

116TH CONGRESS  
2D SESSION

# H. R. 6415

To build on America's spirit of service to nurture, promote, and expand a culture of service to secure the Nation's future, address critical needs of the Nation, and strengthen the civic fabric of American society.

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## IN THE HOUSE OF REPRESENTATIVES

MARCH 27, 2020

Mr. PANETTA (for himself, Mr. BACON, Ms. HOULAHAN, Mr. WALTZ, Mr. MOULTON, Mr. CISNEROS, Mr. RIGGLEMAN, Mr. CARBAJAL, and Mr. CROW) introduced the following bill; which was referred to the Committee on Education and Labor, and in addition to the Committees on Armed Services, Foreign Affairs, Agriculture, Natural Resources, Ways and Means, Oversight and Reform, Veterans' Affairs, Homeland Security, Intelligence (Permanent Select), House Administration, the Judiciary, and Energy and Commerce, 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 build on America's spirit of service to nurture, promote, and expand a culture of service to secure the Nation's future, address critical needs of the Nation, and strengthen the civic fabric of American society.

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 “Inspire to Serve Act  
3 of 2020”.

4 **SEC. 2. TABLE OF CONTENTS.**

5       The table of contents for this Act is as follows:

Sec. 1. Short title.

Sec. 2. Table of contents.

**TITLE I—PRIORITIZATION OF CIVIC EDUCATION AND SERVICE  
LEARNING**

Sec. 101. Civic education fund.

Sec. 102. Service-learning fund.

Sec. 103. National civics assessment.

Sec. 104. Excellence in civics award.

Sec. 105. Development of material on civic education and effective citizenship.

Sec. 106. Sense of Congress regarding the importance of teachers in inspiring  
civic engagement.

**TITLE II—ELEVATION AND INTEGRATION OF ALL FORMS OF  
SERVICE**

Sec. 201. Council on Military, National, and Public Service.

Sec. 202. Internet-based service platform.

Sec. 203. Pilot program to coordinate military, national, and public service re-  
cruitment.

Sec. 204. Joint market research and recruiting program to advance military  
and national service.

Sec. 205. Information sharing to advance military and national service.

Sec. 206. Transition opportunities for military servicemembers and national  
service participants.

Sec. 207. Joint report to Congress on initiatives to integrate military and na-  
tional service.

**TITLE III—ADVANCEMENT OF MILITARY, NATIONAL, AND PUBLIC  
SERVICE**

Sec. 300. Definitions.

**Subtitle A—Advancement of Military Service**

Sec. 301. New personnel management structure for military specialists.

Sec. 302. Pre-service tuition grant program.

Sec. 303. Pilot program on technical civilian professional credentials.

Sec. 304. Expansion of Junior Reserve Officers’ Training Corps Program.

Sec. 305. Expansion of Cyber Institutes Program.

Sec. 306. Temporary authority for targeted recruitment incentives.

Sec. 307. Multiyear appropriations for marketing and advertising.

**Subtitle B—Advancement of National Service**

Sec. 321. National service fellowships.

- Sec. 322. Expansion of youthbuild, youth conservation corps, and national guard youth challenge programs.
- Sec. 323. National service public awareness campaign.
- Sec. 324. Recognition of corporate contributions to national service.
- Sec. 325. Corporation for national and community service demonstration projects.
- Sec. 326. Peace Corps remote demonstration projects.
- Sec. 327. National service living allowance increases.
- Sec. 328. Senior Corps stipend increases.
- Sec. 329. Wraparound support services for certain national service participants.
- Sec. 330. National service educational award increases.
- Sec. 331. Expanded use of national service educational award.
- Sec. 332. Discounted end-of-service cash stipend for national service members.
- Sec. 333. Exclusion of national service educational award from gross income.
- Sec. 334. Transferability of national service educational award.
- Sec. 335. Noncompetitive eligibility for full-time national service participants.
- Sec. 336. Pension service credit for Federal service corps participants.
- Sec. 337. Senior Corps competitive grant model.

Subtitle C—Advancement of Public Service: Modernization of Federal  
Personnel Systems

- Sec. 341. Enhanced awareness of the value of Federal public service.
- Sec. 342. Responsibility for determining eligibility for hiring preferences and special hiring options.
- Sec. 343. Enhancement of special hiring authorities for military veterans.
- Sec. 344. Noncompetitive eligibility for high-performing civilian employees.
- Sec. 345. Flexibility for temporary and term appointments.
- Sec. 346. Criteria for granting direct-hire authority to agencies.
- Sec. 347. Cafeteria plan for Federal employees.
- Sec. 348. Modern benefits pilot program.
- Sec. 349. Demonstration project flexibility for the Office of Personnel Management.
- Sec. 350. Advanced assessment tools for Executive agency hiring.
- Sec. 351. Competency standards for human resources specialists.
- Sec. 352. Evaluation of improvements to the Federal civil service personnel system.
- Sec. 353. Proposals for modern talent-management system.
- Sec. 354. Annual report on blended Federal workforce.
- Sec. 355. Sense of Congress on effective and efficient management of the blended Federal workforce.

Subtitle D—Advancement of Public Service: Students, Recent Graduates, and  
Critical Skills

- Sec. 361. Federal Fellowship and Scholarship Center.
- Sec. 362. Public Service Corps.
- Sec. 363. Public service academy grants.
- Sec. 364. Public service cadet program at military service academies.
- Sec. 365. Compensation for Federal interns.
- Sec. 366. Establishment of Pathways Program.
- Sec. 367. Enhanced hiring for recent college graduates and post-secondary students.
- Sec. 368. Aggregate number of hires of recent college graduates and post-secondary students.

- Sec. 369. Demonstration project to hire recent college graduates and post-secondary students with critical skills.
- Sec. 370. Noncompetitive eligibility for Federal developmental positions.
- Sec. 371. Facilitation of Federal employee reskilling.
- Sec. 372. Civilian Cybersecurity Reserve pilot project.
- Sec. 373. Expansion of cyber talent management system.
- Sec. 374. Personnel policy demonstration project for Federal agencies with employees in science, technology, engineering, and mathematics fields.
- Sec. 375. Development of proposal for simplified personnel system for Veterans Health Administration.
- Sec. 376. Portability of health care licensure for Federal employees.

#### TITLE IV—STRENGTHENING OF NATIONAL MOBILIZATION

- Sec. 401. Modernization of the Selective Service System.
- Sec. 402. Report on exemptions and deferments for a possible military draft.
- Sec. 403. Responsibilities for national mobilization; personnel requirements.
- Sec. 404. Enhancements to national mobilization exercises.
- Sec. 405. Critical skills for the Department of Defense.
- Sec. 406. Individual Ready Reserve for Critical Skills.

## 1 **TITLE I—PRIORITIZATION OF** 2 **CIVIC EDUCATION AND SERV-** 3 **ICE LEARNING**

### 4 **SEC. 101. CIVIC EDUCATION FUND.**

5 (a) DEFINITIONS.—In this section:

6 (1) APPLIED CIVICS.—The term “applied  
7 civics” means an educational program applying serv-  
8 ice-learning methods to provide students with prac-  
9 tical and experiential opportunities to apply their  
10 civic knowledge and skills.

11 (2) CIVIC EDUCATION.—The term “civic edu-  
12 cation” means an educational program that provides  
13 participants with knowledge of law, government, and  
14 the rights and responsibilities of citizens and skills  
15 that enable participants to participate responsibly in  
16 democracy.

1           (3) EDUCATIONAL SERVICE AGENCY AND STATE  
2 EDUCATIONAL AGENCY.—The terms “educational  
3 service agency” and “State educational agency”  
4 have the meanings given those terms in section 8101  
5 of the Elementary and Secondary Education Act of  
6 1965 (20 U.S.C. 7801).

7           (4) ELIGIBLE ENTITY.—The term “eligible enti-  
8 ty” means—

- 9                   (A) any local educational agency;
- 10                  (B) any State educational agency;
- 11                  (C) any educational service agency;
- 12                  (D) any institution of higher education;
- 13                  (E) any community-based organization;
- 14                  (F) any nonprofit, nongovernmental orga-  
15 nization; or
- 16                  (G) any consortium of entities described in  
17 subparagraphs (A) through (F).

18           (5) HIGH-NEED SCHOOL.—The term “high-need  
19 school” means any public elementary school or sec-  
20 ondary school that is located in an area in which the  
21 percentage of students from families with incomes  
22 below the poverty line is 30 percent or more, as de-  
23 termined by the Secretary.

24           (6) INSTITUTION OF HIGHER EDUCATION.—The  
25 term “institution of higher education” has the

1 meaning given that term in section 8101 of the Ele-  
2 mentary and Secondary Education Act of 1965 (20  
3 U.S.C. 7801).

4 (7) LOCAL EDUCATIONAL AGENCY.—The term  
5 “local educational agency” has the meaning given  
6 that term in section 8101 of the Elementary and  
7 Secondary Education Act of 1965 (20 U.S.C. 7801)  
8 and includes any tribally sanctioned educational au-  
9 thority as defined in section 3201 of that Act (20  
10 U.S.C. 7011).

11 (8) SCHOOL.—The term “school” means—

12 (A) any elementary school or secondary  
13 school as those terms are defined in section  
14 8101 of the Elementary and Secondary Edu-  
15 cation Act of 1965 (20 U.S.C. 7801); and

16 (B) any education program provided by the  
17 Secretary of Defense under section 2164 of title  
18 10, United States Code.

19 (9) SECRETARY.—The term “Secretary” means  
20 the Secretary of Education.

21 (10) SERVICE-LEARNING.—The term “service-  
22 learning” has the meaning given that term in section  
23 101 of the National and Community Service Act of  
24 1990 (42 U.S.C. 12511).

1           (11) STATE.—The term “State” means each of  
2           the several States, the District of Columbia, the  
3           Commonwealth of Puerto Rico, and any other terri-  
4           tory or possession of the United States.

5           (b) PROGRAM AUTHORIZED.—

6           (1) IN GENERAL.—The Secretary shall establish  
7           and administer a Civic Education Fund from which  
8           the Secretary makes grants under this section to eli-  
9           gible entities, on a competitive basis, to support the  
10          development and evaluation of civic education pro-  
11          grams in schools.

12          (2) PURPOSE.—The purposes of grants award-  
13          ed from the Civic Education Fund are—

14                (A) to promote and expand civic education  
15                by supporting the development and implementa-  
16                tion of high-quality civic education, applied  
17                civics, and service-learning programming in  
18                schools;

19                (B) to promote the development and imple-  
20                mentation of evidence-based curricula and edu-  
21                cational standards, and to provide teacher de-  
22                velopment, with respect to civic education, ap-  
23                plied civics, and service-learning programming  
24                in schools; and

1 (C) to support State and local educational  
2 agencies, institutions of higher education, and  
3 nonprofit organizations in their efforts to sup-  
4 port civic education, applied civics, and service-  
5 learning in schools.

6 (c) TEACHER DEVELOPMENT IN CIVIC EDUCATION,  
7 APPLIED CIVICS, AND SERVICE LEARNING.—

8 (1) IN GENERAL.—An eligible entity may apply  
9 for a grant under this section for the purpose of  
10 teacher development in civic education, applied  
11 civics, and service-learning in schools. Such grant  
12 may only be used—

13 (A) to train teachers in effective strategies  
14 for instructing students in civic education, ap-  
15 plied civics, and service-learning;

16 (B) to host training sessions for teachers  
17 to share best practices and learn new skills;

18 (C) to develop resources that teachers can  
19 use in the classroom to improve civic education,  
20 applied civics, and service-learning programs for  
21 students;

22 (D) to coordinate with other local organi-  
23 zations and community-based services and pro-  
24 grams to provide hands-on civic learning devel-  
25 opment opportunities; or



1 (E) to support any other programs de-  
2 signed to ensure that teachers have the req-  
3 uisite knowledge and skills to successfully teach  
4 civic education and applied civics.

5 (2) GRANTS.—

6 (A) RESERVATION OF FUNDS FOR HIGH-  
7 NEED SCHOOLS.—Of the funds made available  
8 for grants under this subsection, the Secretary  
9 shall reserve not less than 50 percent for grants  
10 to provide services for teachers in high-need  
11 schools.

12 (B) GENERAL GRANTS.—The remainder of  
13 the funds made available for grants under this  
14 subsection (but not more than 50 percent of  
15 such funds) shall be granted on a competitive  
16 basis to eligible entities for the purpose of  
17 teacher development in civic education, applied  
18 civics, and service learning in schools.

19 (d) DEVELOPMENT AND IMPLEMENTATION OF EF-  
20 FECTIVE CIVIC EDUCATION, APPLIED CIVICS, AND SERV-  
21 ICE-LEARNING PROGRAMS.—

22 (1) IN GENERAL.—An eligible entity may apply  
23 for a grant under this section for activities to sup-  
24 port effective civic education, applied civics, and

1 service-learning programs in schools. Such grant  
2 may only be used—

3 (A) to establish a new, or improve an exist-  
4 ing, civic education, applied civics, or service-  
5 learning program;

6 (B) to evaluate the effect of such programs  
7 on participants and increase the effectiveness of  
8 such programs with respect to—

9 (i) understanding of United States  
10 law, history, and government;

11 (ii) voting and other forms of political  
12 and civic engagement;

13 (iii) critical thinking and media lit-  
14 eracy;

15 (iv) interest in employment, and ca-  
16 reers, in military, national, and public  
17 service; and

18 (v) the ability of participants to col-  
19 laborate and compromise with others to  
20 solve problems;

21 (C) to develop and modify curricula relat-  
22 ing to civic education, applied civics, and service  
23 learning;

24 (D) to create and administer classroom ac-  
25 tivities, thesis projects, individual or team

1 projects, internships, or community service ac-  
2 tivities related to civics education;

3 (E) to collaborate with government enti-  
4 ties, nonprofit organizations, or consortia of  
5 such entities and organizations to provide stu-  
6 dents with experiences related to civic edu-  
7 cation; or

8 (F) to develop and support any other pro-  
9 grams the Secretary deems crucial to the effi-  
10 cacy of civic education, applied civics, or serv-  
11 ice-learning programs.

12 (2) GRANTS.—

13 (A) RESERVATION OF FUNDS FOR HIGH-  
14 NEED SCHOOLS.—Of the funds made available  
15 for grants under this subsection, the Secretary  
16 shall reserve not less than 50 percent for grants  
17 for programs for students in high-need schools.

18 (B) GENERAL GRANTS.—The remainder of  
19 the funds made available for grants under this  
20 subsection (but not more than 50 percent of  
21 such funds) shall be granted on a competitive  
22 basis to eligible entities for programs that de-  
23 velop and implement effective civic education,  
24 applied civics, and service-learning programs in  
25 schools.

1 (e) MATCHING FUNDS REQUIREMENTS.—

2 (1) REQUIREMENTS.—Except for grants for  
3 high-need schools under subsections (c)(2)(A) and  
4 (d)(2)(A), the Federal share of the cost of a pro-  
5 gram that receives a grant under this section,  
6 whether the grant is provided directly or as a  
7 subgrant from the original recipient of the grant,  
8 may not exceed 50 percent of such cost.

9 (2) CALCULATION.—In providing for the re-  
10 maining share of the cost of carrying out the pro-  
11 gram receiving the grant, the recipient—

12 (A) may provide for such share through  
13 contributions in cash or in kind, fairly evalu-  
14 ated, including facilities, equipment, or services;  
15 and

16 (B) may provide for such share through  
17 non-Federal sources or from other Federal  
18 sources (other than funds made available under  
19 Federal programs administered by the Sec-  
20 retary).

21 (3) WAIVER.—The Secretary may waive in  
22 whole or in part the requirements of paragraph (1)  
23 with respect to a recipient in any fiscal year if the  
24 Secretary determines that such a waiver would be

1 equitable due to a lack of available financial re-  
2 sources at the local level.

3 (4) REPORT BY RECIPIENT ON OTHER FEDERAL  
4 FUNDS.—A recipient of a grant to which this sub-  
5 section applies shall report to the Secretary the  
6 amount and source of any Federal funds used to  
7 carry out the program for which the grant is pro-  
8 vided, other than funds made available under pro-  
9 grams administered by the Secretary, including the  
10 amounts and sources of the other Federal funds.

11 (f) GEOGRAPHIC DISTRIBUTION.—To the extent  
12 practicable, the Secretary shall ensure an equitable geo-  
13 graphic distribution of grants awarded under this section.

14 (g) REPORTS.—The Secretary shall, not later than  
15 12 months after the date of the enactment of this Act and  
16 every 12 months thereafter, submit a report to Congress  
17 that contains the following:

18 (1) Information on all programs for which  
19 grants were awarded under this section during the  
20 preceding 12-month period, including detail on the  
21 grant recipients, the programs funded by the grants,  
22 and the schools involved in the programs funded by  
23 the grants.

24 (2) An evaluation of the successes of all pro-  
25 grams for which grants are awarded under this sec-

1       tion, noting in particular the successes of such pro-  
2       grams in achieving—

3               (A) progress toward exposing all students  
4       in schools to a robust civic education cur-  
5       riculum by 2031; and

6               (B) increases in the number of students in  
7       grades 4, 8, and 12 testing at or above the  
8       “Proficient” level in the civics portion of the  
9       National Assessment of Education Progress  
10      Test under section 303 of the National Assess-  
11      ment of Educational Progress Authorization  
12      Act (20 U.S.C. 9622), as compared with the  
13      last administration of such Assessment.

14              (3) An assessment of the potential need for ad-  
15      ditional funding for programs under this section.

16              (4) Information regarding each recipient of a  
17      grant under this section that uses Federal funds to  
18      carry out the program for which the grant is pro-  
19      vided, other than funds made available under pro-  
20      grams administered by the Secretary.

21      (h) REGULATIONS.—The Secretary shall promulgate  
22      such regulations as may be necessary to carry out this  
23      section. Such regulations shall include—

24              (1) procedures for eligible entities to apply for  
25      grants under this section;

1           (2) the competitive process for the awarding of  
2       grants;

3           (3) any limitations on the use of funds from  
4       grants awarded under this section; and

5           (4) reporting requirements by recipients of such  
6       grants.

7       (i) AUTHORIZATION OF APPROPRIATIONS.—There  
8       are authorized to be appropriated to the Civic Education  
9       Fund established under this section for each fiscal year  
10      not less than \$100,000,000 to carry out programs author-  
11      ized under subsection (c), and not less than \$100,000,000  
12      to carry out programs authorized under subsection (d).

