

119TH CONGRESS
1ST SESSION

S. _____

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 SENATE OF THE UNITED STATES

Mr. ROUNDS introduced the following bill; which was read twice and 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
6 Skills-Based Cyber Workforce Act of 2025” or the “Cyber
7 PIVOTT Act”.

1 **SEC. 2. CISA EDUCATION AND TRAINING PROGRAMS AND**
2 **RESOURCES.**

3 (a) IN GENERAL.—Subtitle D of title XIII of the
4 Homeland Security Act of 2002 (Public Law 107–296;
5 116 Stat. 2298 et seq.) is amended by adding at the end
6 the following new section:

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

9 “(a) DEFINITIONS.—In this section:

10 “(1) ARMED FORCES.—The term ‘Armed
11 Forces’ has the meaning given the term ‘armed
12 forces’ in section 101 of title 10, United States
13 Code.

14 “(2) COMMUNITY COLLEGE.—The term ‘com-
15 munity college’ has the meaning given the term in
16 section 5002 of the William M. (Mac) Thornberry
17 National Defense Authorization Act for Fiscal Year
18 2021 (15 U.S.C. 9401).

19 “(3) CYBER-RELEVANT.—The term ‘cyber-rel-
20 evant’ means an area of national security that would
21 impact the cyber resiliency of the United States, in-
22 cluding relating to operational technology, critical in-
23 frastructure, artificial intelligence, quantum com-
24 puting, security awareness, or computer science.

1 “(4) DIRECTOR.—The term ‘Director’ means
2 the Director of the Cybersecurity and Infrastructure
3 Security Agency.

4 “(5) EXECUTIVE AGENCY.—The term ‘Execu-
5 tive agency’ has the meaning given the term in sec-
6 tion 105 of title 5, United States Code.

7 “(6) INSTITUTION OF HIGHER EDUCATION.—
8 The term ‘institution of higher education’ has the
9 meaning given the term in section 101(a) of the
10 Higher Education Act of 1965 (20 U.S.C. 1001(a)).

11 “(7) NICE CYBERSECURITY WORKFORCE
12 FRAMEWORK.—The term ‘NICE Cybersecurity
13 Workforce Framework’ means the National Initia-
14 tive for Cybersecurity Education (NICE) Cybersecu-
15 rity Workforce Framework (NIST Special Publica-
16 tion 800–181, revision 1, published November 16,
17 2020).

18 “(8) PARTICIPATING INSTITUTION.—The term
19 ‘participating institution’ means a community col-
20 lege, technical school, or other institution of higher
21 education offering 2-year programs with which the
22 Director has entered into a partnership or other ar-
23 rangement as described in subsection (b)(1)(A).

24 “(9) PROGRAM.—The term ‘Program’ means
25 the ‘Providing Individuals Various Opportunities for

1 Technical Training to Build a Skills-Based Cyber
2 Workforce Program’ or the ‘PIVOTT Program’ es-
3 tablished under subsection (b)(1).

4 “(10) SKILLS-BASED EXERCISE.—The term
5 ‘skills-based exercise’ means a condensed program
6 lasting not less than 1 day that focuses on practice
7 and application, rather than research and study.

8 “(11) TECHNICAL SCHOOL.—The term ‘tech-
9 nical school’ has the meaning given the term in sec-
10 tion 411.167 of title 20, Code of Federal Regula-
11 tions.

12 “(12) UNIVERSITY-LEVEL EDUCATOR.—The
13 term ‘university-level educator’ means an educator
14 that teaches at the level of an institution of higher
15 education.

