

119TH CONGRESS
2D SESSION

S. 4263

To establish a grant program within the Department of Labor to support the creation, implementation, and expansion of registered apprenticeship programs in cybersecurity.

IN THE SENATE OF THE UNITED STATES

MARCH 26, 2026

Ms. ROSEN (for herself and Mrs. BLACKBURN) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To establish a grant program within the Department of Labor to support the creation, implementation, and expansion of registered apprenticeship programs in cybersecurity.

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 “Cyber Ready Work-
5 force Act”.

6 **SEC. 2. DEFINITIONS.**

7 In this Act:

1 (1) REGISTERED APPRENTICESHIP PROGRAM.—

2 The term “registered apprenticeship program”
 3 means a program registered under the Act of Au-
 4 gust 16, 1937 (commonly known as the “National
 5 Apprenticeship Act”; 29 U.S.C. 50 et seq.).

6 (2) WORKFORCE INTERMEDIARY.—The term
 7 “workforce intermediary” means an entity that fa-
 8 cilitates the establishment of registered apprentice-
 9 ship programs, and may be a partnership that in-
 10 cludes one or more of the following as partners:

11 (A) A business or industry organization.

12 (B) A community-based organization, as
 13 defined in section 3201(5) of the Elementary
 14 and Secondary Education Act of 1965 (20
 15 U.S.C. 7801(5)).

16 (C) A State board or local board, as such
 17 terms are defined in section 3 of the Workforce
 18 Innovation and Opportunity Act (29 U.S.C.
 19 3102).

20 (D) A postsecondary education institution
 21 with experience in developing and administering
 22 registered apprenticeship programs.

23 (E) A joint labor-management partnership.

1 (F) An institution of higher education, as
 2 defined in section 101(a) of the Higher Edu-
 3 cation Act of 1965 (20 U.S.C. 1001(a)).

4 (G) A nonprofit organization.

5 **SEC. 3. CYBERSECURITY APPRENTICESHIP GRANT PRO-**
 6 **GRAM.**

7 (a) IN GENERAL.—The Secretary of Labor shall
 8 award grants, on a competitive basis, to workforce inter-
 9 mediaries, to support the establishment, implementation,
 10 and expansion of registered apprenticeship programs in
 11 cybersecurity.

12 (b) DESCRIPTION OF PROGRAMS ELIGIBLE.—For
 13 purposes of subsection (a), registered apprenticeship pro-
 14 grams in cybersecurity shall include technical instruction,
 15 workplace training, and industry-recognized certification
 16 in cybersecurity. Programs shall—

17 (1) include certifications in CompTIA
 18 Network+, CompTIA A+, CompTIA Security+,
 19 Microsoft Windows 10 Technician, Microsoft Cer-
 20 tified System Administrator, Certified Network De-
 21 fender, Certified Ethical Hacker, ISACA Cybersecu-
 22 rity Nexus (CSX), (ISC)²'s Certified Information
 23 Systems Security Professional (CISSP), or other in-
 24 dustry-recognized certification in cybersecurity;

1 (2) encourage stackable and portable creden-
2 tials; and

3 (3) lead to occupations such as computer sup-
4 port specialists, cybersecurity support technicians,
5 cloud computing architects, computer programmers,
6 computer systems analysts, or security specialists.

7 **SEC. 4. USE OF FUNDS.**

8 (a) **REQUIRED ACTIVITIES.**—A workforce inter-
9 mediary shall use at least 85 percent of the amount of
10 grant funds received under this Act for the following:

11 (1) **DEVELOPMENT AND TECHNICAL SUP-**
12 **PORT.**—Complete the apprenticeship registration
13 process with the Department of Labor, and assist
14 employers with other logistical and technical issues.

15 (2) **EMPLOYER PARTNERSHIP.**—

16 (A) **IN GENERAL.**—Develop curricula and
17 technical instruction for the registered appren-
18 ticeship program in cooperation with local busi-
19 nesses, organizations, and employer-partners,
20 referencing the work roles and tasks outlined in
21 the National Initiative for Cybersecurity Edu-
22 cation (NICE) Cybersecurity Workforce Frame-
23 work Special Publication 800–181 to develop
24 skills and standards for the program.

1 (B) OFFSITE TRAINING.—Assist employers
 2 in paying for the cost of offsite training and ac-
 3 quiring course materials provided to appren-
 4 tices.

5 (C) CONNECTING EMPLOYERS.—Connect
 6 employers with education and training providers
 7 to complement on-the-job learning.

8 (3) SUPPORT SERVICES FOR APPRENTICES.—
 9 Provide support services to apprentices to assist with
 10 their success in the registered apprenticeship pro-
 11 gram, which may include the following:

12 (A) Career counseling.

13 (B) Mentorship.

14 (C) Assisting with costs of transportation,
 15 housing, and child care services.

16 (b) ALLOWABLE ACTIVITIES.—A workforce inter-
 17 mediary may use up to 15 percent of the amount of grant
 18 funds received under this Act for the following outreach
 19 and marketing activities:

20 (1) Market apprenticeships and the apprentice-
 21 ship model to employers, secondary school adminis-
 22 trators, and counselors.

23 (2) Recruit and conduct outreach to potential
 24 apprentices, including secondary school students,

1 underrepresented populations (such as women and
2 minorities), youth, and veterans.

3 (3) Connect and collaborate with other work-
4 force intermediaries, and coordinate resources with
5 Federal investments in the registered apprenticeship
6 program, to—

7 (A) minimize the duplication of efforts;

8 (B) share best practices; and

9 (C) widely disseminate training resources
10 and materials developed with grant funds pro-
11 vided under this Act.

12 **SEC. 5. AUTHORIZATION OF APPROPRIATIONS.**

13 There is authorized to be appropriated, such sums
14 as may be necessary to carry out this Act.

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