13   **SEC. 102. SERVICE-LEARNING FUND.**

14       (a) ELIGIBLE ENTITY.—Section 119(a)(1) of the Na-  
15      tional and Community Service Act of 1990 (42 U.S.C.  
16      12563(a)(1)) is amended—

17           (1) by striking “a public or private elementary  
18      school or secondary school,”; and

19           (2) by striking “a consortium of such entities,  
20      or a consortium of 2 or more such entities and a for-  
21      profit organization” and inserting “or a consortium  
22      of such entities.”.

23       (b) ESTABLISHMENT.—Section 119 of the National  
24      and Community Service Act of 1990 (42 U.S.C. 12563)

1 is amended by striking subsection (b) and inserting the  
2 following:

3 “(b) SERVICE-LEARNING FUND.—

4 “(1) ESTABLISHMENT.—There is established in  
5 the Corporation a Service-Learning Fund (in this  
6 section referred to as the ‘Fund’). The purpose of  
7 the Fund is to make grants and fixed-amount grants  
8 (in accordance with section 129(l)) to eligible enti-  
9 ties or eligible partnerships, as appropriate, for pro-  
10 grams and activities described in subsection (c), in  
11 order to achieve the objectives set forth in paragraph  
12 (2).

13 “(2) OBJECTIVES.—The objectives of the Fund  
14 are to ensure that, by 2031—

15 “(A) all students in kindergarten through  
16 grade 12 receive in-class service-learning experi-  
17 ences;

18 “(B) at least 1,000,000 students in grades  
19 6 through 12 participate in a summer of service  
20 program each year; and

21 “(C) at least 1,000,000 students in grades  
22 9 through 12 participate in a semester of serv-  
23 ice program each year.

24 “(3) ALLOCATION OF FUNDS.—Of the funds  
25 made available to the Fund each fiscal year—



1           “(A) 20 percent shall be reserved for serv-  
2           ice-learning programs in public schools under  
3           paragraphs (1) through (7), (9), and (11) of  
4           subsection (c), of which amount—

5                   “(i) 80 percent shall be reserved for  
6                   programs in elementary schools and sec-  
7                   ondary schools, of which amount not less  
8                   than 50 percent shall be reserved for pro-  
9                   grams in low-income communities; and

10                   “(ii) 20 percent shall be reserved for  
11                   programs at institutions of higher edu-  
12                   cation;

13           “(B) 40 percent shall be reserved for sum-  
14           mer of service programs under paragraph (8) of  
15           subsection (c), of which amount not less than  
16           50 percent shall be reserved for programs in  
17           low-income communities; and

18                   “(C) 40 percent shall be reserved for se-  
19                   mester of service programs under paragraph  
20                   (10) of subsection (c), of which amount not less  
21                   than 50 percent shall be reserved for programs  
22                   in low-income communities.”.

23           (c) SUMMER OF SERVICE COMPLETION AWARDS.—  
24           Section 119(c)(8)(B)(iii) of the National and Community

1 Service Act of 1990 (42 U.S.C. 12563(c)(8)(B)(iii)) is  
2 amended—

3 (1) by inserting “no less than” before “100  
4 hours”; and

5 (2) by striking “educational award of \$500 or  
6 \$750 as described in sections 146(a)(2)(C) and  
7 147(d)” and inserting “completion award of \$500  
8 (or, at the discretion of the Chief Executive Officer,  
9 of \$750 in the case of a participant who is economi-  
10 cally disadvantaged)”.

11 (d) SEMESTER OF SERVICE PROGRAMS.—Section  
12 119(c)(10)(A) of the National and Community Service Act  
13 of 1990 (42 U.S.C. 12563(c)(10)(A)) is amended—

14 (1) by inserting “in grades 9 through 12” after  
15 “secondary school students”; and

16 (2) by striking “70 hours” and inserting “150  
17 hours”.

18 (e) PRIORITY OF APPLICANTS.—Section 119(e) of  
19 the National and Community Service Act of 1990 (42  
20 U.S.C. 12563(e)) is amended by inserting “in accordance  
21 with the objectives and funding requirements set forth in  
22 subsection (b),” after “In making grants under this  
23 part,”.

1       (f) MATCHING FUND REQUIREMENT.—Subsection  
2 119(f) of the National and Community Service Act of  
3 1990 (42 U.S.C. 12563(f)) is amended—

4           (1) in paragraph (3), by striking “Serve Amer-  
5 ica Act” and inserting “Inspire to Serve Act of  
6 2020”; and

7           (2) by adding at the end the following new  
8 paragraph:

9           “(4) MATCHING FUND REQUIREMENT.—

10           “(A) REQUIREMENT.—Except for pro-  
11 grams that will be undertaken in low-income  
12 communities, the Federal share of the cost of a  
13 program that receives assistance under sub-  
14 section (b), whether the assistance is provided  
15 directly or as a subgrant from the original re-  
16 cipient of the assistance, may not exceed 50  
17 percent of such cost.

18           “(B) CALCULATION.—In providing for the  
19 remaining share of the cost of carrying out a  
20 program under this section, the recipient—

21           “(i) shall provide for such share  
22 through payment in cash or in kind, fairly  
23 evaluated, including facilities, equipment,  
24 or services; and

1                   “(ii) may provide for such share  
2                   through State sources, local sources, or  
3                   other Federal sources.

4                   “(C) WAIVER.—The Chief Executive Offi-  
5                   cer may waive in whole or in part the require-  
6                   ments of this paragraph with respect to a re-  
7                   cipient in any fiscal year if the Chief Executive  
8                   Officer determines that such waiver would be  
9                   equitable due to a lack of available financial re-  
10                  sources at the local level.”.

11           (g) AUTHORIZATION OF APPROPRIATIONS.—Section  
12 119 of the National and Community Service Act of 1990  
13 (42 U.S.C. 12563) is amended by adding at the end the  
14 following new subsection:

15           “(g) AUTHORIZATION OF APPROPRIATIONS.—There  
16 is authorized to be appropriated to the Service-Learning  
17 Fund \$250,000,000 for each fiscal year.”.

18 **SEC. 103. NATIONAL CIVICS ASSESSMENT.**

19           (a) ELEMENTARY AND SECONDARY EDUCATION ACT  
20 OF 1965.—

21           (1) STATE PLANS.—Section 1111 of the Ele-  
22 mentary and Secondary Education Act of 1965 (20  
23 U.S.C. 6311) is amended—

1 (A) in subsection (g)(2)(D), by striking  
2 “reading and mathematics” and inserting  
3 “reading, mathematics, and civics”; and

4 (B) in subsection (h)(1)(C)(xii), by striking  
5 “reading and mathematics” and inserting  
6 “reading, mathematics, and civics”.

7 (2) LOCAL EDUCATIONAL AGENCY PLANS.—  
8 Section 1112(c)(3) of the Elementary and Secondary  
9 Education Act of 1965 (20 U.S.C. 6312(c)(3)) is  
10 amended by striking “reading and mathematics”  
11 and inserting “reading, mathematics, and civics”.

12 (b) NATIONAL ASSESSMENT OF EDUCATIONAL  
13 PROGRESS.—Section 303 of the National Assessment of  
14 Educational Progress Authorization Act (20 U.S.C. 9622)  
15 is amended—

16 (1) in subsection (b)—

17 (A) in paragraph (2)—

18 (i) in subparagraphs (B) and (E), by  
19 striking “reading and mathematics” and  
20 inserting “reading, mathematics, and  
21 civics”;

22 (ii) in subparagraph (D), by striking  
23 “civics,”;

24 (iii) in subparagraph (G), by striking  
25 “and” at the end;

1 (iv) in subparagraph (H), by striking  
2 the period and inserting “; and”; and

3 (v) by adding at the end the following:

4 “(I) ensure that achievement  
5 data from the civics assessments de-  
6 scribed in subparagraphs (B) and (E)  
7 are made available both in the aggre-  
8 gate for the United States and sepa-  
9 rately for each State.”; and

10 (B) in paragraph (3), in subparagraphs  
11 (A)(i) and (C)(ii), by striking “reading and  
12 mathematics” and inserting “reading, mathe-  
13 matics, and civics”; and

14 (2) in subsection (d)(3), in subparagraphs (A)  
15 and (B), by striking “reading and mathematics” and  
16 inserting “reading, mathematics, and civics”.

17 **SEC. 104. EXCELLENCE IN CIVICS AWARD.**

18 (a) DEFINITIONS.—In this section:

19 (1) APPLIED CIVICS.—The term “applied  
20 civics” means an educational program applying serv-  
21 ice-learning methods to provide students with prac-  
22 tical and experiential opportunities to apply their  
23 civic knowledge and skills.

24 (2) CIVIC EDUCATION.—The term “civic edu-  
25 cation” means an educational program that provides

1 participants with knowledge of law, government, and  
2 the rights and responsibilities of citizens and with  
3 skills that enable participants to participate respon-  
4 sibly in democracy.

5 (3) SECRETARY.—The term “Secretary” means  
6 the Secretary of Education.

7 (4) SERVICE-LEARNING.—The term “service-  
8 learning” has the meaning given that term in section  
9 101 of the National and Community Service Act of  
10 1990 (42 U.S.C. 12511).

11 (5) STATE.—The term “State” means each of  
12 the several States, the District of Columbia, the  
13 Commonwealth of Puerto Rico, and any other terri-  
14 tory or possession of the United States.

15 (b) IN GENERAL.—The Secretary may annually  
16 award to States, school districts, schools, teachers, and  
17 students or groups of students the Excellence in Civics  
18 Award to highlight excellence in the delivery and teaching  
19 of civic education, applied civics, and service-learning, es-  
20 pecially programs that address community needs.

21 (c) APPLICATIONS.—

22 (1) IN GENERAL.—To be eligible for an award  
23 under subsection (b), a State, school district, school,  
24 teacher, student, or group of students shall submit  
25 an application or be nominated to the Department

1 of Education at such time, in such manner, and con-  
2 taining such information as the Secretary of Edu-  
3 cation may require.

4 (2) CONTENTS.—At a minimum, applications or  
5 nominations submitted to the Secretary or the com-  
6 mittee created under subsection (d) shall include in-  
7 formation specifying—

8 (A) the types of innovative civic education,  
9 applied civics, or service-learning programs or  
10 projects previously administered or completed;

11 (B) for awards given for service-learning  
12 programs or projects, the impact on measurable  
13 civics outcomes and learning, or the impact of  
14 the project on addressing community or na-  
15 tional needs, including disaster relief, education,  
16 poverty reduction, ex-offender reintegration,  
17 and senior citizen aid; and

18 (C) for awards given for education, the  
19 ability of the program, teaching style, or project  
20 to be used more broadly across the Nation.

21 (d) COMMITTEE.—The Secretary shall create a select  
22 committee to review applications and nominations for and  
23 designate recipients of awards under this section.

24 (e) REGULATIONS.—Not later than 12 months after  
25 the date of the enactment of this Act, the Secretary shall



1 issue such regulations as may be necessary to govern ap-  
2 plications and nominations for awards under this section,  
3 evaluation of such applications and nominations, and mak-  
4 ing such awards.

5 **SEC. 105. DEVELOPMENT OF MATERIAL ON CIVIC EDU-**  
6 **CATION AND EFFECTIVE CITIZENSHIP.**

7 (a) COORDINATION.—

8 (1) IN GENERAL.—The Librarian of Congress,  
9 the Director of the Institute of Museum and Library  
10 Services, and the Archivist of the United States  
11 shall work jointly to develop and distribute to the  
12 public educational materials and teaching resources  
13 on civic education and effective citizenship, including  
14 by enhancing existing online resources and sup-  
15 porting the distribution of hard copy and digital ma-  
16 terials to local libraries, polling locations, and  
17 schools, especially in rural areas.

18 (2) CIVIC EDUCATION DEFINED.—In this sub-  
19 section, the term “civic education” means an edu-  
20 cational program that provides participants with  
21 knowledge of law, government, and the rights and  
22 responsibilities of citizens and skills that enable par-  
23 ticipants to participate responsibly in democracy.

24 (b) REPORTING.—The Librarian of Congress, the Di-  
25 rector of the Institute of Museum and Library Services,

1 and the Archivist of the United States shall submit as part  
2 of the budget request for each fiscal year an update on  
3 the development and distribution efforts outlined under  
4 subsection (a).

5 (c) AUTHORIZATION OF APPROPRIATIONS.—There  
6 are authorized to be appropriated such sums as may be  
7 necessary to carry out this section.

8 **SEC. 106. SENSE OF CONGRESS REGARDING THE IMPOR-**  
9 **TANCE OF TEACHERS IN INSPIRING CIVIC EN-**  
10 **GAGEMENT.**

11 (a) FINDINGS.—Congress finds the following:

12 (1) Parents have a critical voice in ensuring  
13 their children receive an education that will help  
14 them to be engaged and productive members of  
15 American society, and members of the teaching pro-  
16 fession are crucial to helping them achieve that goal.

17 (2) The United States suffers from a lack of  
18 consistently effective civic education that imparts  
19 knowledge about government, democratic engage-  
20 ment, and the Constitution.

21 (3) Recent polling by the Annenberg Public  
22 Policy Center revealed that 22 percent of American  
23 adults are unable to name any of the three branches  
24 of government and 37 percent are unable to name

1 or do not know any of the rights guaranteed by the  
2 First Amendment to the Constitution.

3 (4) Every State, the District of Columbia, the  
4 Commonwealth of Puerto Rico, and any other terri-  
5 tory or possession of the United States reported a  
6 lack of qualified teachers in at least one academic  
7 subject during the 2017–2018 school year.

8 (5) The Learning Policy Institute reported a  
9 teacher shortage of about 64,000 teachers during  
10 the 2015–2016 academic year and estimated that,  
11 beginning in 2020, 300,000 new teachers will be  
12 needed each year.

13 (6) Teachers often do not receive full support  
14 for classroom activities or for advancing their con-  
15 tributions to the education system through career  
16 development.

17 (7) A survey by the Department of Education  
18 found that 94 percent of public school teachers in  
19 the United States paid for their own classroom sup-  
20 plies and materials without reimbursement during  
21 the 2014–2015 school year, with the average teacher  
22 spending \$479 out-of-pocket.

23 (8) Eighteen percent of teachers work a second  
24 job during the school year, making teachers three

1 times as likely as all workers in the United States  
2 to work multiple jobs.

3 (9) Teachers in all subjects and at all grade lev-  
4 els play a crucial role in educating youth about serv-  
5 ice options and the ways youth can engage in their  
6 communities.

7 (10) The advancement of civic education and  
8 the availability of well-trained and effective teachers  
9 are essential for the future health of civil society in  
10 the United States.

11 (b) SENSE OF CONGRESS.—It is the sense of Con-  
12 gress that—

13 (1) teachers of all subjects and at all grade lev-  
14 els, including those in public, private, and  
15 homeschool settings, are essential in inspiring civic  
16 knowledge and engagement in their students;

17 (2) public school teachers are dedicated public  
18 servants and should be honored and supported in  
19 their work to educate youth in the United States;

20 (3) teachers are crucial in inspiring their stu-  
21 dents to contribute to their Nation and communities  
22 through all forms of service;

23 (4) the profession of teaching is a noble endeav-  
24 or and one that is vital to the civic education of  
25 American youth;

1           (5) teachers across the country have sought to  
 2       raise awareness of a crisis in resource support and  
 3       adequate compensation for teachers, especially at  
 4       public schools;

5           (6) officials at all levels of government should  
 6       seek to address these concerns by providing teachers  
 7       with resource support, adequate compensation, and  
 8       career development opportunities; and

9           (7) more Americans will be called to the teach-  
 10      ing profession when government officials at all levels  
 11      demonstrate value for the essential role of teachers  
 12      in our society by providing teachers with resource  
 13      support, adequate compensation, and career develop-  
 14      ment opportunities.

## 15 **TITLE II—ELEVATION AND INTE-** 16 **GRATION OF ALL FORMS OF** 17 **SERVICE**

### 18 **SEC. 201. COUNCIL ON MILITARY, NATIONAL, AND PUBLIC** 19 **SERVICE.**

20       (a) DEFINITIONS.—In this section:

21           (1) EXECUTIVE AGENCY.—The term “Executive  
 22       agency” has the meaning given that term in section  
 23       105 of title 5, United States Code.

24           (2) MILITARY SERVICE.—The term “military  
 25       service” means active service (as defined in sub-

1 section (d)(3) of section 101 of title 10, United  
2 States Code) or active status (as defined in sub-  
3 section (d)(4) of such section) in one of the uni-  
4 formed services (as defined in subsection (a)(5) of  
5 such section).

6 (3) NATIONAL SERVICE.—

7 (A) IN GENERAL.—The term “national  
8 service” means participation, other than mili-  
9 tary service or public service, in a program  
10 that—

11 (i) is designed to enhance the common  
12 good and meet the needs of communities,  
13 the States, or the United States; and

14 (ii) is funded or facilitated by—

15 (I) an organization described in  
16 section 501(c)(3) of the Internal Rev-  
17 enue Code of 1986 and exempt from  
18 tax under section 501(a) of such  
19 Code;

20 (II) an institution of higher edu-  
21 cation as defined in section 101 of the  
22 Higher Education Act of 1965 (20  
23 U.S.C. 1001); or

24 (III) the Federal Government or  
25 a State, Tribal, or local government.

1 (B) INCLUDED PROGRAMS.—The term  
2 “national service” includes—

3 (i) the programs authorized in—

4 (I) sections 5 and 6 of the Peace  
5 Corps Act (22 U.S.C. 2504 and  
6 2505);

7 (II) section 171 of the Workforce  
8 Innovation and Opportunity Act (re-  
9 lating to the YouthBuild Program; 29  
10 U.S.C. 3226);

11 (III) part A of title I of the Do-  
12 mestic Volunteer Service Act of 1973  
13 (relating to the Volunteers in Service  
14 to America; 42 U.S.C. 4951 et seq.);  
15 and

16 (IV) subtitles C (relating to the  
17 National Service Trust Program; 42  
18 U.S.C. 12571 et seq.) and E (relating  
19 to the National Civilian Community  
20 Corps; 42 U.S.C. 12611 et seq.) of  
21 title I of the National and Community  
22 Service Act of 1990; and

23 (ii) any other program that is con-  
24 sistent with subparagraph (A), as deter-  
25 mined by the Director of the Council on

1 Military, National, and Public Service es-  
2 tablished under subsection (b).

3 (4) PUBLIC SERVICE.—The term “public serv-  
4 ice” means civilian employment in the Federal Gov-  
5 ernment or a State, Tribal, or local government.

