructure Security Agency of the Department of Homeland Security, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Providing Individuals
5 Various Opportunities for Technical Training to Build a

1 Skills-Based Cyber Workforce Act of 2025” or the “Cyber
2 PIVOTT Act”.

3 **SEC. 2. CISA EDUCATION AND TRAINING PROGRAMS AND**
4 **RESOURCES.**

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

8 **“SEC. 1334. CISA EDUCATION AND TRAINING PROGRAMS**
9 **AND RESOURCES.**

10 “(a) EXPANDING EDUCATION AND TRAINING PRO-
11 GRAMS AND RESOURCES TO COMMUNITY COLLEGES,
12 TECHNICAL SCHOOLS, AND OTHER INSTITUTIONS OF
13 HIGHER EDUCATION OFFERING TWO-YEAR PROGRAMS.—

14 “(1) STUDENT QUALIFICATIONS.—

15 “(A) IN GENERAL.—The Director of the
16 Cybersecurity and Infrastructure Security
17 Agency (CISA) of the Department shall seek to
18 enter into partnerships or other arrangements
19 with community colleges (as such term is de-
20 fined in section 5002 of the William M. (Mac)
21 Thornberry National Defense Authorization Act
22 for Fiscal Year 2021 (15 U.S.C. 9401), tech-
23 nical schools (as such term is defined in section
24 411.167 of title 20, Code of Federal Regula-
25 tions), and other institutions of higher edu-

1 cation offering two-year programs (in this sec-
2 tion referred to as ‘participating institutions’)
3 to establish education and training programs
4 and facilitate internship and post-graduation
5 Federal job opportunities at participating insti-
6 tutions. Such programs shall be known as the
7 ‘Providing Individuals Various Opportunities
8 for Technical Training to Build a Skills-Based
9 Cyber Workforce Program’ or the ‘PIVOTT
10 Program’ (in this section referred to as the
11 ‘Program’).

12 “(B) ELIGIBILITY.—The following cat-
13 egories of students are eligible to participate in
14 the Program:

15 “(i) Students enrolled in but who have
16 not yet started a two-year cyber or cyber-
17 relevant associate’s degree program or
18 comparable technical certification, as de-
19 termined by the Director of CISA, at a
20 participating institution.

21 “(ii) Students currently enrolled in
22 their first semester of a two-year cyber or
23 cyber-relevant associate’s degree program
24 or comparable technical certification, as

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

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

12 “(iv) Students enrolled in technical
13 certifications at participating institutions
14 that are less than two years to complete
15 but align with Tasks, Knowledge, and
16 Skills (TKS), as defined by the National
17 Initiative for Cybersecurity Education
18 (NICE) Cybersecurity Workforce Frame-
19 work (NIST Special Publication 800-181,
20 revision 1), and prepare students to serve
21 in Federal, State, local, Tribal, or terri-
22 torial government cyber or cyber-relevant
23 roles.

24 “(C) SCHOLARSHIPS.—The Secretary, act-
25 ing through the Director of CISA, shall provide

1 students participating in the Program with full
2 tuition scholarships, including academic fees,
3 lab fees, travel, lodging, per diem, stipends, in-
4 ternship costs, costs associated with virtual par-
5 ticipation, certification testing fees, and any
6 other expenses the Director determines nec-
7 essary to complete any requirement under the
8 Program, including for participation in one in-
9 person exercise in accordance with paragraph
10 (3)(B), including travel, lodging, meals, in-per-
11 son or in-laboratory post-course assessments
12 fees, and other necessary expenses as deter-
13 mined by the Director.

14 “(D) SERVICE OBLIGATION.—

15 “(i) IN GENERAL.—Students who par-
16 ticipate in and complete the Program shall
17 fulfill a two-year service obligation in a
18 cyber role, as defined by the National Ini-
19 tiative for Cybersecurity Education
20 (NICE) Cybersecurity Workforce Frame-
21 work (NIST Special Publication 800-181,
22 revision 1) or the Department of Defense
23 Cyber Workforce Framework, or a cyber-
24 relevant role, to advance the cyber mission
25 of an executive agency (as such term is de-

1 fined in section 105 of title 5, United
2 States Code) or a State, local, Tribal, or
3 territorial government.

