

119TH CONGRESS  
1ST SESSION

# H. R. 1000

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.

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## IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 5, 2025

Mr. GREEN of Tennessee (for himself, Mr. GUEST, Mr. GIMENEZ, Mr. HIGGINS of Louisiana, Mr. STRONG, Mr. EZELL, Mr. ROGERS of Kentucky, Mrs. BIGGS of South Carolina, Mr. EVANS of Colorado, Mr. MOOLENAAR, and Mr. GARBARINO) introduced the following bill; which was referred to the Committee on Homeland Security, and in addition to the Committee on Education and Workforce, 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

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## 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,*

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 2025” 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,  
15 TECHNICAL SCHOOLS, AND OTHER INSTITUTIONS OF  
16 HIGHER EDUCATION OFFERING TWO-YEAR PRO-  
17 GRAMS.—

18       “(1) STUDENT QUALIFICATIONS.—

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

1 nical schools (as such term is defined in section  
2 411.167 of title 20, Code of Federal Regula-  
3 tions), and other institutions of higher edu-  
4 cation offering two-year programs (in this sec-  
5 tion referred to as ‘participating institutions’)  
6 to establish education and training programs  
7 and facilitate internship and post-graduation  
8 Federal job opportunities at participating insti-  
9 tutions. Such programs shall be known as the  
10 ‘Providing Individuals Various Opportunities  
11 for Technical Training to Build a Skills-Based  
12 Cyber Workforce Program’ or the ‘PIVOTT  
13 Program’ (in this section referred to as the  
14 ‘Program’).

15 “(B) ELIGIBILITY.—The following cat-  
16 egories of students are eligible to participate in  
17 the Program:

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

24 “(ii) Students currently enrolled in  
25 their first semester of a two-year cyber or

1 cyber-relevant associate’s degree program  
2 or comparable technical certification, as  
3 determined by the Director of CISA, at a  
4 participating institution.

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

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

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

16          “(D) SERVICE OBLIGATION.—

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

1 relevant role, to advance the cyber mission  
2 of an executive agency (as such term is de-  
3 fined in section 105 of title 5, United  
4 States Code) or a State, local, Tribal, or  
5 territorial government.

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

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

13 “(II) are currently serving in the  
14 Armed Forces; or

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

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

25 “(E) PROGRAM COMPLETION TIMELINE.—

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

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

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

22                         “(A) a participant in the National Centers  
23                         of Academic Excellence in Cybersecurity  
24                         (NCAE–C) program; or

“(B) determined eligible by the Director of CISA, taking into consideration whether the virtual or in-person course offerings at such a college or school aligns with pathways as defined by the National Initiative for Cybersecurity Education (NICE) Cybersecurity Workforce Framework (NIST Special Publication 800–181, revision 1), and the presence of a cybersecurity clinic on campus.

“(3) PROGRAM COMPONENTS.—

“(A) IN GENERAL.—In accordance with subparagraph (C), students participating in the Program shall complete a minimum of four eligible skills-based exercises described in subparagraph (B).

“(B) ELIGIBLE SKILLS-BASED EXERCISES.—Eligible skills-based exercises described in this subparagraph may include the following:

“(i) Laboratory work.

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

“(iii) Virtual programming.

“(iv) Table-top exercises.

“(v) Industry training workshops.

1 “(vi) Exercises in a box.

2 “(C) PROVISION.—

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

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

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

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

23 “(I) Other Federal agencies, such  
24 as the Department of Defense, the  
25 Federal Bureau of Investigation, the

1 National Security Agency, and the Of-  
2 fice of the National Cyber Director, as  
3 appropriate.

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

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

14 “(D) INTERNSHIPS.—

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

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

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

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

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

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

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

9                   “(4) OUTREACH INITIATIVES.—

10                  “(A) CISA.—The Director of CISA  
11                  shall—

12                   “(i) conduct regional outreach initia-  
13                   tives, including at institutions designated  
14                   as National Centers of Academic Excel-  
15                   lence in Cybersecurity (NCAE-C), and  
16                   provide informational materials about the  
17                   Program—

18                   “(I) at each CISA regional office;

19                   and

20                   “(II) to industry partners to pro-  
21                   mote the Program; and

22                   “(ii) seek to engage with industry  
23                   stakeholders to produce an annual report  
24                   on industry-relevant skills intended to in-  
25                   form the skills-based exercises offered in

1 the Program, which report may include  
2 input from an advisory committee, estab-  
3 lished by the Director of CISA and com-  
4 prised of university-level educators.

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

16 “(5) PROGRAM COMPLETION BENEFITS.—

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

1       Such database shall be available for access, as  
2       appropriate, by students who have successfully  
3       completed the Program.

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

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

1 at institutions designated as NCAE–C. Scholar-  
2 ship amounts under this subparagraph shall be  
3 determined by the Director, subject to the avail-  
4 ability of appropriations for such purpose.

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

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

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

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

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

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

23 “(7) EXCEPTION.—A student who—

24 “(A) enlists or commissions in the Armed  
25 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.

○