6 (5) SERVICE.—The term “service” means a  
7 personal commitment of time, energy, and talent to  
8 a mission that contributes to the public good by pro-  
9 tecting the Nation and its citizens, strengthening  
10 communities, or promoting the general social wel-  
11 fare.

12 (b) ESTABLISHMENT.—

13 (1) IN GENERAL.—There is established in the  
14 Executive Office of the President a Council on Mili-  
15 tary, National, and Public Service (in this section re-  
16 ferred to as the “Council”).

17 (2) FUNCTIONS.—The Council shall—

18 (A) advise the President with respect to  
19 promoting and expanding opportunities for mili-  
20 tary service, national service, and public service  
21 for all Americans;

22 (B) coordinate policies and initiatives of  
23 the executive branch to promote and expand op-  
24 portunities for military service, national service,  
25 and public services; and



1 (C) coordinate policies and initiatives of  
2 the executive branch to foster an increased  
3 sense of service and civic responsibility among  
4 all Americans.

5 (c) COMPOSITION.—

6 (1) DIRECTOR.—The President shall appoint,  
7 by and with the advice and consent of the Senate,  
8 an Assistant to the President for Military, National,  
9 and Public Service, who shall serve at the pleasure  
10 of the President. The Assistant to the President for  
11 Military, National, and Public Service shall serve as  
12 the Director of the Council.

13 (2) MEMBERSHIP.—In addition to the Director,  
14 the Council shall be composed of—

15 (A) the Secretary of State;

16 (B) the Secretary of Defense;

17 (C) the Attorney General;

18 (D) the Secretary of the Interior;

19 (E) the Secretary of Commerce;

20 (F) the Secretary of Labor;

21 (G) the Secretary of Health and Human  
22 Services;

23 (H) the Secretary of Education;

24 (I) the Secretary of Veterans Affairs;

25 (J) the Secretary of Homeland Security;

1 (K) the Director of the Office of Manage-  
2 ment and Budget;

3 (L) the Director of National Intelligence;

4 (M) the Director of the Office of Personnel  
5 Management;

6 (N) the Director of the Peace Corps;

7 (O) the Chief Executive Officer of the Cor-  
8 poration for National and Community Service;  
9 and

10 (P) such other officers as the President  
11 may designate.

12 (3) MEETINGS.—The Council shall meet on a  
13 quarterly basis, or more frequently as the Director  
14 may direct.

15 (d) RESPONSIBILITIES OF THE COUNCIL.—In addi-  
16 tion to performing such other functions as the President  
17 may direct, the Council shall do the following:

18 (1) Assist and advise the President and the  
19 heads of Executive agencies in the establishment of  
20 policies, goals, objectives, and priorities to promote  
21 service and civic responsibility among all Americans.

22 (2) Develop and recommend to the President  
23 and the heads of Executive agencies policies of com-  
24 mon interest to Executive agencies for increasing the  
25 participation and propensity of Americans to partici-

1       pate in military, national, and public service in order  
2       to address national security and other current and  
3       future needs of the Nation.

4           (3) Serve as the interagency lead for identifying  
5       critical skills to address national security and other  
6       needs of the Nation, with responsibility for coordi-  
7       nating Governmentwide efforts to address gaps in  
8       critical skills and identifying methods to recruit and  
9       retain individuals possessing such critical skills.

10          (4) Serve as a forum for Federal officials re-  
11       sponsible for military, national, and public service  
12       programs to coordinate and develop interagency,  
13       cross-service initiatives.

14          (5) Lead the effort of the Federal Government  
15       to develop joint awareness and recruitment, reten-  
16       tion, and marketing initiatives involving military, na-  
17       tional, and public service, including the sharing of  
18       marketing and recruiting research between and  
19       among service agencies.

20          (6) Coordinate and oversee the development and  
21       implementation of recruitment, retention, marketing,  
22       and public outreach initiatives for the Federal civil-  
23       ian service and national service programs, includ-  
24       ing—

1           (A) efforts to reevaluate benefits for the  
2           Federal civilian service and national service pro-  
3           grams in order to increase awareness of, and  
4           remove barriers to entry into, such programs;  
5           and

6           (B) efforts to develop pathways to service  
7           for college students and recent college grad-  
8           uates.

9           (7) Consider approaches for assessing impact of  
10          service on the needs of the Nation and individuals.

11          (8) Consult with such representatives of non-  
12          Federal entities, including State, local, and Tribal  
13          governments, State and local educational authorities,  
14          institutions of higher education, nonprofit organiza-  
15          tions, philanthropic organizations, and the private  
16          sector, as the Council considers advisable, in order  
17          to promote and develop initiatives to foster and re-  
18          ward military, national, and public service.

19          (9) Oversee the implementation of the rec-  
20          ommendations of the National Commission on Mili-  
21          tary, National, and Public Service established under  
22          section 553 of the National Defense Authorization  
23          Act for Fiscal Year 2017 (Public Law 114–328).

24          (10) Prepare and submit to the President and  
25          to the Congress a Quadrennial Military, National,

1 and Public Service Strategy, with the first such  
2 Strategy submitted not later than 2 years after the  
3 date of the enactment of this Act, which shall set  
4 forth—

5 (A) a review of programs and initiatives of  
6 the Federal Government relating to the Coun-  
7 cil's mandate;

8 (B) notable initiatives by State, local, and  
9 Tribal governments and by nongovernmental  
10 entities to increase awareness of and participa-  
11 tion in service programs;

12 (C) current and foreseeable trends for  
13 service to address the needs of the Nation; and

14 (D) a program for addressing any defi-  
15 ciencies identified by the Council, together with  
16 recommendations for legislation.

17 (11) Prepare and submit to the President and  
18 the Congress a Quadrennial Report on Cross-Service  
19 Participation on the basis of the activities carried  
20 out under section 207, with the first such Report  
21 submitted not later than 4 years after the date of  
22 the enactment of this Act.

23 (12) Prepare, for inclusion in the President's  
24 annual budget submission to Congress under section  
25 1105 of title 31, United States Code, a detailed, sep-

1 arate analysis, by budget function, by agency, and  
2 by initiative area for the preceding fiscal year, the  
3 current fiscal year, and the fiscal years for which the  
4 budget is submitted, identifying the amounts of  
5 gross and net appropriations or obligational author-  
6 ity and outlays for initiatives consistent with the pri-  
7 orities of the President under the Quadrennial Mili-  
8 tary, National, and Public Service Strategy, with  
9 separate displays for mandatory and discretionary  
10 amounts.

11 (13) Develop a definition of national service  
12 that incorporates domestic and international service  
13 and a joint national service messaging strategy that  
14 both the Corporation for National and Community  
15 Service and the Peace Corps would promote.

16 (e) RESPONSIBILITIES OF THE DIRECTOR.—In addi-  
17 tion to duties relating to the preceding provisions of this  
18 section, as well as such other functions as the President  
19 may direct, the Director shall—

20 (1) coordinate with the Assistant to the Presi-  
21 dent for National Security Affairs for any matter  
22 that may affect national security;

23 (2) at the President's discretion, serve as  
24 spokesperson of the executive branch on issues re-  
25 lated to military, national, and public service; and

1           (3) upon request, appear before any committee  
2           or subcommittee of the House of Representatives  
3           and of the Senate to represent the position of the  
4           executive branch on matters within the scope of the  
5           Council's responsibilities.

6           (f) ORGANIZATIONAL MATTERS.—

7           (1) ASSISTANT TO THE PRESIDENT FOR MILI-  
8           TARY, NATIONAL, AND PUBLIC SERVICE.—The As-  
9           sistant to the President for Military, National, and  
10          Public Service shall be compensated at the rate pay-  
11          able for level II of the Executive Schedule under sec-  
12          tion 5313 of title 5, United States Code.

13          (2) STAFF.—The Council may employ such offi-  
14          cers and employees as may be necessary to carry out  
15          its functions. Staff of the Council shall be com-  
16          pensated at a rate no higher than the rate payable  
17          for level IV of the Executive Schedule under section  
18          5315 of title 5, United States Code.

19          (3) EXPERTS AND CONSULTANTS.—The Council  
20          may employ and fix the compensation of such ex-  
21          perts and consultants as may be necessary for car-  
22          rying out of its functions, in accordance with section  
23          3109 of title 5, United States Code.

24          (4) ADVISORY COMMITTEES.—The Council may,  
25          in carrying out its functions, establish advisory com-

1       mittees composed of representatives from outside the  
2       Federal Government.

3           (5) AUTHORITY TO ACCEPT GIFTS.—The Coun-  
4       cil may accept, use, and dispose of gifts or donations  
5       of services, goods, and property, except for cash,  
6       from non-Federal entities for the purposes of aiding  
7       and facilitating the work of the Council.

8           (6) AUTHORITY TO ACCEPT VOLUNTARY SERV-  
9       ICES.—Notwithstanding section 1342 of title 31,  
10      United States Code, the Council may accept and em-  
11      ploy voluntary and uncompensated services in fur-  
12      therance of the purposes of the Council.

13      (g) CONFORMING AMENDMENT.—Section 1105(a) of  
14      title 31, United States Code, is amended by adding at the  
15      end the following:

16           “(40) a separate statement of the amount of  
17      appropriations requested for the Council on Military,  
18      National, and Public Service in the Executive Office  
19      of the President.

20           “(41) a separate analysis by budget function,  
21      by agency, and by initiative area, for the current fis-  
22      cal year and the fiscal year for which the budget is  
23      submitted, identifying the amounts of obligational  
24      authority and outlays for initiatives consistent with  
25      the priorities of the President under the Quadrennial



1 Military, National, and Public Service Strategy re-  
2 quired by section 201(d) of the Inspire to Serve Act  
3 of 2020, with separate displays for mandatory and  
4 discretionary amounts.”.

5 (h) AUTHORIZATION OF APPROPRIATIONS.—There  
6 are authorized to be appropriated such sums as may be  
7 necessary to carry out this section.

8 **SEC. 202. INTERNET-BASED SERVICE PLATFORM.**

9 (a) DECLARATION OF POLICY.—It is the policy of the  
10 United States, in promoting a culture of service in the  
11 United States and meeting the recruiting needs for mili-  
12 tary, national, and public service programs, to provide a  
13 comprehensive, interactive, and integrated Internet-based  
14 platform to enable Americans to learn about and connect  
15 with service organizations and opportunities and assist in  
16 the recruiting needs of service organizations.

17 (b) DEFINITIONS.—In this section:

18 (1) COUNCIL ON MILITARY, NATIONAL, AND  
19 PUBLIC SERVICE.—The term “Council on Military,  
20 National, and Public Service” means the Council on  
21 Military, National, and Public Service established  
22 under section 201.

23 (2) DIRECTOR.—The term “Director” means  
24 the Director of the Office of Management and Budg-  
25 et.

1           (3) EXECUTIVE AGENCY.—The term “Executive  
2           agency” has the meaning given that term in section  
3           105 of title 5, United States Code.

4           (4) MEMBER.—The term “member” means an  
5           individual who is a member of the Service Platform  
6           under this section.

7           (5) MILITARY DEPARTMENT.—The term “mili-  
8           tary department” has the meaning given that term  
9           in section 102 of title 5, United States Code.

10          (6) MILITARY SERVICE.—The term “military  
11          service” means active service (as defined in sub-  
12          section (d)(3) of section 101 of title 10, United  
13          States Code) or active status (as defined in sub-  
14          section (d)(4) of such section) in one of the uni-  
15          formed services (as defined in subsection (a)(5) of  
16          such section).

17          (7) NATIONAL SERVICE.—

18                (A) IN GENERAL.—The term “national  
19          service” means participation, other than mili-  
20          tary or public service, in a program that—

21                   (i) is designed to enhance the common  
22                   good and meet the needs of communities,  
23                   the States, or the United States; and

24                   (ii) is funded or facilitated by—

1 (I) an organization described in  
2 section 501(c)(3) of the Internal Rev-  
3 enue Code of 1986 and exempt from  
4 tax under section 501(a) of such  
5 Code;

6 (II) an institution of higher edu-  
7 cation as defined in section 101 of the  
8 Higher Education Act of 1965 (20  
9 U.S.C. 1001); or

10 (III) the Federal Government or  
11 a State, Tribal, or local government.

12 (B) INCLUDED PROGRAMS.—The term  
13 “national service” includes—

14 (i) the programs authorized in—

15 (I) sections 5 and 6 of the Peace  
16 Corps Act (22 U.S.C. 2504 and  
17 2505);

18 (II) section 171 of the Workforce  
19 Innovation and Opportunity Act (re-  
20 lating to the YouthBuild Program; 29  
21 U.S.C. 3226);

22 (III) part A of title I of the Do-  
23 mestic Volunteer Service Act of 1973  
24 (relating to the Volunteers in Service

1 to America; 42 U.S.C. 4951 et seq.);  
2 and

3 (IV) subtitles C (relating to the  
4 National Service Trust Program; 42  
5 U.S.C. 12571 et seq.) and E (relating  
6 to the National Civilian Community  
7 Corps; 42 U.S.C. 12611 et seq.) of  
8 title I of the National and Community  
9 Service Act of 1990; and

10 (ii) any other program that is con-  
11 sistent with subparagraph (A), as deter-  
12 mined by the Director of the Council on  
13 Military, National, and Public Service.

14 (8) PUBLIC SERVICE.—The term “public serv-  
15 ice” means civilian employment in the Federal Gov-  
16 ernment or a State, Tribal, or local government.

17 (9) SERVICE.—The term “service” means a  
18 personal commitment of time, energy, and talent to  
19 a mission that contributes to the public good by pro-  
20 tecting the Nation and its citizens, strengthening  
21 communities, or promoting the general social wel-  
22 fare.

23 (10) SERVICE MISSION.—The term “service  
24 mission” means the objectives of a service organiza-  
25 tion or a service opportunity.

1           (11) SERVICE OPPORTUNITY.—The term “serv-  
2       ice opportunity” means any paid, volunteer, or other  
3       position with a service organization.

4           (12) SERVICE ORGANIZATION.—The term  
5       “service organization” means any military service,  
6       national service, or public service organization that  
7       participates in the Service Platform.

8           (13) SERVICE PLATFORM.—The term “Service  
9       Platform” means the interactive and integrated  
10      internet-based platform established under this sec-  
11      tion.

12          (14) SERVICE TYPE.—The term “service type”  
13      means the period and form of service with a service  
14      organization, including part-time, full-time, term  
15      limited, sabbatical, temporary, episodic, and emer-  
16      gency options for paid, volunteer, and stipend-based  
17      service.

18          (15) STATE.—The term “State” means the sev-  
19      eral States, the District of Columbia, the Common-  
20      wealth of Puerto Rico, and any other territory or  
21      possession of the United States.

22      (c) ESTABLISHMENT OF THE SERVICE PLATFORM.—  
23      The Director of the Office of Management and Budget  
24      shall establish, maintain, and promote the Service Plat-  
25      form, an interactive and integrated internet-based plat-

1 form to serve as a centralized resource and database for  
2 the American public to learn about and connect with orga-  
3 nizations and opportunities in military, national, and pub-  
4 lic service and for those organizations to identify members  
5 of the American public with the skills necessary to address  
6 their needs.

7 (d) COORDINATION AND OVERSIGHT.—The develop-  
8 ment and maintenance of the Service Platform shall be  
9 subject to the oversight of the Director of the Council on  
10 Military, National, and Public Service who shall be respon-  
11 sible for ensuring that the Service Platform achieves the  
12 policy objectives set forth in this section.

13 (e) USE OF THE SERVICE PLATFORM.—

14 (1) PUBLIC ACCESSIBILITY.—The Director shall  
15 determine, and make accessible by the public, infor-  
16 mation about service organizations and service op-  
17 portunities, without any requirement that a person  
18 seeking such access become a member of the Service  
19 Platform.

20 (2) MEMBERS.—Any individual meeting criteria  
21 established by the Director by regulation may be-  
22 come a member of the Service Platform. Registering  
23 as a member shall entitle the member to access in-  
24 formation about service organizations and service  
25 opportunities available through the Service Platform.

1           (3) PROCEDURE FOR REGISTRATION OF MEM-  
2       BERS.—An individual seeking to become a member  
3       shall provide to the Director such information as the  
4       Director may determine is necessary to facilitate the  
5       functionality of the Service Platform.

6           (4) ADDITIONAL REQUIREMENTS.—In addition  
7       to the requirements under paragraph (3), each pro-  
8       spective member—

9           (A) shall, unless specifically electing not to  
10       do so, consent to share any information entered  
11       into the Service Platform with, and to be con-  
12       tacted by, any public service or national service  
13       organization that participates in the Service  
14       Platform;

15          (B) may consent to share any information  
16       entered into the Service Platform with and to  
17       be contacted by any uniformed service that par-  
18       ticipates in the Service Platform;

19          (C) may consent to be contacted for poten-  
20       tial service with any national or public service  
21       organization in the event of a national emer-  
22       gency; and

23          (D) may consent to be contacted to join  
24       the Armed Forces on a voluntary basis during  
25       an emergency requiring national mobilization.

1           (5) VERIFICATION.—The Director shall register  
2           an individual as a member when the Director verifies  
3           that the individual has not previously registered as  
4           a member. The Director shall, by written notice (in-  
5           cluding by electronic communication), notify the  
6           member of such registration.

7           (6) ADDITIONAL INFORMATION BY MEMBERS.—  
8           The Service Platform shall enable members to pro-  
9           vide additional information to improve the  
10          functionality of the Service Platform, as determined  
11          by the Director. Such additional information may in-  
12          clude information regarding—

- 13                   (A) educational background;
- 14                   (B) employment background;
- 15                   (C) professional skills, training, licenses,  
16                   and certifications;
- 17                   (D) service organization preferences;
- 18                   (E) service type preferences;
- 19                   (F) service mission preferences; and
- 20                   (G) geographic preferences.

21          (7) UPDATES.—Each member may update the  
22          member's personal and other information in the  
23          Service Platform at any time.

24          (8) REQUEST REGARDING MILITARY SERVICE.—  
25          The Director shall send to any member who con-



1       sents under paragraph (4)(D) to voluntarily join the  
2       Armed Forces during an emergency requiring na-  
3       tional mobilization an annual request to confirm the  
4       member's continued willingness to so serve.