16 “(b) EXPANDING EDUCATION AND TRAINING PRO-
17 GRAMS AND RESOURCES TO COMMUNITY COLLEGES,
18 TECHNICAL SCHOOLS, AND OTHER INSTITUTIONS OF
19 HIGHER EDUCATION OFFERING 2-YEAR PROGRAMS.—

20 “(1) ESTABLISHMENT OF PIVOTT PROGRAM.—
21 Not later than 1 year after the date of enactment
22 of this subsection, the Director shall establish a pro-
23 gram—

24 “(A) under which the Director shall seek
25 to enter into partnerships or other arrange-

1 ments with community colleges, technical
2 schools, and other institutions of higher edu-
3 cation offering 2-year programs to establish
4 educational and training programs and facili-
5 tate internship and post-graduation Federal job
6 opportunities at participating institutions; and

7 “(B) that shall be known as the ‘Providing
8 Individuals Various Opportunities for Technical
9 Training to Build a Skills-Based Cyber Work-
10 force Program’ or the ‘PIVOTT Program’.

11 “(2) STUDENT QUALIFICATIONS.—

12 “(A) ELIGIBILITY.—The following cat-
13 egories of students shall be eligible to partici-
14 pate in the Program:

15 “(i) Students who are enrolled in but
16 who have not yet started a 2-year cyber or
17 cyber-relevant associate’s degree program
18 or comparable technical certification, as
19 determined by the Director, at a partici-
20 pating institution.

21 “(ii) Students who are currently en-
22 rolled in their first semester of a 2-year
23 cyber or cyber-relevant associate’s degree
24 program or comparable technical certifi-

1 cation, as determined by the Director, at a
2 participating institution.

3 “(iii) Students identified by the Direc-
4 tor who are eligible and qualified to enroll
5 in a 2-year degree cyber or cyber-relevant
6 associate’s degree program or comparable
7 technical certification at a participating in-
8 stitution, such as individuals who are pur-
9 suing a career change, have a high school
10 diploma or equivalent, or would be consid-
11 ered entry-level employees.

12 “(iv) Students enrolled in technical
13 certifications at participating institutions
14 that are less than 2 years in duration
15 but—

16 “(I) align with Tasks, Knowl-
17 edge, and Skills, as described in the
18 NICE Cybersecurity Workforce
19 Framework; and

20 “(II) prepare students to serve in
21 Federal, State, local, Tribal, or terri-
22 torial government cyber or cyber-rel-
23 evant roles.

24 “(B) SCHOLARSHIPS.—The Secretary, act-
25 ing through the Director, shall provide students

1 participating in the Program with full tuition
2 scholarships, including academic fees, lab fees,
3 travel, lodging, per diem, stipends, internship
4 costs, costs associated with virtual participa-
5 tion, certification testing fees, and any other ex-
6 penses the Director determines necessary to
7 complete any requirement under the Program,
8 including for participation in 1 in-person skills-
9 based exercise in accordance with paragraph
10 (4)(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 “(C) SERVICE OBLIGATION.—

15 “(i) IN GENERAL.—Each student who
16 participates in and completes the Program
17 shall fulfill a 2-year service obligation in a
18 cyber or cyber-relevant role, as described in
19 the NICE Cybersecurity Workforce Frame-
20 work or the Department of Defense Cyber
21 Workforce Framework, to advance the
22 cyber mission of an Executive agency or a
23 State, local, Tribal, or territorial govern-
24 ment.

1 “(ii) EXCEPTION.—The service obliga-
2 tion specified in clause (i) shall not apply
3 to any student who—

4 “(I) has completed a term of
5 service in the Armed Forces that is
6 equal to the service obligation speci-
7 fied in clause (i);

8 “(II) is currently serving in the
9 Armed Forces; or

10 “(III) pursues service in the
11 Armed Forces in a cyber or cyber-rel-
12 evant role during or immediately after
13 the date on which the student com-
14 pletes the Program.

15 “(iii) DELAYED SERVICE.—Any stu-
16 dent who, immediately after the date on
17 which the student completes the Program,
18 enrolls in a 4-year degree program may
19 complete the service obligation specified in
20 clause (i) after receiving such 4-year de-
21 gree.

