

119TH CONGRESS
2D SESSION

H. R. 8930

To assess the biotechnology workforce needs of certain Federal agencies,
and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MAY 20, 2026

Mr. KHANNA (for himself, Mr. MCCORMICK, and Mr. SESSIONS) introduced
the following bill; which was referred to the Committee on Oversight and
Government Reform

A BILL

To assess the biotechnology workforce needs of certain
Federal agencies, 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 “Federal Biotechnology
5 Workforce Assessment Act”.

6 **SEC. 2. DEFINITIONS.**

7 In this Act:

8 (1) APPROPRIATE CONGRESSIONAL COMMIT-
9 TEES.—The term “appropriate congressional com-
10 mittees” means—

1 (A) the Committee on Homeland Security
2 and Governmental Affairs of the Senate; and

3 (B) the Committee on Oversight and Gov-
4 ernment Reform of the House of Representa-
5 tives.

6 (2) APPROPRIATE FEDERAL AGENCY.—The
7 term “appropriate Federal agency” means—

8 (A) the Department of Agriculture;

9 (B) the Department of Commerce;

10 (C) the Department of Defense;

11 (D) the Department of Energy;

12 (E) the Department of Health and Human
13 Services;

14 (F) the Department of Homeland Security;

15 (G) the Department of the Interior;

16 (H) the Department of State;

17 (I) the Department of the Treasury;

18 (J) the Environmental Protection Agency;

19 (K) the National Aeronautics and Space
20 Administration;

21 (L) the National Science Foundation;

22 (M) the Office of the Director of National
23 Intelligence;

24 (N) the Office of the United States Trade
25 Representative; or

1 (O) such other Federal departments and
2 agencies as the Director of the Office of Per-
3 sonnel Management considers appropriate.

4 (3) BIOTECHNOLOGY POSITION.—The term
5 “biotechnology position” means a position in an ap-
6 propriate Federal agency for which the primary du-
7 ties are—

8 (A) directly related to biotechnology or car-
9 rying out the activities of such appropriate Fed-
10 eral agency with respect to biotechnology; or

11 (B) supporting the positions at such ap-
12 propriate Federal agency for which the primary
13 duties are described in subparagraph (A).

14 (4) BIOTECHNOLOGY WORKFORCE.—The term
15 “biotechnology workforce” means the individuals
16 holding biotechnology positions.

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

19 (6) PUBLIC-PRIVATE TALENT EXCHANGES.—
20 The term “public-private talent exchanges” means
21 arrangements involving the temporary assignment of
22 a Federal employee to a non-Federal organization,
23 or the temporary assignment of a non-Federal em-
24 ployee to a Federal agency.

1 **SEC. 3. FEDERAL BIOTECHNOLOGY WORKFORCE ASSESS-**
2 **MENT.**

3 (a) IN GENERAL.—The Director shall, in coordina-
4 tion with the head of each appropriate Federal agency,
5 identify the biotechnology workforce of each appropriate
6 Federal agency and conduct an assessment of the current
7 and future biotechnology workforce needs of each appro-
8 priate Federal agency.

9 (b) CONTENTS.—The assessment required under sub-
10 section (a) shall, with respect to each appropriate Federal
11 agency—

12 (1) identify the total number of biotechnology
13 positions required in such appropriate Federal agen-
14 cy to support the objectives of such appropriate Fed-
15 eral agency in biotechnology—

16 (A) as of the date of enactment of this
17 Act; and

18 (B) over each of the 5-year and 10-year
19 periods beginning on such date;

20 (2) indicate the number of biotechnology posi-
21 tions identified under paragraph (1) that are filled
22 as of the date of the assessment;

23 (3) describe each biotechnology position identi-
24 fied under paragraph (1), including—

1 (A) the role of each such biotechnology po-
2 sition in supporting the objectives of such ap-
3 propriate Federal agency in biotechnology; and

4 (B) the qualifications required for each
5 such biotechnology position, including seniority
6 level, education, credentials, training, and secu-
7 rity clearances, including the level of security
8 clearance and any required infrastructure with
9 respect to such security clearance;

10 (4) quantify the total number of security clear-
11 ances needed for the biotechnology positions identi-
12 fied under paragraph (1);

13 (5) indicate the number of security clearances
14 identified in subparagraphs (A) and (B) of para-
15 graph (4) that can be obtained with current appro-
16 priations;

17 (6) quantify the additional appropriations, if
18 any, required to obtain the security clearances iden-
19 tified in subparagraphs (A) and (B) of paragraph
20 (4);

21 (7) assess whether the classifications and codes
22 used by the Office of Personnel Management for bio-
23 technology positions in such appropriate Federal
24 agency appropriately tracks and categorizes the bio-

1 technology positions that comprise the biotechnology
2 workforce of such appropriate Federal agency;

3 (8) assess the feasibility of developing new oc-
4 cupational series or codes by the Office of Personnel
5 Management for biotechnology positions;

6 (9) identify any challenges affecting the ability
7 of such appropriate Federal agency to develop the
8 biotechnology workforce of such appropriate Federal
9 agency;

10 (10) propose solutions to the challenges identi-
11 fied under paragraph (8);

12 (11) assess the practicability and effectiveness
13 of using current employees of such appropriate Fed-
14 eral agency to help meet the biotechnology workforce
15 needs of such appropriate Federal agency with addi-
16 tional training, including the nature and scope of the
17 training required;

18 (12) assess the practicability and effectiveness
19 of detailing current employees of such appropriate
20 Federal agency to and from other Federal agencies
21 to meet biotechnology workforce needs of such ap-
22 propriate Federal agency and such other Federal
23 agencies, and whether additional training may be re-
24 quired, including the nature and scope of any such
25 required training;

1 (13) identify mechanisms to enable such appro-
2 priate Federal agency to access outside expertise on
3 biotechnology, including mechanisms to assemble a
4 pool of outside experts who have been prequalified
5 (including by obtaining any necessary security clear-
6 ances) to assist such appropriate Federal agency on
7 matters relating to biotechnology as needed on a
8 temporary or intermittent basis; and

9 (14) identify mechanisms to enable such appro-
10 priate Federal agency to develop the biotechnology
11 workforce of such appropriate Federal agency
12 through the use of public-private talent exchanges.

13 (c) REPORT.—Not later than 180 days after the date
14 of enactment of this Act, the Director shall submit to the
15 appropriate congressional committees a report on the find-
16 ings assessments completed under subsection (a), includ-
17 ing the information described in subsection (b).

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