5           (9) WITHDRAWAL OF MEMBERS.—Each mem-  
6       ber may withdraw as a member by submitting to the  
7       Service Platform a request to so withdraw. Within  
8       30 days after the request to withdraw is made, all  
9       records regarding that member shall be removed  
10      from the Service Platform and any other data stor-  
11      age locations the Service Platform may use, notwith-  
12      standing any obligations under the Federal Records  
13      Act (44 U.S.C. 3101 et seq.).

14      (f) SERVICE ORGANIZATIONS.—

15           (1) EXECUTIVE AGENCIES AND MILITARY DE-  
16      PARTMENTS.—All Executive agencies and military  
17      departments shall participate in the Service Plat-  
18      form as service organizations.

19           (2) NON-FEDERAL SERVICE ORGANIZATIONS.—  
20      The regulations issued under subsection (i) shall in-  
21      clude—

22           (A) procedures that enable State, local,  
23           and Tribal government agencies to participate  
24           in the Service Platform as service organizations;

1 (B) procedures that enable nongovern-  
2 mental organizations that undertake national  
3 service programs to participate in the Service  
4 Platform as service organizations; and

5 (C) a timeline to implement the procedures  
6 described in subparagraphs (A) and (B).

7 (3) INFORMATION ON SERVICE ORGANIZA-  
8 TIONS.—Each service organization shall make avail-  
9 able on the Service Platform—

10 (A) information sufficient for members to  
11 identify and understand the organization’s serv-  
12 ice opportunities and service mission;

13 (B) information on the availability of serv-  
14 ice opportunities by service type;

15 (C) internet links to the service organiza-  
16 tion’s hiring and recruiting websites; and

17 (D) such additional information as the Di-  
18 rector may determine.

19 (4) ADDITIONAL PLATFORMS NOT PRE-  
20 CLUDED.—Nothing in this subsection shall prevent  
21 any service organization from creating or maintain-  
22 ing its own internet-based system or platform to re-  
23 cruit individuals for employment or for volunteer or  
24 other service opportunities.

1 (g) MINIMUM DESIGN REQUIREMENTS.—In addition  
2 to the requirements set forth in this section, the Service  
3 Platform shall do the following:

4 (1) Provide the public with access to informa-  
5 tion on service organizations and service opportuni-  
6 ties through an internet-based system that is user-  
7 friendly, interactive, accessible, and fully functional  
8 through mobile applications and other widely used  
9 communications media, without a requirement that  
10 any person seeking such access register as a mem-  
11 ber.

12 (2) Provide individuals with the ability to reg-  
13 ister as members in order to customize their experi-  
14 ence in accordance with subsection (e)(6), include  
15 mechanisms to connect members with service organi-  
16 zations and service opportunities that match the in-  
17 terests of the members, and ensure robust search ca-  
18 pabilities to facilitate the ability of members to ex-  
19 plore service organizations and service opportunities.

20 (3) Include mechanisms to enable service orga-  
21 nizations to connect with members who have con-  
22 sented to be contacted and meet the needs of the  
23 service organizations.

24 (4) Incorporate, to the extent permitted by law  
25 and regulation, the ability of members to securely

1 upload information on education, employment, and  
2 skills from internet-based professional, recruiting,  
3 and social media systems, consistent with security  
4 requirements.

5 (5) Ensure compatibility with relevant informa-  
6 tion systems of Executive agencies and military de-  
7 partments.

8 (6) Use state-of-the-art technology and analyt-  
9 ical tools to facilitate the efficacy of the Service  
10 Platform in connecting members with service oppor-  
11 tunities and service organizations.

12 (7) Retain all personal information in a manner  
13 that protects the privacy of members in accordance  
14 with section 552a of title 5, United States Code, and  
15 other applicable law, provide access to information  
16 relating to a member only in accordance with the  
17 consent of the member, and incorporate data secu-  
18 rity and control policies that are adequate to ensure  
19 the confidentiality and security of information pro-  
20 vided and maintained on the Service Platform.

21 (h) DEVELOPMENT OF SERVICE PLATFORM PLAN.—

22 (1) IMPLEMENTATION PLAN.—Not later than  
23 180 days after the date of the enactment of this Act,  
24 the Director shall develop a detailed plan to imple-

1       ment the Service Platform that complies with all the  
2       requirements of this section.

3           (2) CONSULTATION REQUIRED.—In developing  
4       the plan under this subsection, the Director shall  
5       consult with the Secretary of Defense, the Chief Ex-  
6       ecutive Officer of the Corporation for National and  
7       Community Service, the Director of the Office of  
8       Personnel Management, the head of the United  
9       States Digital Service and, as needed, the heads of  
10      other Executive agencies. Such consultation may in-  
11      clude seeking assistance in the design, development,  
12      and creation of the Service Platform.

13          (3) TECHNICAL ADVICE PERMITTED.—In devel-  
14      oping the plan under this subsection, the Director  
15      may seek and receive technical advice from experts  
16      outside of the Federal Government and to form a  
17      committee of such experts to assist in the design and  
18      development of the Service Platform. Notwith-  
19      standing section 1342 of title 31, United States  
20      Code, the Director may accept the voluntary services  
21      of these individuals. A committee of the experts shall  
22      not be subject to the Federal Advisory Committee  
23      Act (5 U.S.C. App.).

24          (4) INFORMATION COLLECTION AUTHORIZED.—  
25      In developing the plan under this subsection, the Di-

1        rector may collect information from the public  
2        through focus groups, surveys, and other mecha-  
3        nisms, without regard to subchapter I of chapter 35  
4        of title 44, United States Code (commonly known as  
5        the “Paperwork Reduction Act”).

6        (i) REGULATIONS.—The Director shall issue regula-  
7        tions to carry out this section not later than 12 months  
8        after the date of the enactment of this Act.

9        (j) SELECTIVE SERVICE SYSTEM.—Section 10 of the  
10       Military Selective Service Act (50 U.S.C. 3809) is amend-  
11       ed by adding at the end the following:

12       “(i) SERVICE PLATFORM.—The Selective Service  
13       System shall provide to all registrants, on its website and  
14       in communications with registrants relating to registra-  
15       tion, information about the Service Platform established  
16       under section 202 of the Inspire to Serve Act of 2020.  
17       The Selective Service System shall provide to each reg-  
18       istrant, at the time of registration, an option to transfer  
19       to the Service Platform the information the registrant has  
20       provided to the Selective Service System. The Director of  
21       Selective Service shall consult with the Director of the Of-  
22       fice of Management and Budget to ensure that informa-  
23       tion provided by the Selective Service System is compatible  
24       with the information requirements of the Service Plat-  
25       form.”.

1       (k) REPORTS TO CONGRESS.—Not later than 12  
2 months after the date of the enactment of this Act, and  
3 every 12 months thereafter, the Director of the Council  
4 on Military, National, and Public Service shall provide a  
5 report to Congress on the Service Platform. Such report  
6 shall include information on the following:

7           (1) Details on the status of implementation of  
8 the Service Platform and plans for further develop-  
9 ment of the Service Platform.

10          (2) Participation rates of service organizations  
11 and members.

12          (3) The number of individuals visiting the Serv-  
13 ice Platform, the number of service organizations  
14 participating in the platform, and the number of  
15 service opportunities available in the preceding 12-  
16 month period.

17          (4) Any cybersecurity or privacy concerns.

18          (5) The results of any surveys or studies under-  
19 taken to increase the use and efficacy of the Service  
20 Platform.

21          (6) Any additional information the Director or  
22 the President considers appropriate.

23       (l) AUTHORIZATION OF APPROPRIATIONS.—There  
24 are authorized to be appropriated to the Office of Manage-  
25 ment and Budget for each fiscal year such funds as may

1 be necessary for the development, maintenance, improve-  
2 ment, and promotion of the Service Platform.

3 **SEC. 203. PILOT PROGRAM TO COORDINATE MILITARY, NA-**  
4 **TIONAL, AND PUBLIC SERVICE RECRUIT-**  
5 **MENT.**

6 (a) DEFINITIONS.—In this section:

7 (1) COUNCIL ON MILITARY, NATIONAL, AND  
8 PUBLIC SERVICE.—The term “Council on Military,  
9 National, and Public Service” means the Council on  
10 Military, National, and Public Service established  
11 under section 201.

12 (2) MILITARY SERVICE.—The term “military  
13 service” means active service (as defined in sub-  
14 section (d)(3) of section 101 of title 10, United  
15 States Code) or active status (as defined in sub-  
16 section (d)(4) of such section) in one of the Armed  
17 Forces (as defined in subsection (a)(4) of such sec-  
18 tion).

19 (3) NATIONAL SERVICE.—

20 (A) IN GENERAL.—The term “national  
21 service” means participation, other than mili-  
22 tary or public service, in a program that—

23 (i) is designed to enhance the common  
24 good and meet the needs of communities,  
25 the States, or the United States; and



1 (ii) is funded or facilitated by—

2 (I) an organization described in  
3 section 501(c)(3) of the Internal Rev-  
4 enue Code of 1986 and exempt from  
5 tax under section 501(a) of such  
6 Code;

7 (II) an institution of higher edu-  
8 cation as defined in section 101 of the  
9 Higher Education Act of 1965 (22  
10 U.S.C. 1001); or

11 (III) the Federal Government or  
12 a State, Tribal, or local government.

13 (B) INCLUDED PROGRAMS.—The term  
14 “national service” includes—

15 (i) the programs authorized in—

16 (I) sections 5 and 6 of the Peace  
17 Corps Act (22 U.S.C. 2504 and  
18 2505);

19 (II) section 171 of the Workforce  
20 Innovation and Opportunity Act (re-  
21 lating to the YouthBuild Program; 29  
22 U.S.C. 3226);

23 (III) part A of title I of the Do-  
24 mestic Volunteer Service Act of 1973  
25 (relating to the Volunteers in Service

1 to America; 42 U.S.C. 4951 et seq.);  
2 and

3 (IV) subtitles C (relating to the  
4 National Service Trust Program; 42  
5 U.S.C. 12571 et seq.) and E (relating  
6 to the National Civilian Community  
7 Corps; 42 U.S.C. 12611 et seq.) of  
8 the National and Community Service  
9 Act of 1990; and

10 (ii) any other program that is con-  
11 sistent with subparagraph (A), as deter-  
12 mined by the Director of the Council on  
13 Military, National, and Public Service.

14 (4) PUBLIC SERVICE.—The term “public serv-  
15 ice” means civilian employment in the Federal Gov-  
16 ernment or a State, Tribal, or local government.

17 (b) PILOT PROGRAM AUTHORIZED.—The Director of  
18 the Council on Military, National, and Public Service may  
19 carry out a pilot program in coordination with depart-  
20 ments and agencies responsible for recruiting individuals  
21 for military, national, and public service, to focus on re-  
22 cruiting individuals from underserved markets and demo-  
23 graphic populations, such as those defined by gender, ge-  
24 ography, socioeconomic status, and critical skills, as deter-  
25 mined by each participating department or agency, to bet-

1 ter reflect the demographics of the Nation while ensuring  
2 that recruiting needs are met.

3 (c) CONSULTATION.—In developing a pilot program  
4 under this section, the Director of the Council on Military,  
5 National, and Public Service shall consult with the Sec-  
6 retary of Defense, the Secretary of Homeland Security,  
7 the Secretaries of the military departments, the Com-  
8 mandant of the United States Coast Guard, the Chief Ex-  
9 ecutive Officer of the Corporation for National and Com-  
10 munity Service, the Director of the Peace Corps, and the  
11 Director of the Office of Personnel Management.

12 (d) DURATION.—The pilot program under this sec-  
13 tion shall terminate no earlier than 2 years after its com-  
14 mencement.

15 (e) STATUS REPORTS.—Not later than 12 months  
16 after the initiation of any pilot program authorized by this  
17 section, and not later than 12 months thereafter, the Di-  
18 rector of the Council on Military, National, and Public  
19 Service shall submit to Congress reports evaluating any  
20 pilot program carried out under this section.

21 (f) AUTHORIZATION OF APPROPRIATIONS.—There  
22 are authorized to be appropriated such sums as may be  
23 necessary to carry out this section.

1 **SEC. 204. JOINT MARKET RESEARCH AND RECRUITING**  
2 **PROGRAM TO ADVANCE MILITARY AND NA-**  
3 **TIONAL SERVICE.**

4 (a) PROGRAM AUTHORIZED.—The Secretary of De-  
5 fense, the Chief Executive Officer of the Corporation for  
6 National and Community Service, and the Director of the  
7 Peace Corps may carry out a joint market research, mar-  
8 ket studies, recruiting, and advertising program to com-  
9 plement the existing programs of the military depart-  
10 ments, the national service programs administered by the  
11 Corporation, and the Peace Corps.

12 (b) INFORMATION SHARING PERMITTED.—Section  
13 503 of title 10, United States Code, shall not be construed  
14 to prohibit sharing of information among, or joint mar-  
15 keting efforts of, the Department of Defense, the Corpora-  
16 tion for National and Community Service, and the Peace  
17 Corps to carry out this section.

18 (c) AUTHORIZATION OF APPROPRIATIONS.—There  
19 are authorized to be appropriated such sums as may be  
20 necessary for carrying out this section.

21 **SEC. 205. INFORMATION SHARING TO ADVANCE MILITARY**  
22 **AND NATIONAL SERVICE.**

23 (a) ESTABLISHMENT OF PLAN.—The Secretary of  
24 Defense, the Chief Executive Officer of the Corporation  
25 for National and Community Service, and the Director of  
26 the Peace Corps shall establish a joint plan to provide ap-

1 plicants who are either ineligible or otherwise not selected  
 2 for service in the Armed Forces, in a national service pro-  
 3 gram administered by the Corporation, or in the Peace  
 4 Corps, with information about the forms of such service  
 5 for which they have not applied.

6 (b) REPORT TO CONGRESS.—Not later than 12  
 7 months after the date of the enactment of this Act, the  
 8 Secretary of Defense, the Chief Executive Officer of the  
 9 Corporation for National and Community Service, and the  
 10 Director of the Peace Corps shall submit to Congress a  
 11 report on the plan established under subsection (a).

12 **SEC. 206. TRANSITION OPPORTUNITIES FOR MILITARY**  
 13 **SERVICEMEMBERS AND NATIONAL SERVICE**  
 14 **PARTICIPANTS.**

15 (a) EMPLOYMENT ASSISTANCE.—Section 1143(c)(1)  
 16 of title 10, United States Code, is amended by inserting  
 17 “the Corporation for National and Community Service,”  
 18 after “State employment agencies,”.

19 (b) EMPLOYMENT ASSISTANCE, JOB TRAINING AS-  
 20 SISTANCE, AND OTHER TRANSITIONAL SERVICES: DE-  
 21 PARTMENT OF LABOR.—

22 (1) IN GENERAL.—Section 1144 of title 10,  
 23 United States Code, is amended—

24 (A) in subsection (a)—

1 (i) in paragraph (1), by striking “and  
2 the Secretary of Veterans Affairs,” and in-  
3 serting “the Secretary of Veterans Affairs,  
4 and the Chief Executive Officer of the Cor-  
5 poration for National and Community  
6 Service,”;

7 (ii) in paragraph (2), by striking “and  
8 the Secretary of Veterans Affairs” and in-  
9 serting “the Secretary of Veterans Affairs,  
10 and the Chief Executive Officer of the Cor-  
11 poration for National and Community  
12 Service”; and

13 (iii) in paragraph (3), by inserting  
14 “and the Chief Executive Officer” after  
15 “The Secretaries”;

16 (B) in subsection (b), by adding at the end  
17 the following:

18 “(11) Provide information on public service op-  
19 portunities, training on public service job recruiting,  
20 and the advantages of careers with the Federal Gov-  
21 ernment.”;

22 (C) in subsection (c)(2)(A), by striking  
23 “and the Secretary of Veterans Affairs,” and  
24 inserting “, the Secretary of Veterans Affairs,

1           and the Chief Executive Officer of the Corpora-  
2           tion for National and Community Service,”;

3           (D) in subsection (d), in the matter pre-  
4           ceding paragraph (1), by inserting “and the  
5           Chief Executive Officer of the Corporation for  
6           National and Community Service” after “the  
7           Secretaries”; and

8           (E) by adding at the end the following:

9           “(g) CORPORATION FOR NATIONAL AND COMMUNITY  
10          SERVICE PROGRAMS.—In establishing and carrying out a  
11          program under this section, the Chief Executive Officer  
12          of the Corporation for National and Community Service  
13          shall do the following:

14               “(1) Provide information concerning national  
15          service opportunities, including—

16                   “(A) opportunities to acquire and enhance  
17                  technical skills available through national serv-  
18                  ice;

19                   “(B) certifications and verifications of job  
20                  skills and experience available through national  
21                  service;

22                   “(C) support services and benefits avail-  
23                  able during terms of service; and

1           “(D) job analysis techniques, job search  
2           techniques, and job interview techniques specific  
3           to national service positions.

4           “(2) Inform such members that the Depart-  
5           ment of Defense and the Department of Homeland  
6           Security are required, under section 1143(a) of this  
7           title, to provide proper certification or verification of  
8           job skills and experience acquired while on active  
9           duty that may have application to service in pro-  
10          grams of the Corporation for National and Commu-  
11          nity Service.

12          “(3) Work with military and veterans’ service  
13          organizations and other appropriate organizations in  
14          promoting and publicizing job fairs for such mem-  
15          bers.

16          “(4) Provide information about disability-re-  
17          lated employment and education protections.”.

18          (2) CONFORMING AND CLERICAL AMEND-  
19          MENTS.—

20                 (A) HEADING AMENDMENT.—The heading  
21                 of section 1144 of such title is amended to read  
22                 as follows:



1   **“§ 1144. Employment assistance, job training assist-**  
 2                   **ance, and other transitional services: De-**  
 3                   **partment of Labor and the Corporation**  
 4                   **for National and Community Service”.**

5                   (B) TABLE OF SECTIONS.—The table of  
 6                   sections at the beginning of chapter 58 of such  
 7                   title is amended by striking the item relating to  
 8                   section 1144 and inserting the following new  
 9                   item:

                  “1144. Employment assistance, job training assistance, and other transitional  
                   services: Department of Labor and the Corporation for Na-  
                   tional and Community Service.”.