22 “(D) PROGRAM COMPLETION TIMELINE.—

23 “(i) IN GENERAL.—Each student who
24 participates in the Program shall complete
25 participation in the Program not later than

1 4 years after the date on which the student
2 begins the Program, or pursuant to rules
3 of the relevant participating institution if
4 such rules are in effect at the time the stu-
5 dent begins such participation.

6 “(ii) PROCESS FOR UPDATED COM-
7 PLETION TIMELINE.—

8 “(I) APPLICATION FOR WAIV-
9 ER.—Any student who experiences ex-
10 treme hardship during participation in
11 the Program may submit to the Di-
12 rector an application to waive the ap-
13 plication of the timeline specified in
14 clause (i).

15 “(II) DETERMINATION.—The Di-
16 rector, in consultation with the appro-
17 priate participating institution, shall
18 determine on a case-by-case basis
19 whether a student who submits an ap-
20 plication for a waiver under subclause
21 (I) may be granted additional time to
22 complete the Program.

23 “(3) INSTITUTIONAL REQUIREMENTS.—A com-
24 munity college, technical school, or other institution
25 of higher education is eligible to participate in the

1 Program if the community college, technical school,
2 or institution of higher education is—

3 “(A) a participant in the National Centers
4 of Academic Excellence in Cybersecurity pro-
5 gram; or

6 “(B) determined eligible by the Director,
7 taking into consideration—

8 “(i) whether the virtual or in-person
9 course offerings of the community college,
10 technical school, or institution of higher
11 education align with career pathways, as
12 described in the NICE Cybersecurity
13 Workforce Framework; and

14 “(ii) the presence of a cybersecurity
15 clinic on campus.

16 “(4) PROGRAM COMPONENTS.—

17 “(A) IN GENERAL.—In accordance with
18 subparagraph (C), students participating in the
19 Program shall complete a minimum of 4 eligible
20 skills-based exercises described in subparagraph
21 (B).

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

25 “(i) Laboratory work.

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

4 “(iii) Virtual programming.

5 “(iv) Table-top exercises.

6 “(v) Industry training workshops.

7 “(vi) Exercises in a box.

8 “(C) PROVISION.—

9 “(i) IN GENERAL.—The Director shall
10 coordinate with participating institutions
11 to provide not fewer than 1 skills-based ex-
12 ercise required under subparagraph (A)
13 each semester.

14 “(ii) STUDENT REQUIREMENTS.—Stu-
15 dents participating in the Program shall
16 complete not fewer than 1 of the 4 skills-
17 based exercises required under subpara-
18 graph (A) in person.

19 “(iii) ADMINISTRATION OF EXER-
20 CISES.—The Director, in coordination with
21 participating institutions, shall offer not
22 fewer than 1 in-person skills-based exercise
23 to Program participants every 2 years.

24 “(iv) COORDINATION.—The Director
25 shall coordinate and may jointly offer the

1 skills-based exercises required under sub-
2 paragraph (A) with the following:

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

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

12 “(v) EXCEPTION.—A student partici-
13 pating in the Program who is unable to
14 complete a skills-based exercise required
15 under subparagraph (A) may submit to the
16 participating institution a proposal for a
17 comparable skills-based exercise, as deter-
18 mined by the Director.

19 “(D) INTERNSHIPS.—

20 “(i) IN GENERAL.—The Director and
21 participating institutions shall, as a core
22 requirement of the Program, coordinate
23 with appropriate entities to place students
24 participating in the Program in an ap-
25 proved cyber or cyber-relevant internship,

1 as determined by the Director, with any of
2 the following:

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

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

10 “(III) A Federal department or
11 agency, including with the Regional
12 Security Advisors program of the Cy-
13 bersecurity and Infrastructure Secu-
14 rity Agency.

15 “(ii) PRIORITIZATION.—A student
16 who has communicated in writing to the
17 Director or the appropriate participating
18 institution during the internship placement
19 process that the student intends to serve in
20 a Federal Government position beyond the
21 obligations of the student under paragraph
22 (2)(C) shall be prioritized for Federal
23 cyber internship opportunities that require
24 a security clearance.