4 “(ii) EXCEPTION.—The service obliga-
5 tion specified in clause (i) shall not apply
6 to students who—

7 “(I) have completed a term of
8 service in the Armed Forces that is
9 equal to the service obligation speci-
10 fied in clause (i);

11 “(II) are currently serving in the
12 Armed Forces; or

13 “(III) pursue service in the
14 Armed Forces in a cyber or cyber-rel-
15 evant role during or immediately after
16 completion of the Program.

17 “(iii) DELAYED SERVICE.—Students
18 who, immediately after completion of the
19 Program, enroll in a four-year degree pro-
20 gram may complete the service obligation
21 specified in clause (i) after receiving such
22 four-year degree.

23 “(E) PROGRAM COMPLETION TIMELINE.—

24 “(i) IN GENERAL.—Students shall
25 complete participation in the Program

1 within four years of starting the Program,
2 or pursuant to participating institution
3 rules if such rules are in effect at the time
4 such a student begins such participation.

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

16 “(2) INSTITUTIONAL REQUIREMENTS.—A com-
17 munity college, technical school, or other institution
18 of higher education is eligible to participate in the
19 Program if such college or school is—

20 “(A) a participant in the National Centers
21 of Academic Excellence in Cybersecurity
22 (NCAE-C) program; or

23 “(B) determined eligible by the Director of
24 CISA, taking into consideration whether the
25 virtual or in-person course offerings at such a

1 college or school aligns with pathways as de-
2 fined by the National Initiative for Cybersecu-
3 rity Education (NICE) Cybersecurity Work-
4 force Framework (NIST Special Publication
5 800-181, revision 1), and the presence of a cy-
6 bersecurity clinic on campus.

7 “(3) PROGRAM COMPONENTS.—

8 “(A) IN GENERAL.—In accordance with
9 subparagraph (C), students participating in the
10 Program shall complete a minimum of four eli-
11 gible skills-based exercises described in subpara-
12 graph (B).

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

16 “(i) Laboratory work.

17 “(ii) Competitions such as
18 hackathons, challenges, and capture the
19 flag.

20 “(iii) Virtual programming.

21 “(iv) Table-top exercises.

22 “(v) Industry training workshops.

23 “(vi) Exercises in a box.

24 “(C) PROVISION.—

1 “(i) IN GENERAL.—The Director of
2 CISA shall coordinate with participating
3 institutions to provide at least one skills-
4 based exercise under subparagraph (A)
5 each semester.

6 “(ii) STUDENT REQUIREMENTS.—Stu-
7 dents participating in the Program shall
8 complete at least one of the four skills-
9 based exercises under subparagraph (A)
10 in-person.

11 “(iii) ADMINISTRATION OF EXER-
12 CISES.—The Director of CISA, in coordi-
13 nation with participating institutions, shall
14 offer at least one in-person skills-based ex-
15 ercise to Program participants every two
16 years.

17 “(iv) COORDINATION.—The Director
18 of CISA shall coordinate and may jointly
19 offer the skills-based exercises under sub-
20 paragraph (A) with the following:

21 “(I) Other Federal agencies, such
22 as the Department of Defense, the
23 Federal Bureau of Investigation, the
24 National Security Agency, and the Of-

1 fice of the National Cyber Director, as
2 appropriate.

3 “(II) Non-Federal entities with
4 cyber or cyber-relevant expertise, in-
5 cluding cybersecurity clinics.

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

13 “(D) INTERNSHIPS.—

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

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

24 “(II) A critical infrastructure
25 owner or operator that is located in a

1 rural community or is considered to
2 be a high-risk sector, as determined
3 by the Director of CISA.

4 “(III) A Federal department or
5 agency, including with the CISA Re-
6 gional Security Advisors program.

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

17 “(iii) CURRENT FEDERAL EMPLOY-
18 EES.—The Director of CISA shall coordi-
19 nate with the heads of appropriate Federal
20 agencies to establish an approved cyber or
21 cyber-relevant internship program for stu-
22 dents participating in the Program who
23 are Federal employees.

24 “(iv) SECURITY CLEARANCES.—The
25 Director of CISA shall take such actions

1 as may be necessary to begin, not later
2 than one year before an appropriate stu-
3 dent under this subparagraph completes
4 participation in the Program, the process
5 to provide such student with an appro-
6 priate security clearance.