10                  (c) AUTHORITIES AND DUTIES OF THE CHIEF EXEC-  
 11                  UTIVE OFFICER.—Section 193A(b) of the National and  
 12                  Community Service Act of 1990 (42 U.S.C. 12651d(b))  
 13                  is amended—

14                   (1) in paragraph (24), by striking “and” at the  
 15                   end;

16                   (2) in paragraph (25), by striking the period at  
 17                   the end and inserting “; and”; and

18                   (3) by adding at the end the following:

19                   “(26) ensure that individuals completing a par-  
 20                   tial or full national service term receive information  
 21                   about military and public service opportunities for  
 22                   which they may qualify or in which they may be in-  
 23                   terested.”.

1 **SEC. 207. JOINT REPORT TO CONGRESS ON INITIATIVES TO**  
2 **INTEGRATE MILITARY AND NATIONAL SERV-**  
3 **ICE.**

4 (a) REPORTING REQUIREMENT.—Not later than 4  
5 years after the date of the enactment of this Act, and not  
6 later than the end of each 4-year period thereafter, the  
7 Director of the Council on Military, National, and Public  
8 Service established under section 201, in coordination with  
9 the Secretary of Defense, the Chief Executive Officer of  
10 the Corporation for National and Community Service, and  
11 the Director of the Peace Corps, shall submit to Congress  
12 a joint report on cross-service recruitment, including rec-  
13 ommendations for increasing joint advertising and recruit-  
14 ment initiatives, for the Armed Forces, programs adminis-  
15 tered by the Corporation for National and Community  
16 Service, and the Peace Corps.

17 (b) CONTENTS OF REPORT.—Each report under sub-  
18 section (a) shall include the following:

19 (1) The number of Peace Corps volunteers and  
20 participants in national service programs adminis-  
21 tered by the Corporation for National and Commu-  
22 nity Service who previously served as a member of  
23 the Armed Forces.

24 (2) The number of members of the Armed  
25 Forces who previously served in the Peace Corps or

1 in a program administered by the Corporation for  
2 National and Community Service.

3 (3) An assessment of existing joint recruitment  
4 and advertising initiatives undertaken by the De-  
5 partment of Defense, the Peace Corps, or the Cor-  
6 poration for National and Community Service.

7 (4) An assessment of the feasibility and cost of  
8 expanding such existing initiatives.

9 (5) An assessment of ways to improve the abil-  
10 ity of the reporting agencies to recruit individuals  
11 from the other reporting agencies.

12 (c) CONSULTATION.—The Director of the Council on  
13 Military, National, and Public Service established under  
14 section 201, the Secretary of Defense, the Chief Executive  
15 Officer of the Corporation for National and Community  
16 Service, and the Director of the Peace Corps shall—

17 (1) consult with each other with respect to the  
18 content and production of the reports submitted  
19 under this section; and

20 (2) undertake studies of recruiting efforts that  
21 are necessary to carry out the provisions of this sec-  
22 tion.

1 **TITLE III—ADVANCEMENT OF**  
2 **MILITARY, NATIONAL, AND**  
3 **PUBLIC SERVICE**

4 **SEC. 300. DEFINITIONS.**

5 In this title, the terms “Executive agency” and “mili-  
6 tary department” have the meanings given those terms in  
7 sections 105 and 102 of title 5, United States Code, re-  
8 spectively.

9 **Subtitle A—Advancement of**  
10 **Military Service**

11 **SEC. 301. NEW PERSONNEL MANAGEMENT STRUCTURE FOR**  
12 **MILITARY SPECIALISTS.**

13 (a) **PLAN FOR PERSONNEL MANAGEMENT.**—The  
14 Secretary of each military department shall develop a plan  
15 to implement a new personnel management structure in  
16 such military department for the purpose of recruiting and  
17 retaining personnel for specific military occupational spe-  
18 cialties requiring skills that are critical to meet current  
19 and future military requirements, including specialties in-  
20 volving science, technology, cyber security, and engineer-  
21 ing.

22 (b) **PLAN REQUIREMENTS.**—Each plan under sub-  
23 section (a) shall—

24 (1) be based on the exercise of existing authori-  
25 ties;

1           (2) examine the successes in recruiting and re-  
2           taining personnel for other military occupational  
3           specialties requiring specific skills, such as medical  
4           workers, attorneys, and chaplains; and

5           (3) examine methods to improve recruiting and  
6           retaining personnel for the military occupational spe-  
7           cialties described in subsection (a) based on—

8                   (A) methods for members of the Armed  
9           Forces to transition more easily between reg-  
10          ular and reserve components; and

11                   (B) methods for members of the Armed  
12          Forces to transition more easily between mili-  
13          tary service, Federal civilian service, and non-  
14          governmental civilian service.

15          (c) SUBMITTAL TO CONGRESS.—Not later than 120  
16          days after the date of the enactment of this Act, the Sec-  
17          retary of each military department shall submit to the  
18          Committees on Armed Services of the Senate and the  
19          House of Representatives the plan developed by such Sec-  
20          retary under this section.

21       **SEC. 302. PRE-SERVICE TUITION GRANT PROGRAM.**

22          (a) PRE-SERVICE TUITION GRANTS AUTHORIZED.—  
23          The Secretary of each military department may provide  
24          a grant, for a period of not more than 3 years, to pay  
25          all or a portion of the charges of an educational institution

1 for the tuition of an individual who is enrolled in such  
2 educational institution for a technical degree, certificate,  
3 or certification program to meet a critical need in such  
4 military department, and who makes a commitment to  
5 service in an Armed Force under the jurisdiction of such  
6 Secretary. Each Secretary shall create a list of degrees,  
7 certificates, and certifications that qualify for grants  
8 under this section and shall update that list at least once  
9 every 5 years.

10 (b) REQUIREMENTS FOR RECEIPT OF GRANT.—The  
11 Secretary of a military department may not provide grant  
12 funds under subsection (a) to an individual unless the in-  
13 dividual signs an enlistment contract for military service  
14 upon completion of the educational program for which the  
15 funds were provided, for such period as is determined by  
16 the Secretary. Upon signing such enlistment contract, the  
17 individual shall be placed in the Delayed Entry Program  
18 of the Armed Force concerned. If, at the time the indi-  
19 vidual is expected to begin military training, the individual  
20 no longer qualifies for service or is otherwise unable or  
21 unwilling to serve, the individual shall, subject to sub-  
22 section (c), repay the funds received, or serve a period  
23 equal to the military service commitment in a federally  
24 sponsored national service program.

1       (c) WAIVER.—The Secretary of a military depart-  
2   ment may reduce or waive the service obligation of an indi-  
3   vidual under this section in exigent circumstances, as de-  
4   termined by the Secretary.

5       (d) RELATION TO OTHER PERSONNEL AUTHORI-  
6   TIES.—A grant under subsection (a) may be provided—

7           (1) without regard to the lack of authority for  
8       the grant under title 10 or 37, United States Code;  
9       and

10           (2) notwithstanding any provision of such titles,  
11       or any regulation prescribed under such provision,  
12       relating to methods of providing incentives to indi-  
13       viduals to accept appointments or enlistments in the  
14       Armed Forces, including the provision of group indi-  
15       vidual bonuses, pay, or other incentives.

16       (e) NOTICE AND WAIT REQUIREMENT.—The Sec-  
17   retary of a military department may not provide a grant  
18   under subsection (a) until—

19           (1) the Secretary submits to the Committees on  
20       Armed Services of the Senate and the House of Rep-  
21       resentatives a plan regarding the provision of grants  
22       under that subsection, which includes—

23                   (A) a description of the grant program, in-  
24                   cluding its purpose and the potential recruits to  
25                   be addressed by the program;

1 (B) a description of the provisions of titles  
2 10 and 37, United States Code, that require re-  
3 porting of incentives to individuals to accept ap-  
4 pointment or enlistments in the Armed Forces,  
5 including the provision of group individual bo-  
6 nuses, pay, or other incentives;

7 (C) a statement of the anticipated out-  
8 comes as a result of providing grants under the  
9 grant program; and

10 (D) a description of the methods and  
11 metrics to be used to evaluate the effectiveness  
12 of the grant program; and

13 (2) a period of 30 days beginning on the date  
14 on which the plan is submitted to the committees  
15 has expired.

16 (f) LIMITATION ON NUMBER OF INCENTIVES.—The  
17 Secretary of a military department may not provide to an  
18 individual more than 2 incentives described in subsection  
19 (d)(2) to encourage the individual to enlist in an Armed  
20 Force under the jurisdiction of the Secretary, in addition  
21 to a grant under subsection (a).

22 (g) LIMITATION ON NUMBER OF INDIVIDUALS RE-  
23 CEIVING TUITION GRANTS.—The number of individuals  
24 who receive a grant under subsection (a) from the Sec-  
25 retary of a military department during a fiscal year for



1 an Armed Force under the jurisdiction of the Secretary  
2 may not exceed 20 percent of the number of enlistments  
3 for that fiscal year that is the objective of that Armed  
4 Force.

5 (h) REPORTS TO CONGRESS.—If the Secretary of a  
6 military department provides a grant under subsection (a)  
7 during a fiscal year, the Secretary shall submit to the  
8 Committees on Armed Services of the Senate and the  
9 House of Representatives a report, not later than 60 days  
10 after the end of that fiscal year, containing—

11 (1) a description of each grant provided under  
12 subsection (a) during that fiscal year; and

13 (2) an assessment of the impact of all such the  
14 grants on the recruitment of individuals for the  
15 Armed Force under the jurisdiction of the Secretary.

16 (i) FEDERALLY SPONSORED NATIONAL SERVICE  
17 PROGRAMS.—A federally sponsored national service pro-  
18 gram referred to in subsection (b) includes the programs  
19 authorized in—

20 (1) sections 5 and 6 of the Peace Corps Act (22  
21 U.S.C. 2504 and 2505);

22 (2) section 171 of the Workforce Innovation  
23 and Opportunity Act (relating to the YouthBuild  
24 Program; 29 U.S.C. 3226);

1           (3) part A of title I of the Domestic Volunteer  
2       Service Act of 1973 (relating to the Volunteers in  
3       Service to America; 42 U.S.C. 4951 et seq.); and

4           (4) subtitles C (relating to the National Service  
5       Trust Program; 42 U.S.C. 12571 et seq.) and E (re-  
6       lating to the National Civilian Community Corps; 42  
7       U.S.C. 12611 et seq.) of the National and Commu-  
8       nity Service Act of 1990.

9       (j) REGULATIONS.—The Secretary of each military  
10   department shall issue such regulations as may be nec-  
11   essary to carry out this section.

12       (k) AUTHORIZATION OF APPROPRIATIONS.—There  
13   are authorized to be appropriated such sums as may be  
14   necessary to carry out this section.

15   **SEC. 303. PILOT PROGRAM ON TECHNICAL CIVILIAN PRO-**  
16                           **FSSIONAL CREDENTIALS.**

17       (a) PILOT PROGRAM.—The Secretary of Defense  
18   shall carry out, through the Secretary of one of the mili-  
19   tary departments, a pilot program, for a period of not  
20   more than 2 years, to assess the feasibility and advisability  
21   of establishing partnerships with community colleges and  
22   vocational schools to create technical education programs  
23   through which members of the Armed Forces may earn  
24   professional credentials in areas of critical need in the  
25   Armed Forces. The pilot program shall be comprised of

1 such partnerships with up to 3 community colleges and  
2 vocational schools. The educational programs created  
3 through the pilot program shall be open to participation  
4 by members of the Armed Forces (including recruits) and  
5 any other students at the selected community colleges and  
6 vocational schools.

7 (b) COSTS.—The military department selected under  
8 subsection (a) shall bear at least 50 percent of the costs  
9 of the pilot program authorized under such subsection,  
10 and the community colleges and vocational schools in the  
11 pilot program shall bear the remaining costs, including  
12 providing the staff and facilities for the pilot program.

13 (c) REPORTS.—

14 (1) INITIAL REPORT.—Not later than 180 days  
15 after the date of the enactment of this Act, the Sec-  
16 retary of Defense shall submit to the Committees on  
17 Armed Services of the Senate and the House of Rep-  
18 resentatives a report on the pilot program under this  
19 section. The report shall include—

20 (A) a comprehensive framework for the  
21 education and credentials to be provided under  
22 the pilot program;

23 (B) metrics to be used to assess the effec-  
24 tiveness of the pilot program; and

1 (C) a description of mechanisms to be used  
2 to cover the costs of the technical education  
3 programs created under the pilot program.

4 (2) FINAL REPORT.—Not later than 180 days  
5 after completion of the pilot program, the Secretary  
6 shall submit to the committees of Congress referred  
7 to in paragraph (1) a final report on the pilot pro-  
8 gram. The report shall include—

9 (A) an evaluation of the pilot program  
10 using the metrics of assessment set forth in the  
11 initial report;

12 (B) an assessment of the effects of the  
13 pilot program on recruitment and retention of  
14 military personnel; and

15 (C) an assessment on the feasibility and  
16 advisability of extending the term of the pilot  
17 program, expanding its scope, or both.

18 (d) AUTHORIZATION OF APPROPRIATIONS.—There  
19 are authorized to be appropriated such sums as may be  
20 necessary to carry out this section.

21 **SEC. 304. EXPANSION OF JUNIOR RESERVE OFFICERS'**  
22 **TRAINING CORPS PROGRAM.**

23 (a) EXPANSION OF JROTC CURRICULUM.—Section  
24 2031(a)(2) of title 10, United States Code, is amended  
25 by inserting after “service to the United States” the fol-

1 lowing: “(including an introduction to service opportuni-  
2 ties in military, national, and public service)”.

3 (b) PLAN TO INCREASE NUMBER OF JROTC  
4 UNITS.—The Secretary of Defense shall, in consultation  
5 with the Secretaries of the military departments, develop  
6 and implement a plan to establish and support not fewer  
7 than 6,000 units of the Junior Reserve Officers’ Training  
8 Corps by September 30, 2031.

9 (c) AUTHORIZATION OF APPROPRIATIONS.—There  
10 are authorized to be appropriated such sums as may be  
11 necessary to carry out this section.

12 **SEC. 305. EXPANSION OF CYBER INSTITUTES PROGRAM.**

13 Section 1640 of the John S. McCain National De-  
14 fense Authorization Act for Fiscal Year 2019 (Public Law  
15 115–232; 132 Stat. 2310; 10 U.S.C. 2200 note) is amend-  
16 ed by adding at the end the following:

17 “(g) REPORT TO CONGRESS.—Not later than Sep-  
18 tember 30, 2021, the Secretary of Defense shall submit  
19 to the Committees on Armed Services of the Senate and  
20 the House of Representatives a report on the effectiveness  
21 of the Cyber Institutes and on opportunities to expand the  
22 Cyber Institutes to additional select institutions of higher  
23 learning that have a Reserve Officers’ Training Corps pro-  
24 gram.

1       “(h) AUTHORIZATION OF APPROPRIATIONS.—In ad-  
 2 dition to funds otherwise available to carry out this sec-  
 3 tion, there are authorized to be appropriated to the De-  
 4 partment of Defense such sums as may be necessary to  
 5 prepare the report under subsection (g) and to expand the  
 6 Cyber Institutes program under this section after Sep-  
 7 tember 30, 2021.”.

8       **SEC. 306. TEMPORARY AUTHORITY FOR TARGETED RE-**  
 9                                   **CRUITMENT INCENTIVES.**

10       Section 522(h) of the National Defense Authorization  
 11 Act for Fiscal Year 2016 (10 U.S.C. 503 note) is amend-  
 12 ed—

13               (1) by striking the semicolon and inserting a  
 14 comma; and

15               (2) by striking “December 31, 2020” and in-  
 16 serting “December 31, 2023”.

17       **SEC. 307. MULTIYEAR APPROPRIATIONS FOR MARKETING**  
 18                                   **AND ADVERTISING.**

19       (a) IN GENERAL.—Chapter 141 of title 10, United  
 20 States Code, is amended by inserting after section 2410s  
 21 the following new section:

22       **“§ 2410t. Contracts for periods crossing fiscal years:**  
 23                                   **Marketing and advertising contracts**

24       “(a) AUTHORITY.—The Secretary of Defense, the  
 25 Secretary of a military department (as defined in section

1 102 of title 5), or the Secretary of Homeland Security  
 2 with respect to the Coast Guard when it is not operating  
 3 as a service in the Navy, may enter into a contract, for  
 4 a period that begins in one fiscal year and ends in the  
 5 next fiscal year (without regard to any option to extend  
 6 the period of the contract), to procure marketing and ad-  
 7 vertising services.

8 “(b) OBLIGATION OF FUNDS.—Funds made available  
 9 in one fiscal year may be obligated or expended in the next  
 10 fiscal year for a contract entered into under subsection  
 11 (a).”.

12 (b) CLERICAL AMENDMENT.—The table of sections  
 13 at the beginning of chapter 141 of such title is amended  
 14 by inserting after the item relating to section 2410s the  
 15 following new item:

“2410t. Contracts for periods crossing fiscal years: Marketing and advertising  
 contracts.”.

## 16 **Subtitle B—Advancement of** 17 **National Service**

### 18 **SEC. 321. NATIONAL SERVICE FELLOWSHIPS.**

19 (a) IN GENERAL.—Section 198B of the National and  
 20 Community Service Act of 1990 (42 U.S.C. 12653b) is  
 21 amended to read as follows:

### 22 **“SEC. 198B. NATIONAL SERVICE FELLOWSHIPS.**

23 “(a) DEFINITIONS.—In this section:

1           “(1) AREA OF NATIONAL NEED.—The term  
2           ‘area of national need’ means targeted efforts to—

3                   “(A) improve education in schools for eco-  
4                   nomically disadvantaged students;

5                   “(B) expand and improve access to health  
6                   care;

7                   “(C) improve energy efficiency and con-  
8                   serve natural resources;

9                   “(D) improve economic opportunities for  
10                  economically disadvantaged individuals;

11                  “(E) improve disaster preparedness and  
12                  response; or

13                  “(F) support the reintegration of ex-of-  
14                  fenders.

15           “(2) DISADVANTAGED YOUTH.—The term ‘dis-  
16           advantaged youth’ has the meaning given that term  
17           in section 101(13).

18           “(3) ELIGIBLE FELLOWSHIP APPLICANT.—The  
19           term ‘eligible fellowship applicant’ means an indi-  
20           vidual who is selected by the Corporation through a  
21           randomized lottery and, as a result of such selection,  
22           is eligible for a national service fellowship.

23           “(4) FELLOW.—The term ‘fellow’ means an eli-  
24           gible fellowship applicant who is awarded a national



1 service fellowship and is designated a fellow under  
2 subsection (e)(2).

3 “(5) STATE.—The term ‘State’ means each of  
4 the several States, the District of Columbia, the  
5 Commonwealth of Puerto Rico, and any other terri-  
6 tory or possession of the United States.