1 “(aa) at each regional office
2 of the Cybersecurity and Infra-
3 structure Security Agency; and

4 “(bb) to industry partners
5 to promote the Program; and

6 “(II) seek to engage with indus-
7 try stakeholders to produce an annual
8 report—

9 “(aa) on industry-relevant
10 skills intended to inform the
11 skills-based exercises offered
12 under the Program; and

13 “(bb) that—

14 “(AA) may include
15 input from an advisory com-
16 mittee, established by the
17 Director and composed of
18 university-level educators;
19 and

20 “(BB) shall be sub-
21 mitted to the Committee on
22 Homeland Security and Gov-
23 ernmental Affairs of the
24 Senate and the Committee
25 on Homeland Security of the

1 House of Representatives
2 not later than 1 year after
3 the date of enactment of
4 this section, and each year
5 thereafter.

6 “(ii) FACA EXEMPTION.—Chapter 10
7 of title 5, United States Code, shall not
8 apply to the advisory committee estab-
9 lished by the Director under clause
10 (i)(II)(bb)(AA).

11 “(B) RECRUITMENT FAIR.—

12 “(i) IN GENERAL.—Each fiscal year,
13 the Director, in coordination with the Na-
14 tional Cyber Director, shall host a vol-
15 untary Federal Government recruitment
16 fair that includes Federal Government
17 agency representatives who seek to recruit
18 for vacant cybersecurity positions.

19 “(ii) INFORMATION REGARDING RE-
20 CRUITMENT FAIR.—The Director shall post
21 information regarding the recruitment fair
22 required under clause (i) on a dedicated
23 website of the Cybersecurity and Infra-
24 structure Security Agency.

1 “(iii) HOSTING OF RECRUITMENT
2 FAIR.—Each recruitment fair required
3 under clause (i)—

4 “(I) may be hosted online or in-
5 person; and

6 “(II) shall be hosted at not fewer
7 than 5 participating institutions.

8 “(6) PROGRAM COMPLETION BENEFITS.—

9 “(A) DATABASE.—The Director,
10 leveraging existing educational content reposi-
11 tories, shall maintain an online database that
12 shall—

13 “(i) provide cyber training and edu-
14 cation resources, mapped to job roles set
15 forth in the NICE Cybersecurity Work-
16 force Framework, and information relating
17 to Federal job opportunities in cyber or
18 cyber-relevant fields; and

19 “(ii) be made available for access by,
20 as appropriate, students who have success-
21 fully completed the Program.

22 “(B) CERTIFICATION PROGRAM.—

23 “(i) LIST OF CERTIFICATION PRO-
24 GRAMS.—The Director shall establish and
25 update annually a list of existing cyber cer-

1 tification programs developed or offered by
2 entities in the private sector, academia,
3 nonprofits, or other institutions, as deter-
4 mined by the Director.

5 “(ii) FUNDING.—The Secretary, act-
6 ing through the Director, may fund,
7 through vouchers requested by a student
8 participating in the program, not more
9 than 3 certifications and associated certifi-
10 cation examinations per student from the
11 list established under clause (i), provided
12 that any such student shall have completed
13 the Program and requested the voucher
14 not later than 10 years after the date on
15 which the student completed the Program.

16 “(C) ADDITIONAL SCHOLARSHIP OPPORTU-
17 NITIES FOR STUDENTS WHO COMPLETE THE
18 PROGRAM.—

19 “(i) IN GENERAL.—The Director may
20 select, pursuant to an application process
21 designed by Director, not more than 10
22 students per year who have completed the
23 Program and have been employed by the
24 Federal Government for not less than 7
25 years to be eligible for scholarships to be

1 applied to cyber or cyber-relevant degree
2 programs offered at institutions designated
3 as National Centers of Academic Excel-
4 lence in Cybersecurity.