7 “(4) OUTREACH INITIATIVES.—

8 “(A) CISA.—The Director of CISA
9 shall—

10 “(i) conduct regional outreach initia-
11 tives, including at institutions designated
12 as National Centers of Academic Excel-
13 lence in Cybersecurity (NCAE-C), and pro-
14 vide informational materials about the Pro-
15 gram—

16 “(I) at each CISA regional office;
17 and

18 “(II) to industry partners to pro-
19 mote the Program; and

20 “(ii) seek to engage with industry
21 stakeholders to produce an annual report
22 on industry-relevant skills intended to in-
23 form the skills-based exercises offered in
24 the Program, which report may include
25 input from an advisory committee, estab-

1 lished by the Director of CISA and com-
2 prised of university-level educators.

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

14 “(5) PROGRAM COMPLETION BENEFITS.—

15 “(A) DATABASE.—The Director of CISA,
16 leveraging existing educational content reposi-
17 tories, shall maintain an online database of
18 cyber training and education resources, mapped
19 to job roles set forth in the National Initiative
20 for Cybersecurity Education (NICE) Cybersecu-
21 rity Workforce Framework (NIST Special Pub-
22 lication 800-181, revision 1), and Federal job
23 opportunities in cyber or cyber-relevant fields.
24 Such database shall be available for access, as

1 appropriate, by students who have successfully
2 completed the Program.

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

16 “(C) ADDITIONAL SCHOLARSHIP OPPORTU-
17 NITIES FOR STUDENTS WHO COMPLETE THE
18 PROGRAM.—The Director of CISA may select,
19 pursuant to an application process designed by
20 Director, up to ten students per year who com-
21 pleted the Program and have been employed by
22 the Federal Government for at least seven years
23 to be eligible for scholarships to be applied to
24 cyber or cyber-relevant degree programs offered
25 at institutions designated as NCAE-C. Scholar-

1 ship amounts under this subparagraph shall be
2 determined by the Director, subject to the avail-
3 ability of appropriations for such purpose.

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

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

12 “(B) is dismissed from the participating
13 institution for disciplinary reasons;

14 “(C) withdraws from the eligible degree
15 program before completing the Program;

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

19 “(E) fails to maintain or fulfill the post-
20 graduation government service or post-award
21 obligations or requirements of such recipient.

22 “(7) EXCEPTION.—A student who—

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

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

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

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

20 “(1) be repaid immediately; or

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

23 “(d) REPAYMENTS.—A loan referred to subsection
24 (c) shall—

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

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

12 “(e) COLLECTION OF REPAYMENT.—

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

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

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

23 “(2) RETURNED TO THE DEPARTMENT.—Ex-
24 cept as provided in paragraph (3), any repayment

1 under this subsection shall be returned to the De-
2 partment.

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

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

16 “(g) TIMELINE FOR IMPLEMENTATION.—

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

23 “(2) GROWTH OF PROGRAM.—Beginning with
24 the second full academic year of the Program, the
25 Director of CISA and participating institutions shall

1 seek to enroll in the Program each full academic
2 year, subject to the availability of appropriations,
3 not fewer than double the number of students en-
4 rolled in the immediately preceding full academic
5 year until the number of such students reaches
6 1,000 each full academic year.

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

19 “(h) REPORT ON ENROLLMENT GOALS.—If the Di-
20 rector of CISA and participating institutions fail in any
21 academic year to meet the minimum quota specified in
22 paragraph (1) or (2), as the case may be, of subsection
23 (g), the Director of CISA shall brief the Committee on
24 Homeland Security of the House of Representatives and
25 the Committee on Homeland Security and Governmental

1 Affairs of the Senate within 30 days following the conclu-
2 sion of such academic year.

3 “(i) DEFINITIONS.—In this section:

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

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

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

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

18 (c) REVIEW OF CISA EDUCATION, TRAINING PRO-
19 GRAMS AND RESOURCES.—Not later than 90 days after
20 the date of the enactment of this Act, the Director of the
21 Cybersecurity and Infrastructure Security Agency (CISA)
22 of the Department of Homeland Security shall submit to
23 Congress a review of CISA’s education and training pro-
24 grams. Such review shall evaluate the cost, reach, and cur-

1 rent demand of such programs, including relating to any
2 resource gaps in any of such programs.

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