7 “(b) FELLOWSHIP AWARDS AND POSITIONS.—

8 “(1) IN GENERAL.—From the amounts appro-  
9 priated to carry out this section, the Corporation  
10 shall award national service fellowships in accord-  
11 ance with this section.

12 “(2) ALLOTMENT OF POSITIONS.—

13 “(A) ALLOTMENT BY CONGRESSIONAL DIS-  
14 TRICT.—The Corporation shall allot 80 percent  
15 of the eligible fellowship positions supported  
16 under this section in a fiscal year on a formula  
17 basis to be distributed evenly among the con-  
18 gressional districts in each of the States, to in-  
19 clude districts of nonvoting delegates to the  
20 Congress, in accordance with the selection proc-  
21 ess described in subsection (c)(1). The Corpora-  
22 tion shall, to the extent practicable, reserve a  
23 percentage of eligible fellowship positions ap-  
24 proximately equal to the percentage of dis-  
25 advantaged youth residing in that district. In

1 any district in which one or more Indian tribes  
2 are located, a portion of the positions shall be  
3 reserved for applicants who are members of any  
4 such Indian tribe.

5 “(B) ALLOTMENT TO SPECIFIC ORGANIZA-  
6 TIONS.—The Corporation shall allot 20 percent  
7 of the eligible fellowship positions supported  
8 under this section in a fiscal year to service  
9 sponsor organizations, regardless of congres-  
10 sional district, that have targeted service strate-  
11 gies for utilizing fellows, in accordance with the  
12 selection processes described in subsections  
13 (c)(2) and (f)(2). The Corporation shall, to the  
14 extent practicable, reserve a percentage of eligi-  
15 ble fellowship positions approximately equal to  
16 the nationwide percentage of disadvantaged  
17 youth.

18 “(3) NUMBER OF POSITIONS.—The Corporation  
19 shall—

20 “(A) establish the number of approved po-  
21 sitions under this section at 25,000 for the first  
22 fiscal year that begins after the date of the en-  
23 actment of the Inspire to Serve Act of 2020;  
24 and

1           “(B) increase the number of such approved  
2           positions by 25,000 for each fiscal year there-  
3           after until the number of approved positions is  
4           at least 250,000.

5           “(c) SELECTION BY LOTTERY.—

6           “(1) IN CONGRESSIONAL DISTRICTS.—For posi-  
7           tions described in subsection (b)(2)(A), the Corpora-  
8           tion shall select, from the applications received  
9           under this section, the number of eligible fellowship  
10          applicants that may be supported for that fiscal year  
11          based on the amount of funds appropriated for that  
12          fiscal year to carry out this section. Such selection  
13          shall be done by randomized lottery for all appli-  
14          cants, except that—

15          “(A) for those positions reserved for dis-  
16          advantaged youth applicants under such sub-  
17          section, selection shall be done by randomized  
18          lottery for disadvantaged youth applicants; and

19          “(B) for those positions reserved for In-  
20          dian tribal applicants under such subsection, se-  
21          lection shall be done by randomized lottery for  
22          Indian tribal applicants.

23          “(2) OTHER POSITIONS.—For positions de-  
24          scribed in subsection (b)(2)(B), the Corporation  
25          shall select, from the applications received, the num-

1       ber of eligible fellowship applicants that may be sup-  
2       ported for that fiscal year based on the amount of  
3       funds appropriated for that fiscal year to carry out  
4       this section. Such selection shall be done by random-  
5       ized lottery for all applicants, except that for those  
6       positions reserved for disadvantaged youth appli-  
7       cants under such subsection, selection shall be done  
8       by randomized lottery for disadvantaged youth appli-  
9       cants.

10       “(3) REGULATIONS.—In the regulations issued  
11       to carry out this section, the Corporation shall—

12               “(A) establish the randomized lottery sys-  
13       tem for positions described in subsection  
14       (b)(2)(A) and (b)(2)(B);

15               “(B) establish preference for those individ-  
16       uals who have not previously been an eligible  
17       fellowship applicant or a fellow; and

18               “(C) create a waitlist for eligible fellowship  
19       applicants if any individual selected as such an  
20       applicant does not become a fellow.

21       “(d) ELIGIBLE FELLOWSHIP APPLICANTS.—

22               “(1) IN GENERAL.—An applicant desiring to  
23       become an eligible fellowship applicant shall submit  
24       an application to the Corporation at such time and  
25       in such manner as the Corporation may require and

1 containing information on the applicant's age, edu-  
2 cational status, disadvantaged youth status, Indian  
3 tribal status, and contact information, and stating  
4 whether the applicant elects to be considered for  
5 placement in a position in a congressional district  
6 under subsection (b)(2)(A) or in a position described  
7 in subsection (b)(2)(B). Each applicant may apply  
8 for only one national service fellowship for any fiscal  
9 year.

10 “(2) AGE AND EDUCATION.—An applicant may  
11 be selected as an eligible fellowship applicant only if  
12 the applicant—

13 “(A) is not less than age 18 and not more  
14 than age 25 on the date on which the applica-  
15 tion is made; and

16 “(B) holds a high school diploma or recog-  
17 nized equivalent or will be working towards  
18 such diploma or recognized equivalent during  
19 the applicant's term of service as a fellow.

20 “(e) FELLOWS.—

21 “(1) IN GENERAL.—An eligible fellowship appli-  
22 cant is eligible to participate in a service project as  
23 a fellow and receive a national service fellowship if—

24 “(A) within 3 months after being selected  
25 as an eligible fellowship applicant, the applicant

1 selects a registered service sponsor organization  
2 described in subsection (f)—

3 “(i) with which the applicant is inter-  
4 ested in serving under this section; and

5 “(ii) with which the applicant would  
6 serve in a position that is located in the  
7 congressional district in which the fellow  
8 resides or a district adjoining the district  
9 in which the fellow resides, for a position  
10 allotted under subsection (b)(2)(A), or  
11 would serve in a position allotted under  
12 subsection (b)(2)(B);

13 “(B) enters into an agreement with the or-  
14 ganization—

15 “(i) that specifies the service the ap-  
16 plicant will provide if the placement is ap-  
17 proved; and

18 “(ii) in which the applicant agrees to  
19 serve for at least 1700 hours during the  
20 applicant’s fellowship year, including train-  
21 ing, high school equivalency coursework,  
22 and special fellow events, except that the  
23 Chief Executive Officer may, on a case-by-  
24 case basis, authorize a fellow to serve on a

1           part-time basis for a lesser number of  
2           hours; and

3           “(C) submits such agreement to the Cor-  
4           poration.

5           “(2) DESIGNATION.—Upon receiving the eligi-  
6           ble fellowship applicant’s agreement under para-  
7           graph (1), the Corporation shall award a national  
8           service fellowship to the applicant and designate the  
9           applicant as a fellow.

10          “(3) FELLOWSHIP AMOUNT.—

11           “(A) IN GENERAL.—The Corporation shall  
12           award to each fellow a stipend equal to the liv-  
13           ing allowance under section 199K.

14           “(B) PRORATION OF AMOUNT.—In the  
15           case of a fellow who is authorized to serve on  
16           a part-time basis under paragraph (1)(B)(ii),  
17           the amount provided to a fellow under this  
18           paragraph shall be prorated accordingly.

19           “(4) EDUCATIONAL AWARDS.—A fellow who  
20           serves in a service project under this section shall be  
21           considered to have served in an approved national  
22           service position and, upon meeting the requirements  
23           of section 147 for full-time or part-time national  
24           service, shall be eligible for an educational award de-  
25           scribed in such section or the alternative discounted

1 end-of-service cash stipend described in section 332  
2 of the Inspire to Serve Act of 2020. The Corporation  
3 shall transfer an appropriate amount of funds to the  
4 National Service Trust to provide for the educational  
5 award for such fellow.

6 “(f) SERVICE SPONSOR ORGANIZATIONS.—

7 “(1) IN GENERAL.—An organization is eligible  
8 to be a service sponsor organization if the organiza-  
9 tion—

10 “(A) is a nonprofit organization, a local  
11 government agency, a State government agency,  
12 or an agency of an Indian tribe;

13 “(B) satisfies qualification criteria estab-  
14 lished by the Corporation, including standards  
15 relating to organizational capacity, financial  
16 management, and programmatic oversight; and

17 “(C) at the time of registration with a  
18 State Commission, enters into an agreement  
19 with the State Commission providing that the  
20 service sponsor organization shall—

21 “(i) abide by all program require-  
22 ments;

23 “(ii) be responsible for certifying the  
24 number of hours served by each fellow and  
25 whether each fellow serving with the orga-



1 nization successfully completes the national  
2 service fellowship;

3 “(iii) provide supervision, supplies,  
4 and training for fellows, including a quar-  
5 terly performance review;

6 “(iv) provide educational resources,  
7 funding for coursework, and other nec-  
8 essary resources to support fellows working  
9 towards their high school equivalency de-  
10 grees; and

11 “(v) provide, to the State Commission,  
12 the Corporation, and the Inspector General  
13 of the Corporation, timely access to  
14 records relating to the national service fel-  
15 lowships.

16 “(2) ELIGIBILITY AS A SPECIFIC ORGANIZA-  
17 TION.—An organization is eligible to be considered  
18 for an allotment of positions under subsection  
19 (b)(2)(B) if the organization—

20 “(A) satisfies the requirements of this sub-  
21 section;

22 “(B) submits an application to the Cor-  
23 poration that includes a detailed description of  
24 the area of national need that fellows will ad-  
25 dress with the organization, along with other

1 requirements that the Corporation may estab-  
2 lish; and

3 “(C) is selected by the Corporation in ac-  
4 cordance with a selection process established by  
5 the Corporation.

6 “(3) ADDITIONAL ASSISTANCE.—Each service  
7 sponsor organization may provide additional benefits  
8 to fellows, including additional funding.

9 “(4) REGISTRATION.—

10 “(A) REQUIREMENT.—A service sponsor  
11 organization may not receive a fellow under this  
12 section until the organization registers with the  
13 State Commission of any State in which a fel-  
14 low will be serving with the organization.

15 “(B) CLEARINGHOUSE.—Each State Com-  
16 mission shall maintain on a public website a list  
17 of service sponsor organizations registered with  
18 that State Commission.

19 “(5) NONCOMPLIANCE.—If the Corporation de-  
20 termines that a service sponsor organization is in  
21 violation of any of the applicable provisions of this  
22 subsection, or a State Commission determines that  
23 a service sponsor organization is in violation of any  
24 requirement for registration under paragraph (4)—

1           “(A) the State Commission shall revoke  
2           the registration of the organization;

3           “(B) the organization shall not be eligible  
4           to receive assistance, approved national service  
5           fellows, or approved summer of service positions  
6           under this title for a period of not less than 5  
7           years; and

8           “(C) the Corporation shall have the right  
9           to remove a fellow from the organization and  
10          relocate the fellow to another site.

11          “(g) GRANTS FOR ANCILLARY SERVICES.—

12           “(1) IN GENERAL.—The Corporation may  
13          award grants to service sponsor organizations to off-  
14          set the costs of providing ancillary services in sup-  
15          port of fellows serving with those service sponsor or-  
16          ganizations, including costs for—

17           “(A) attending the convention described in  
18          subsection (j);

19           “(B) courses and exams necessary to ob-  
20          tain a high school diploma or recognized equiva-  
21          lent;

22           “(C) recruitment or training activities for  
23          fellows; and

24           “(D) other activities approved by the Cor-  
25          poration.

1           “(2) APPLICATIONS.—To be eligible to receive a  
2           grant under this subsection, a service sponsor orga-  
3           nization shall submit an application to the Corpora-  
4           tion at such time, in such manner, and containing  
5           such information as the Corporation may require.

6           “(h) COORDINATION WITHIN CONGRESSIONAL DIS-  
7           TRICT.—Service sponsor organizations shall coordinate  
8           with other service sponsor organizations on training and  
9           events beneficial to fellows serving within the same con-  
10          gressional district and ensure that the offices of Members  
11          of Congress in those districts are kept apprised of such  
12          coordination.

13          “(i) BRANDED ATTIRE.—The Corporation may pro-  
14          vide fellows with branded attire to wear where appropriate.

15          “(j) YEARLY CONVENTION.—The Corporation may  
16          sponsor a yearly convention to convene a geographically  
17          diverse group of fellows in a central location to provide  
18          the fellows with the opportunity to share experiences and  
19          to provide the fellows with information on opportunities  
20          to continue in national, public, or military service after  
21          their fellowships end.

22          “(k) COMPLIANCE WITH INELIGIBLE SERVICE CAT-  
23          EGORIES.—Service under a national service fellowship  
24          shall comply with section 132(a). For purposes of applying  
25          that section to this subsection, a reference to assistance

1 shall be considered to be a reference to assistance provided  
2 under this section.

3 “(l) PUBLIC SERVICE INTEGRATION.—The Chief Ex-  
4 ecutive Officer shall consult with the Council on Military,  
5 National, and Public Service established under section 201  
6 of the Inspire to Serve Act of 2020 regarding opportuni-  
7 ties to place fellows in public service positions at the State,  
8 local, and tribal levels.

9 “(m) SURVEYS OF FELLOWS.—The Corporation may  
10 survey fellows about their experiences as fellows, and shall  
11 make data acquired from any such survey publicly avail-  
12 able.

13 “(n) REGULATIONS.—The Corporation shall promul-  
14 gate such regulations as may be necessary to carry out  
15 this section.

16 “(o) AUTHORIZATION OF APPROPRIATIONS.—There  
17 are authorized to be appropriated such sums as may be  
18 necessary to carry out this section.”.

19 (b) CONFORMING AMENDMENTS.—

20 (1) The item relating to section 198B of the  
21 National and Community Service Act of 1990 in the  
22 table of contents for that Act is amended to read as  
23 follows:

1 **“SEC. 198B. NATIONAL SERVICE FELLOWSHIPS.”.**

2 (2) Section 123(7) of the National and Commu-  
 3 nity Service Act of 1990 (42 U.S.C. 12573(7)) is  
 4 amended by striking “ServeAmerica” and inserting  
 5 “National Service”.

6 (3) Section 501(a)(4)(B) of the National and  
 7 Community Service Act of 1990 (42 U.S.C.  
 8 12681(a)(4)(B)) is repealed.

9 **SEC. 322. EXPANSION OF YOUTHBUILD, YOUTH CONSERVA-**  
 10 **TION CORPS, AND NATIONAL GUARD YOUTH**  
 11 **CHALLENGE PROGRAMS.**

12 (a) YOUTHBUILD PROGRAM.—

13 (1) EXPANSION.—The Secretary of Labor shall  
 14 take the necessary steps to double, by December 31,  
 15 2031, the number of participants in the YouthBuild  
 16 program established under section 171 of the Work-  
 17 force Innovation and Opportunity Act (29 U.S.C.  
 18 3226), from the number of such participants in fis-  
 19 cal year 2020.

20 (2) REPORTS TO CONGRESS.—The Secretary of  
 21 Labor shall submit to Congress, not later than De-  
 22 cember 31 of each of the years 2023, 2026, 2029,  
 23 and 2031, a report on the level of participation in  
 24 the YouthBuild Program since the end of fiscal year  
 25 2020 and on the efforts taken to achieve the goal  
 26 described in paragraph (1).

1 (b) YOUTH CONSERVATION CORPS.—

2 (1) EXPANSION.—The Secretaries of Agri-  
3 culture and the Interior shall take the necessary  
4 steps to double, by December 31, 2031, the number  
5 of participants in the Youth Conservation Corps es-  
6 tablished under the Act popularly known as the  
7 “Youth Conservation Corps Act of 1970” (title I of  
8 Public Law 91–378; 16 U.S.C. 1701–1706), from  
9 the number of such participants in fiscal year 2020.

10 (2) REPORTS TO CONGRESS.—The Secretaries  
11 of Agriculture and the Interior shall submit to Con-  
12 gress, not later than December 31 of each of the  
13 years 2023, 2026, 2029, and 2031, a report on the  
14 level of participation in the Youth Conservation  
15 Corps since the end of fiscal year 2020 and on the  
16 efforts taken to achieve the goal described in para-  
17 graph (1).

18 (c) YOUTH CHALLENGE PROGRAM.—

19 (1) EXPANSION.—The Secretary of Defense  
20 shall take the necessary steps to double, by Decem-  
21 ber 31, 2031, the number of participants in the Na-  
22 tional Guard Youth Challenge Program established  
23 under section 509 of title 32, United States Code,  
24 from the number of such participants in fiscal year  
25 2020.

1           (2) REPORTS TO CONGRESS.—The Secretary of  
2       Defense shall submit to Congress, not later than De-  
3       cember 31 of each of the years 2023, 2026, 2029,  
4       and 2031, a report on the level of participation in  
5       the National Guard Youth Challenge Program since  
6       the end of fiscal year 2020 and on the efforts taken  
7       to achieve the goal described in paragraph (1).

8       (d) AUTHORIZATION OF APPROPRIATIONS.—There  
9       are authorized to be appropriated such sums as may be  
10      necessary to carry out this section.

11   **SEC. 323. NATIONAL SERVICE PUBLIC AWARENESS CAM-**  
12                           **PAIGN.**

13       (a) IN GENERAL.—The Chief Executive Officer of the  
14      Corporation for National and Community Service shall  
15      carry out a public awareness campaign to educate individ-  
16      uals likely to provide the greatest influence on youth, in-  
17      cluding parents, grandparents, teachers, guidance coun-  
18      selors, clergy, and coaches, on opportunities for youth to  
19      engage in national service, the impacts of national service,  
20      and ways to encourage youth to provide such service.  
21      Funds made available to carry out this subsection may  
22      be used to identify best practices, carry out national out-  
23      reach and education campaigns, produce and make avail-  
24      able materials for schools and students from kindergarten  
25      through grade 12, facilitate access to national service in-



1 formation and opportunities, and advertise national serv-  
2 ice programs nationwide.

3 (b) REPORT REQUIRED.—Not later than 60 days  
4 after the end of the fiscal year in which funds are made  
5 available to carry out the public awareness campaign  
6 under subsection (a), the Chief Executive Officer shall  
7 submit to the Committee on Health, Education, Labor,  
8 and Pensions of the Senate, and the Committee on Edu-  
9 cation and Labor of the House of Representatives, a re-  
10 port describing the scope and effectiveness of the public  
11 awareness campaign under this section.