5 “(ii) AMOUNTS.—Scholarship
6 amounts under this subparagraph shall be
7 determined by the Director, subject to the
8 availability of appropriations for such pur-
9 pose.

10 “(7) TERMS OF PROGRAM SCHOLARSHIP.—

11 “(A) IN GENERAL.—Except as provided in
12 subparagraph (B), a scholarship recipient under
13 this section shall be liable to the United States
14 for repayment of a scholarship awarded to the
15 recipient as provided under subsection (e) if the
16 recipient—

17 “(i) fails to maintain an acceptable
18 level of academic standing at the partici-
19 pating institution, as determined by the
20 Director;

21 “(ii) is dismissed from the partici-
22 pating institution for disciplinary reasons;

23 “(iii) withdraws from the eligible de-
24 gree program before completing the Pro-
25 gram;

1 “(iv) declares that the recipient does
2 not intend to fulfill the post-award employ-
3 ment obligation under this section; or

4 “(v) fails to maintain or fulfill the
5 post-graduation government service or
6 post-award obligations or requirements of
7 such recipient.

8 “(B) EXCEPTION.—The Director may, on
9 a case-by-case basis, exempt from liability for
10 repayment a scholarship awarded to a student
11 who is participating or has participated in the
12 Program if the relevant student—

13 “(i) enlists or commissions in the
14 Armed Forces prior to completion of the
15 Program; or

16 “(ii) has a documented history of
17 demonstrated effort to secure a position
18 with a Federal, State, local, Tribal, or ter-
19 ritorial government within 2 years after
20 the date on which the student completes
21 the Program but who is not offered such
22 a position.

23 “(c) MONITORING COMPLIANCE.—As a condition of
24 participation in the Program, a participating institution
25 shall enter into an agreement with the Director to monitor

1 the compliance of recipients of scholarships awarded under
2 this section with respect to the post-award employment ob-
3 ligations of such recipients.

4 “(d) AMOUNT OF REPAYMENT.—If a circumstance
5 described in subsection (b)(7)(A) occurs before the com-
6 pletion of 1 year of a post-scholarship employment obliga-
7 tion under this section, the total amount of scholarship
8 awards received by an individual under this section shall—

9 “(1) be repaid to the Department immediately;

10 or

11 “(2) be treated as a loan to be repaid in accord-
12 ance with subsection (e).

13 “(e) REPAYMENTS.—A loan referred to subsection
14 (d)(2) shall—

15 “(1) be treated as a Federal Direct Unsub-
16 sidized Stafford Loan under part D of title IV of the
17 Higher Education Act of 1965 (20 U.S.C. 1087a et
18 seq.); and

19 “(2) be subject to repayment, together with in-
20 terest thereon accruing from the date of the scholar-
21 ship award, in accordance with terms and conditions
22 specified by the Secretary (in consultation with the
23 Secretary of Education) in regulations promulgated
24 to carry out this subsection.

25 “(f) COLLECTION OF REPAYMENT.—

1 “(1) IN GENERAL.—If a scholarship recipient is
2 required to repay a scholarship under this section—

3 “(A) the Secretary shall determine the re-
4 payment amounts and notify such recipient of
5 the amount owed; and

6 “(B) the Secretary, or a participating in-
7 stitution acting on behalf of the Secretary, shall
8 collect such amount within a period of time as
9 determined by the Secretary, or such amount
10 shall be treated as a loan in accordance with
11 subsection (e).

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

16 “(3) RETENTION OF PERCENTAGE.—

17 “(A) IN GENERAL.—A participating insti-
18 tution may retain a percentage of any repay-
19 ment the participating institution collects under
20 this subsection to defray administrative costs
21 associated with the collection of such repay-
22 ment.

23 “(B) PERCENTAGE APPLICABLE.—The
24 Secretary shall establish a single, fixed percent-
25 age that participating institutions may retain

1 from repayments collected under subparagraph
2 (A) that shall be applicable to all participating
3 institutions.

4 “(g) EXCEPTIONS.—The Secretary may provide for
5 the partial or total waiver or suspension of any repayment
6 obligation by a scholarship recipient under this section if
7 compliance by the scholarship recipient with the repay-
8 ment obligation is impossible or would involve extreme
9 hardship to the scholarship recipient.

10 “(h) TIMELINE FOR IMPLEMENTATION.—

11 “(1) IN GENERAL.—The Director and partici-
12 pating institutions shall seek to enroll in the Pro-
13 gram, subject to the availability of appropriations,
14 not fewer than 250 students for the first full aca-
15 demic year of the Program that begins 1 year after
16 the date of the enactment of this section.

17 “(2) GROWTH OF PROGRAM.—Beginning with
18 the second full academic year of the Program, the
19 Director and participating institutions shall seek to
20 enroll in the Program each full academic year, sub-
21 ject to the availability of appropriations, not fewer
22 than double the number of students enrolled in the
23 immediately preceding full academic year until the
24 number of such students reaches 1,000 each full
25 academic year.

1 “(3) PLAN FOR 10,000 STUDENTS.—

2 “(A) DEVELOPMENT OF PLAN.—Not later
3 than 90 days after the date of the enactment of
4 this section, the Director and participating in-
5 stitutions shall develop a plan, subject to capac-
6 ity and administrative capabilities, to enroll by
7 not later than 10 years after the date of the es-
8 tablishment of the Program not fewer than
9 10,000 students in the Program each academic
10 year.

11 “(B) BRIEFING.—The Director shall brief
12 the Committee on Homeland Security and Gov-
13 ernmental Affairs of the Senate and the Com-
14 mittee on Homeland Security of the House of
15 Representatives regarding such plan.

16 “(i) REPORT ON ENROLLMENT GOALS.—If the Di-
17 rector and participating institutions fail in any academic
18 year to meet the minimum quota specified in paragraph
19 (1) or (2), as the case may be, of subsection (h), the Direc-
20 tor shall brief the Committee on Homeland Security and
21 Governmental Affairs of the Senate and the Committee
22 on Homeland Security of the House of Representatives not
23 later than 30 days after the conclusion of that academic
24 year.”.

1 (b) CLERICAL AMENDMENT.—The table of contents
2 in section 1(b) of the Homeland Security Act of 2002
3 (Public Law 107–296; 116 Stat. 2135) is amended by in-
4 serting after the item relating to section 1333 the fol-
5 lowing new item:

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

6 (c) REVIEW OF CISA EDUCATION, TRAINING PRO-
7 GRAMS AND RESOURCES.—Not later than 90 days after
8 the date of enactment of this Act, the Director of the Cy-
9 bersecurity and Infrastructure Security Agency shall sub-
10 mit to the Committee on Homeland Security and Govern-
11 mental Affairs of the Senate and the Committee on Home-
12 land Security of the House of Representatives a review
13 of the education and training programs of the Cybersecu-
14 rity and Infrastructure Security Agency, which shall
15 evaluate the cost, reach, and current demand of those pro-
16 grams, including relating to any resource gaps in any of
17 those programs.

18 (d) PROMOTING CYBERCORPS SCHOLARSHIP FOR
19 SERVICE AS A GOLD STANDARD PROGRAM.—The Sec-
20 retary of Homeland Security shall submit to the Com-
21 mittee on Homeland Security and Governmental Affairs
22 and the Committee on Commerce, Science, and Transpor-
23 tation of the Senate and the Committee on Homeland Se-
24 curity and the Committee on Science, Space, and Tech-
25 nology of the House of Representatives a report on current

1 support provided by the Department of Homeland Secu-
2 rity to the CyberCorps Scholarship for Service Program,
3 including opportunities to provide additional funding to
4 the CyberCorps Scholarship for Service Program under
5 existing training and education programs of the Depart-
6 ment of Homeland Security.