12 (c) AUTHORIZATION OF APPROPRIATIONS.—There  
13 are authorized to be appropriated such sums as may be  
14 necessary to carry out the campaign under subsection (a),  
15 including for salaries and expenses related to such cam-  
16 paign.

17 **SEC. 324. RECOGNITION OF CORPORATE CONTRIBUTIONS**  
18 **TO NATIONAL SERVICE.**

19 The Corporation for National and Community Serv-  
20 ice may annually designate not more than 25 corporations,  
21 whether publicly owned or privately held, with an award  
22 for their significant contributions to national service. The  
23 Corporation shall promulgate regulations describing eval-  
24 uation criteria for the award under this section and may  
25 conduct a ceremony or give a symbolic medal or plaque

1 to recipients. This section does not authorize any mone-  
 2 tary award.

3 **SEC. 325. CORPORATION FOR NATIONAL AND COMMUNITY**  
 4 **SERVICE DEMONSTRATION PROJECTS.**

5 (a) DEFINITIONS.—

6 (1) EX-OFFENDER.—The term “ex-offender”  
 7 means an individual who requires assistance in over-  
 8 coming barriers to employment resulting from a  
 9 record of arrest or conviction for a crime under Fed-  
 10 eral, State, local, or Tribal law.

11 (2) PLACE-BASED MODEL.—The term “place-  
 12 based model” means an investment initiative that  
 13 seeks to leverage national service programs to ex-  
 14 pand the services available within a specific geo-  
 15 graphic location, to build the capacity of community  
 16 organizations to provide those services, and to estab-  
 17 lish a community-wide culture of service and vol-  
 18 unteerism.

19 (b) PRIORITY PILOTS.—The Chief Executive Officer  
 20 of the Corporation for National and Community Service  
 21 may conduct, during the 3-year period beginning on Octo-  
 22 ber 1, 2020, up to 5 demonstration projects to assess the  
 23 feasibility and advisability of novel approaches to and  
 24 focus areas of national service, with at least one dem-  
 25 onstration project focused on developing a place-based

1 model and at least one demonstration project supporting  
2 the reintegration of ex-offenders.

3 (c) AUTHORIZATION OF APPROPRIATIONS.—There  
4 are authorized to be appropriated such sums as may be  
5 necessary to carry out the demonstration projects under  
6 subsection (b), including for salaries and expenses related  
7 to such projects.

8 **SEC. 326. PEACE CORPS REMOTE DEMONSTRATION**  
9 **PROJECTS.**

10 The Peace Corps may conduct demonstration projects  
11 to test the feasibility of permitting volunteers who serve  
12 less than 27 months to perform their services from within  
13 the United States, instead of traveling outside of the  
14 United States.

15 **SEC. 327. NATIONAL SERVICE LIVING ALLOWANCE IN-**  
16 **CREASES.**

17 (a) ANNUAL INCREASES TO LIVING ALLOWANCES  
18 FOR NATIONAL SERVICE PARTICIPANTS.—Section 140(a)  
19 of the National and Community Service Act of 1990 (42  
20 U.S.C. 12594(a)) is amended by adding at the end the  
21 following:

22 “(7) INCREASES.—The Chief Executive Officer  
23 shall review the amounts of living allowances under  
24 this subsection on an annual basis and, subject to  
25 paragraph (2), make increases as necessary to re-

1       flect changes in inflation, cost of living, and the geo-  
2       graphical areas in which the national service pro-  
3       grams are carried out.”.

4       (b) AUTHORIZATION OF APPROPRIATIONS.—There  
5       are authorized to be appropriated to provide increases in  
6       living allowances under section 140(a) of the National and  
7       Community Service Act of 1990 (42 U.S.C. 12594(a)),  
8       such sums as may be necessary to increase the allowances  
9       above the levels provided on the day before the date of  
10      enactment of this Act.

11   **SEC. 328. SENIOR CORPS STIPEND INCREASES.**

12       (a) GRANTS AND CONTRACTS FOR INDIVIDUAL SERV-  
13      ICE PROJECTS.—Section 211(d) of the Domestic Volun-  
14      teer Service Act of 1973 (42 U.S.C. 5011(d)) is amended  
15      by striking “\$3.00 per hour” and inserting “60 percent  
16      of the Federal minimum wage under section 6 of the Fair  
17      Labor Standards Act of 1938 (29 U.S.C. 206)”.

18       (b) AUTHORIZATION OF APPROPRIATIONS.—There  
19      are authorized to be appropriated to provide increases in  
20      allowances and stipends under section 211(d) of the Do-  
21      mestic Volunteer Service Act of 1973 (42 U.S.C.  
22      5011(d)), such sums as may be necessary to increase the  
23      allowances and stipends above the levels provided on the  
24      day before the date of enactment of this Act.

1 **SEC. 329. WRAPAROUND SUPPORT SERVICES FOR CERTAIN**  
2 **NATIONAL SERVICE PARTICIPANTS.**

3 (a) WRAPAROUND SUPPORT SERVICES FOR NA-  
4 TIONAL SERVICE PARTICIPANTS.—

5 (1) IN GENERAL.—Section 140 of the National  
6 and Community Service Act of 1990 (42 U.S.C.  
7 12594) is amended by adding at the end the fol-  
8 lowing:

9 “(g) WRAPAROUND SUPPORT SERVICES.—

10 “(1) PROVISION OF ADDITIONAL SUPPORT  
11 SERVICES.—In addition to the living allowance and  
12 other benefits provided under this section, and sub-  
13 ject to the availability of appropriations to carry out  
14 this subsection, a State or other recipient of assist-  
15 ance under section 121 shall provide support serv-  
16 ices under this subsection (in this subsection re-  
17 ferred to as ‘wraparound support services’) to those  
18 individuals who—

19 “(A) are participants in a national service  
20 program carried out or supported by the recipi-  
21 ent using the assistance; and

22 “(B) are disadvantaged youth of ages 17  
23 through 26, are located in Indian lands, or are  
24 located in rural communities.

25 “(2) GUIDELINES FOR WRAPAROUND SUPPORT  
26 SERVICES.—Not later than 180 days after the date

1 of the enactment of this subsection, the Corporation  
2 shall establish guidelines regarding the cir-  
3 cumstances under which wraparound support serv-  
4 ices shall be made available under paragraph (1)  
5 and the types of wraparound support services that  
6 shall be made so available. Wraparound support  
7 services may include career counseling, transpor-  
8 tation assistance, training and certification pro-  
9 grams, and mental health assistance. In developing  
10 such guidelines, the Corporation shall consider the  
11 availability of philanthropic investment and the cost-  
12 per-participant to recipients who support partici-  
13 pants described in paragraph (1).

14 “(3) EXEMPTION FROM LIVING ALLOWANCE.—  
15 Wraparound support services shall not be considered  
16 in determining the total living allowance under sub-  
17 section (a)(2).”.

18 (2) LIMITATION ON PROGRAM COSTS.—Section  
19 189(c) of the National and Community Service Act  
20 of 1990 (42 U.S.C. 12645c(c)) is amended to read  
21 as follows:

22 “(c) COSTS NOT SUBJECT TO LIMITATION.—The  
23 limitation under subsection (a), and the increased limita-  
24 tion under subsection (e)(1), shall not apply to—

1           “(1) expenses under a grant authorized under  
2           the national service laws to operate a program that  
3           are not included in the grant award for operating  
4           the program; or

5           “(2) expenses for wraparound support services  
6           provided under section 140(g).”.

7           (b) WRAPAROUND SUPPORT SERVICES FOR VISTA  
8 PARTICIPANTS.—Section 105(b) of the Domestic Volun-  
9 teen Service Act of 1973 (42 U.S.C. 4955(b)) is amended  
10 by adding at the end the following:

11           “(4)(A) In addition to the stipend and other assist-  
12 ance provided under this section, and subject to the avail-  
13 ability of appropriations to carry out this paragraph, the  
14 Director shall provide support services under this para-  
15 graph (in this paragraph referred to as ‘wraparound sup-  
16 port services’) for volunteers who—

17           “(i) are disadvantaged youth of ages 17  
18 through 26;

19           “(ii) are located in Indian lands; or

20           “(iii) are located in rural communities.

21           “(B) Not later than 180 days after the date of the  
22 enactment of this paragraph, the Corporation shall estab-  
23 lish guidelines regarding the circumstances under which  
24 wraparound support services shall be made available to  
25 volunteers under subparagraph (A), and the types of

1 wraparound support services that shall be made so avail-  
2 able. Wraparound support services may include career  
3 counseling, transportation assistance, training and certifi-  
4 cation programs, and mental health assistance. In devel-  
5 oping such guidelines, the Corporation shall consider the  
6 availability of funds and the cost-per-volunteer to support  
7 such volunteers.

8 “(C) In this paragraph, the terms ‘disadvantaged  
9 youth’ and ‘Indian lands’ have the meanings given those  
10 terms in section 101 of the National and Community Serv-  
11 ice Act of 1990 (42 U.S.C. 12511).”.

12 (c) REPORT.—Not later than 2 years after the date  
13 of the enactment of this Act, the Chief Executive Officer  
14 of the Corporation for National and Community Service  
15 shall submit a report to Congress on the use of funds  
16 made available to provide wraparound support services  
17 under the amendments made by this section.

18 (d) AUTHORIZATION OF APPROPRIATIONS.—There  
19 are authorized to be appropriated to the Corporation for  
20 National and Community Service such sums as may be  
21 necessary to provide wraparound support services under  
22 section 140(g) of the National and Community Service Act  
23 of 1990 (42 U.S.C. 12594(g)) and section 105(b)(4) of  
24 the Domestic Volunteer Service Act of 1973 (42 U.S.C.  
25 4955(b)(4)).



1 **SEC. 330. NATIONAL SERVICE EDUCATIONAL AWARD IN-**  
2 **CREASES.**

3 (a) DETERMINATION OF EDUCATIONAL AWARD  
4 AMOUNT.—Section 147(a) of the National and Commu-  
5 nity Service Act of 1990 (42 U.S.C. 12603(a)) is amended  
6 by striking “having a value equal to” and all that follows  
7 through “mandatory appropriations),” and inserting  
8 “equal to the average cost of 1 year of in-State tuition  
9 at a public institution of higher education that awards  
10 bachelor’s degrees, as determined by the Chief Executive  
11 Officer,”.

12 (b) AUTHORIZATION OF APPROPRIATIONS.—There  
13 are authorized to be appropriated to provide increases in  
14 national service educational awards under section 147(a)  
15 of the National and Community Service Act of 1990 (42  
16 U.S.C. 12603(a)), such sums as may be necessary to in-  
17 crease the awards above the level provided on the day be-  
18 fore the date of enactment of this Act.

19 **SEC. 331. EXPANDED USE OF NATIONAL SERVICE EDU-**  
20 **CATIONAL AWARD.**

21 (a) DISBURSEMENT OF EDUCATIONAL AWARDS.—  
22 Section 148(a)(4) of the National and Community Service  
23 Act of 1990 (42 U.S.C. 12604(a)(4)) is amended by in-  
24 serting after “Secretary of Veterans Affairs” the fol-  
25 lowing: “, regardless of whether the individual is a veteran  
26 as defined under section 101”.

1       (b) TREATMENT OF CERTAIN PROVISIONS OF  
 2 LAW.—Any individual who receives an educational award  
 3 under section 146 of the National and Community Service  
 4 Act of 1990 (42 U.S.C. 12602) may use the award for  
 5 expenses described in section 148(a)(4) of that Act (42  
 6 U.S.C. 12604(a)(4)), as a result of the amendment made  
 7 by subsection (a) of this section, notwithstanding the pro-  
 8 visions of any appropriations Act that does not specifically  
 9 reference this section and that would not permit such use  
 10 by the individual.

11 **SEC. 332. DISCOUNTED END-OF-SERVICE CASH STIPEND**  
 12 **FOR NATIONAL SERVICE MEMBERS.**

13       (a) STIPEND; LIMITATION; PAYMENT UPON COMPLE-  
 14 TION OF TERM.—

15           (1) DEFINITIONS.—In this subsection:

16               (A) CHIEF EXECUTIVE OFFICER.—The  
 17 term “Chief Executive Officer” means the Chief  
 18 Executive Officer of the Corporation for Na-  
 19 tional and Community Service.

20               (B) FULL-TIME SERVICE.—The term “full-  
 21 time service” means “full-time national service”  
 22 within the meaning of section 139(b)(1) of the  
 23 National and Community Service Act of 1990  
 24 (42 U.S.C. 12593(b)(1)).

1 (C) NATIONAL SERVICE PARTICIPANT.—

2 The term “national service participant” means  
3 a participant in a national service program who  
4 is described in section 137(a) of that Act (42  
5 U.S.C. 12591(a)).

6 (D) PART-TIME SERVICE.—The term  
7 “part-time service” means “part-time national  
8 service” within the meaning of section  
9 139(b)(2) of that Act (42 U.S.C. 12593(b)(2)).

10 (2) STIPEND FOR NATIONAL SERVICE PARTICI-  
11 PANTS.—

12 (A) AUTHORITY.—

13 (i) FULL-TIME SERVICE.—Subject to  
14 clause (ii), the Chief Executive Officer may  
15 provide to each national service participant  
16 who is performing full-time service, a sti-  
17 pend for any period in which such partici-  
18 pant is in training or performing the par-  
19 ticipant’s service assignments.

20 (ii) PART-TIME SERVICE.—The Chief  
21 Executive Officer may, on a case-by-case  
22 basis, provide, to a national service partici-  
23 pant who is performing part-time service, a  
24 stipend for any period described in clause  
25 (i).

1 (B) AMOUNT OF STIPEND.—

2 (i) IN GENERAL.—Subject to clauses  
3 (ii) and (iii), the amount of the stipend  
4 under subparagraph (A) shall be set at a  
5 rate that is not less than \$200 per month  
6 and not more than \$280 per month.

7 (ii) LEADER STIPENDS.—The Chief  
8 Executive Officer may set the amount of  
9 the stipend under subparagraph (A) at a  
10 rate that does not exceed \$380 per month  
11 in the case of an individual who—

12 (I) has completed a cor-  
13 responding term of service as required  
14 under subtitle D of the National and  
15 Community Service Act of 1990 (42  
16 U.S.C. 12601 et seq.), subject to  
17 paragraph (4); and

18 (II) has, in accordance with  
19 standards that the Chief Executive  
20 Officer shall establish in regulations,  
21 been designated a leader on the basis  
22 of experience among other national  
23 service participants.

24 (iii) LIMITATION.—The amount of the  
25 stipend under this subparagraph is subject

1 to the availability of funds for such sti-  
2 pend.

3 (C) RESTRICTION ON CERTAIN INDIVID-  
4 UALS.—The Chief Executive Officer may not  
5 provide a stipend under this subsection to an  
6 individual who elects to receive a national serv-  
7 ice educational award under subtitle D of title  
8 I of the National and Community Service Act  
9 of 1990 (42 U.S.C. 12601 et seq.).

10 (3) STIPEND FOR NATIONAL CIVILIAN COMMU-  
11 NITY CORPS MEMBERS.—

12 (A) AUTHORITY.—The Chief Executive Of-  
13 ficer may provide, to each member of the Na-  
14 tional Civilian Community Corps who is en-  
15 rolled in a national service program under sec-  
16 tion 153 of the National and Community Serv-  
17 ice Act of 1990 (42 U.S.C. 12613), a stipend  
18 for any period in which such member is in  
19 training or performing the member's service as-  
20 signment.

21 (B) AMOUNT OF STIPEND.—

22 (i) IN GENERAL.—Subject to clauses  
23 (ii) and (iii), the amount of the stipend  
24 under subparagraph (A) shall be set at a

1 rate that is not less than \$200 per month  
2 and not more than \$280 per month.

3 (ii) LEADER STIPENDS.—The Chief  
4 Executive Officer may set the amount of  
5 the stipend under subparagraph (A) at a  
6 rate that does not exceed \$380 per month  
7 in the case of an individual who—

8 (I) has completed a cor-  
9 responding term of service as required  
10 under subtitle D of the National and  
11 Community Service Act of 1990 (42  
12 U.S.C. 12601 et seq.), subject to  
13 paragraph (4); and

14 (II) has, in accordance with  
15 standards that the Chief Executive  
16 Officer shall establish in regulations,  
17 been designated a leader on the basis  
18 of experience among other national  
19 service members.

20 (iii) LIMITATION.—The amount of the  
21 stipend under this subparagraph is subject  
22 to the availability of funds for such sti-  
23 pend.

24 (C) RESTRICTION ON CERTAIN INDIVID-  
25 UALS.—The Chief Executive Officer may not

1           provide a stipend under this subsection to an  
2           individual who elects to receive a national serv-  
3           ice educational award under section 158 of the  
4           National and Community Service Act of 1990  
5           (42 U.S.C. 12618).

6           (4) ELIGIBILITY FOR STIPEND.—A stipend  
7           under paragraph (2) or (3) shall be payable to an  
8           individual only upon completion of a corresponding  
9           term of service, except under such circumstances as  
10          the Chief Executive Officer shall determine. In ac-  
11          cordance with regulations which the Chief Executive  
12          Officer shall prescribe for payment under such cir-  
13          cumstances, the accrued stipend, or any part of the  
14          accrued stipend, may be paid to the individual, or on  
15          behalf of the individual, to members of the individ-  
16          ual’s family or others during the term of the individ-  
17          ual’s service. In the event of the death of an indi-  
18          vidual during service, the amount of any unpaid sti-  
19          pend shall be paid in accordance with the provisions  
20          of section 5582 of title 5, United States Code.

21          (b) NATIONAL SERVICE EDUCATIONAL AWARDS.—  
22          Section 141(a) of the National and Community Service  
23          Act of 1990 (42 U.S.C. 12595(a)) is amended—  
24                  (1) in paragraph (1), by striking “and”;

1 (2) in paragraph (2), by striking the period and  
2 inserting “; and”; and

3 (3) by adding at the end the following:

4 “(3) has not accepted the stipend authorized  
5 under section 332 of the Inspire to Serve Act of  
6 2020.”.

7 (c) AUTHORIZED BENEFITS FOR CORPS MEM-  
8 BERS.—Section 158(f) of the National and Community  
9 Service Act of 1990 (42 U.S.C. 12618(f)) is amended—

10 (1) in paragraph (1), by striking “and”;

11 (2) in paragraph (2), by striking the period and  
12 inserting “; and”; and

13 (3) by adding at the end the following:

14 “(3) has not accepted the stipend authorized  
15 under section 332 of the Inspire to Serve Act of  
16 2020.”.

17 **SEC. 333. EXCLUSION OF NATIONAL SERVICE EDU-**  
18 **CATIONAL AWARD FROM GROSS INCOME.**

19 (a) IN GENERAL.—Paragraph (2) of section 117(c)  
20 of the Internal Revenue Code of 1986 is amended—

21 (1) by striking “or” at the end of subparagraph  
22 (B);

23 (2) by striking the period at the end of sub-  
24 paragraph (C) and inserting “, or”; and



1           (3) by adding at the end the following new sub-  
2 paragraph:

3           “(D) a national service educational award  
4 under subtitle D of title I of the National and  
5 Community Service Act of 1990 (42 U.S.C.  
6 12601 et seq.).”.

7       (b) EXCLUSION OF DISCHARGE OF STUDENT LOAN  
8 DEBT.—Subsection (f) of section 108 of such Code is  
9 amended by adding at the end the following new para-  
10 graph:

11           “(6) PAYMENTS UNDER NATIONAL SERVICE  
12 EDUCATIONAL AWARD PROGRAMS.—In the case of  
13 an individual, gross income shall not include any  
14 amount received under a national service educational  
15 award under subtitle D of title I of the National and  
16 Community Service Act of 1990 (42 U.S.C. 12601  
17 et seq.).”.

18       (c) EFFECTIVE DATE.—The amendments made by  
19 this section shall apply to taxable years ending after the  
20 date of the enactment of this Act.

21 **SEC. 334. TRANSFERABILITY OF NATIONAL SERVICE EDU-**  
22 **CATIONAL AWARD.**

23       (a) DISBURSEMENT OF EDUCATIONAL AWARDS.—  
24 Section 148(f) of the National and Community Service Act  
25 of 1990 (42 U.S.C. 12604) is amended—

7                   “(C) who meets such other requirements  
8           as the Corporation shall specify in regula-  
9           tions.”.

18 SEC. 335. NONCOMPETITIVE ELIGIBILITY FOR FULL-TIME  
19 NATIONAL SERVICE PARTICIPANTS.

(1) VOLUNTEERS IN SERVICE TO AMERICA.—  
Section 415(d) of the Domestic Volunteer Service  
Act of 1973 (42 U.S.C. 5055(d)) is amended—

1 (A) by striking “appointment in the com-  
2 petitive service” and inserting “noncompetitive  
3 appointment to a position in the competitive  
4 service (as defined in section 2101 of title 5,  
5 United States Code) for a period of 36 months,  
6 beginning on the date on which their required  
7 term of service ends,”; and

8 (B) by striking “Executive Order Number  
9 11103 (April 10, 1963)” and inserting “Execu-  
10 tive Order 11103 (22 U.S.C. 2504 note, relat-  
11 ing to Providing for the Appointment of  
12 Former Peace Corps Volunteers to the Civilian  
13 Career Services), as amended by Executive  
14 Order 12107 (44 Fed. Reg. 1055; relating to  
15 the Civil Service Commission and Labor-Man-  
16 agement in the Federal Service), without regard  
17 to section 4 of such Order”.

18 (2) OTHER NATIONAL SERVICE PARTICI-  
19 PANTS.—

20 (A) IN GENERAL.—Part III of subtitle C  
21 of title I of the National and Community Serv-  
22 ice Act of 1990 (42 U.S.C. 12591 et seq.) is  
23 amended by adding at the end the following  
24 new section:

1 **“SEC. 142. NONCOMPETITIVE ELIGIBILITY FOR NATIONAL**  
2 **SERVICE PARTICIPANTS.**

3 “Participants in a national service program who are  
4 eligible to receive a national service educational award  
5 under section 141, and who the Chief Executive Officer  
6 determines have successfully completed their terms of  
7 service, shall be eligible for noncompetitive appointment  
8 in a position in the competitive service (as defined in sec-  
9 tion 2101 of title 5, United States Code) for a period of  
10 36 months beginning on the date on which their required  
11 term of service ends. The Chief Executive Officer shall  
12 make the determination about successful completion in ac-  
13 cordance with the requirements of Executive Order 11103  
14 (22 U.S.C. 2504 note, relating to Providing for the Ap-  
15 pointment of Former Peace Corps Volunteers to the Civil-  
16 ian Career Services), as amended by Executive Order  
17 12107 (44 Fed. Reg. 1055; relating to the Civil Service  
18 Commission and Labor-Management in the Federal Serv-  
19 ice), without regard to section 4 of such Order.”.

20 (B) CONFORMING AMENDMENT.—The  
21 table of contents of the National and Commu-  
22 nity Service Act of 1990 is amended by insert-  
23 ing after the item relating to section 141 the  
24 following:

“Sec. 142. Noncompetitive eligibility for national service participants.”.

1 (b) NONCOMPETITIVE ELIGIBILITY FOR RETURNED  
2 PEACE CORPS VOLUNTEERS AND VOLUNTEER LEAD-  
3 ERS.—Section 5 of the Peace Corps Act (22 U.S.C. 2504)  
4 is amended by adding at the end the following:

5 “(q)(1) Volunteers and volunteer leaders shall be eli-  
6 gible for a noncompetitive appointment in a position in  
7 the competitive service (as defined in section 2101 of title  
8 5, United States Code) for a term of 3 years if—

9 “(A) they have completed a term of service of  
10 2 years or more under this Act; and

11 “(B) the Director determines that they have  
12 successfully completed their terms of service under  
13 this Act.

14 “(2) The 3-year appointment in the competitive serv-  
15 ice shall begin on the first day after the ending date of  
16 the term of service referred to in paragraph (1)(A).

17 “(3) The Director shall make each determination  
18 under paragraph (1)(B) in accordance with sections 1, 2,  
19 3, and 5 of Executive Order 11103 (22 U.S.C. 2504 note,  
20 relating to Providing for the Appointment of Former  
21 Peace Corps Volunteers to the Civilian Career Services),  
22 as amended by Executive Order 12107 (44 Fed. Reg.  
23 1055; relating to the Civil Service Commission and Labor-  
24 Management in the Federal Service).”.

1 (c) APPLICABILITY.—The amendments made by this  
2 section shall apply to any individual—

3 (1) who is—

4 (A) a volunteer under the Domestic Volun-  
5 teer Service Act of 1973 (42 U.S.C. 4950 et  
6 seq.);

7 (B) a participant, in a national service pro-  
8 gram, to whom section 141 of the National and  
9 Community Service Act of 1990 (42 U.S.C.  
10 12595) applies; or

11 (C) a volunteer or volunteer leader under  
12 the Peace Corps Act (22 U.S.C. 2501 et seq.);  
13 and

14 (2) who has not completed the corresponding  
15 required term of service as of the date of the enact-  
16 ment of this Act.

17 **SEC. 336. PENSION SERVICE CREDIT FOR FEDERAL SERV-**  
18 **ICE CORPS PARTICIPANTS.**

19 (a) CREDITABLE SERVICE.—Section 8411(h) of title  
20 5, United States Code, is amended by inserting “as a Na-  
21 tional Civilian Community Corps member or leader under  
22 subtitle E of title I of the National and Community Serv-  
23 ice Act of 1990 (42 U.S.C. 12611 et seq.), as a member  
24 of a program under title I of the Act entitled ‘An Act to  
25 establish a pilot program in the Departments of the Inte-

rior and Agriculture designated as the Youth Conservation Corps, and for other purposes’, approved August 13, 1970 (commonly known as the ‘Youth Conservation Corps Act of 1970’; 16 U.S.C. 1701 et seq.) or the Public Lands Corps Act of 1993 (16 U.S.C. 1721 et seq.),” after “Domestic Volunteer Service Act of 1973,”.

(b) CONTRIBUTIONS FOR CREDITABLE SERVICE.—  
Section 8422(f)(1) of title 5, United States Code, is amended—

(1) by inserting “as a National Civilian Community Corps member or leader under subtitle E of title I of the National and Community Service Act of 1990 (42 U.S.C. 12611 et seq.), as a member of a program under title I of the Act entitled ‘An Act to establish a pilot program in the Departments of the Interior and Agriculture designated as the Youth Conservation Corps, and for other purposes’, approved August 13, 1970 (commonly known as the ‘Youth Conservation Corps Act of 1970’; 16 U.S.C. 1701 et seq.) or the Public Lands Corps Act of 1993 (16 U.S.C. 1721 et seq.),” after “Domestic Volunteer Service Act of 1973,” the first place the term appears;

(2) by striking “or the stipend” and inserting “, of the stipend”; and

1           (3) by striking “for each period of service as  
 2       such a volunteer or volunteer leader” and inserting  
 3       “or of the living allowance paid to the National Ci-  
 4       vilian Community Corps member or leader under  
 5       subtitle E of title I of the National and Community  
 6       Service Act of 1990 (42 U.S.C. 12611 et seq.), or  
 7       to the member of a program under title I of the Act  
 8       entitled ‘An Act to establish a pilot program in the  
 9       Departments of the Interior and Agriculture des-  
 10      ignated as the Youth Conservation Corps, and for  
 11      other purposes’, approved August 13, 1970 (com-  
 12      monly known as the ‘Youth Conservation Corps Act  
 13      of 1970’; 16 U.S.C. 1701 et seq.) or the Public  
 14      Lands Corps Act of 1993 (16 U.S.C. 1721 et seq.),  
 15      for each period of service as such a volunteer, volun-  
 16      teer leader, member, or leader”.

17 **SEC. 337. SENIOR CORPS COMPETITIVE GRANT MODEL.**

18       (a) GRANTS AND CONTRACTS FOR VOLUNTEER  
 19 SERVICE PROJECTS.—Section 201 of the Domestic Volun-  
 20 teer Service Act of 1973 (42 U.S.C. 5001) is amended—

21           (1) in subsection (e)—

22                   (A) in paragraph (1), by striking subpara-  
 23 graph (A) and inserting the following:

24                   “(A) awarded for a period of not more  
 25                   than 3 years; and”; and



1 (B) in paragraph (2)(B)—

2 (i) in clause (iii), by adding “and”  
3 after the semicolon; and

4 (ii) by striking clause (iv) and redesignating  
5 clause (v) as clause (iv); and

6 (2) by striking subsection (i) and redesignating  
7 subsection (j) as subsection (i).

8 (b) MULTIYEAR GRANTS OR CONTRACTS.—Section  
9 227(a) of the Domestic Volunteer Service Act of 1973 (42  
10 U.S.C. 5027(a)) is amended—

11 (1) by striking paragraph (2); and

12 (2) in paragraph (1)—

13 (A) by striking “(1) Subject to paragraph  
14 (2) and” and inserting “Subject to”; and

15 (B) by redesignating subparagraphs (A)  
16 and (B) as paragraphs (1) and (2), respectively.

17 (c) NOTICE AND HEARING PROCEDURES FOR SUS-  
18 PENSION AND TERMINATION OF FINANCIAL ASSIST-  
19 ANCE.—Section 412(a) of the Domestic Volunteer Service  
20 Act of 1973 (42 U.S.C. 5052) is amended—

21 (1) in paragraph (1), by adding “and” after the  
22 semicolon; and

23 (2) by striking paragraphs (2) and (3) and re-  
24 designating paragraph (4) as paragraph (2).

1 **Subtitle C—Advancement of Public**  
2 **Service: Modernization of Fed-**  
3 **eral Personnel Systems**

4 **SEC. 341. ENHANCED AWARENESS OF THE VALUE OF FED-**  
5 **ERAL PUBLIC SERVICE.**

6 (a) AUTHORIZATION OF ACTIVITY.—Subchapter I of  
7 chapter 3 of title 5, United States Code, is amended by  
8 adding at the end the following:

9 **“§ 307. Enhanced awareness of the value of Federal**  
10 **public service**

11 “(a) IN GENERAL.—Subject to guidance that the  
12 Comptroller General of the United States shall issue, any  
13 Executive agency or military department may use appro-  
14 priated funds to educate and inform the public about the  
15 role of Federal employees, the value of Federal employ-  
16 ment, and the mission of the agency or department.

17 “(b) RULE OF CONSTRUCTION.—The use of funds  
18 pursuant to the guidance issued by the Comptroller Gen-  
19 eral of the United States under subsection (a) may not  
20 be construed as self-aggrandizement, publicity, or propa-  
21 ganda that is otherwise prohibited under any other provi-  
22 sion of law that is enacted before, on, or after the date  
23 of enactment of this section.”.

24 (b) CONFORMING AMENDMENT.—The table of sec-  
25 tions for chapter 3 of title 5, United States Code, is

1 amended by inserting after the item relating to section  
 2 306 the following:

“307. Enhanced awareness of the value of Federal public service.”.

3 (c) GUIDANCE.—Not later than 120 days after the  
 4 date of enactment of this Act, the Comptroller General  
 5 of the United States shall issue the guidance required  
 6 under section 307(a) of title 5, United States Code, as  
 7 added by subsection (a) of this section.

8 (d) EFFECTIVE DATE.—Except as provided in sub-  
 9 section (c), section 307 of title 5, United States Code, as  
 10 added by subsection (a) of this section, and the amend-  
 11 ment made by subsection (b) of this section, shall take  
 12 effect on the date that is 180 days after the date of enact-  
 13 ment of this Act.

14 **SEC. 342. RESPONSIBILITY FOR DETERMINING ELIGIBILITY**  
 15 **FOR HIRING PREFERENCES AND SPECIAL**  
 16 **HIRING OPTIONS.**

17 (a) DEFINITIONS.—In this section:

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

20 (2) PREFERENCE ELIGIBLE.—The term “pref-  
 21 erence eligible” has the meaning given the term in  
 22 section 2108 of title 5, United States Code.

23 (b) AUTHORITY TO DETERMINE ELIGIBILITY.—The  
 24 Director shall determine whether an individual is a pref-  
 25 erence eligible, or whether an individual is eligible for ap-

1 pointment to a position in an Executive agency, under any  
2 each of the following authorities:

3 (1) Section 4214 of title 38, United States  
4 Code.

5 (2) Section 3112 of title 5, United States Code.

6 (3) Section 3304(f) of title 5, United States  
7 Code.

8 (4) Section 3330d of title 5, United States  
9 Code.

10 (5) Section 415(d) of the Domestic Volunteer  
11 Service Act of 1973 (42 U.S.C. 5055(d)), as amend-  
12 ed by section 335(a)(1) of this Act.

13 (6) Section 142 of the National and Community  
14 Service Act of 1990, as added by section 335(a)(2)  
15 of this Act.

16 (7) Subsection (q) of section 5 of the Peace  
17 Corps Act (22 U.S.C. 2504), as added by section  
18 335(b) of this Act.

19 (8) Section 344 of this Act.

20 (9) Section 370 of this Act.

21 (c) COORDINATION.—The Director shall coordinate  
22 with the Secretary of Defense, the Secretary of Veterans  
23 Affairs, the Director of the Peace Corps, and the Chief  
24 Executive Officer of the Corporation for National and

1 Community Service in developing the process for making  
2 determinations under subsection (b).

3 (d) REGULATIONS.—Not later than 2 years after the  
4 date of enactment of this Act, the Director shall issue reg-  
5 ulations setting forth the manner in which applicants for  
6 employment in Executive agencies may access determina-  
7 tions made under subsection (b) and the procedures to ap-  
8 peal those determinations.

9 (e) PREPARATION OF CERTIFICATES OF ELIGI-  
10 BILITY.—

11 (1) IN GENERAL.—Executive agencies shall rely  
12 on the eligibility determinations made by the Direc-  
13 tor under subsection (b) in preparing lists, registers,  
14 and certificates of such eligibility.

15 (2) GUIDANCE.—The Director shall issue guid-  
16 ance to Executive agencies on the policies and proce-  
17 dures of the Office of Personnel Management that  
18 are established under this section.

19 (f) OTHER REMEDIES AVAILABLE TO PREFERENCE  
20 ELIGIBLES NOT AFFECTED.—Nothing in this section may  
21 be construed to limit the right of a preference eligible to  
22 seek administrative or judicial redress under section  
23 3330a or 3330b of title 5, United States Code, respec-  
24 tively.

1 **SEC. 343. ENHANCEMENT OF SPECIAL HIRING AUTHORI-**  
2 **TIES FOR MILITARY VETERANS.**

3 (a) EXCEPTION TO PREFERENCE ELIGIBILITY.—Sec-  
4 tion 2108 of title 5, United States Code, is amended by  
5 striking paragraph (4) and inserting the following:

6 “(4) except for the purposes of chapters 43 and  
7 75 of this title, ‘preference eligible’ does not in-  
8 clude—

9 “(A) a retired member of the armed forces  
10 unless—

11 “(i) the individual is a disabled vet-  
12 eran; or

13 “(ii) the individual retired below the  
14 rank of major or its equivalent;

15 “(B) a veteran who has been discharged or  
16 released from active duty for more than 10  
17 years, as of the date on which the individual  
18 would be appointed; or

19 “(C) a veteran who is an employee who has  
20 been in the competitive service for more than 2  
21 years, as of the date on which the individual  
22 would be appointed; and”.

23 (b) VETERANS’ PREFERENCE AS A TIEBREAKER  
24 AMONG EQUALLY QUALIFIED CANDIDATES.—

1           (1) REGISTERS OF ELIGIBLES.—Section 3313  
2           of title 5, United States Code, is amended to read  
3           as follows:

4   **“§ 3313. Competitive service; registers of eligibles**

5           “The names of applicants who have qualified in ex-  
6           aminations for the competitive service shall be entered on  
7           appropriate registers or lists of eligibles in the order of  
8           their ratings, including points added under section 3309  
9           of this title. The names of preference eligibles shall be en-  
10          tered ahead of others having the same rating.”.

11           (2) ALTERNATIVE RANKING AND SELECTION  
12          PROCEDURES.—Section 3319(b) of title 5, United  
13          States Code, is amended by striking the second sen-  
14          tence.

15          (c) VETERANS RECRUITMENT APPOINTMENT IM-  
16          PROVEMENTS.—

17           (1) DEFINITION OF RECENTLY SEPARATED  
18          VETERAN.—Section 4211(6) of title 38, United  
19          States Code, is amended by striking “three-year”  
20          and inserting “10-year”.

21           (2) DEFINITION OF QUALIFIED COVERED VET-  
22          ERAN.—Section 4214(a)(2)(B) of title 38, United  
23          States Code, is amended to read as follows:

24                   “(B) The term ‘qualified covered veteran’  
25                   means a veteran described in section 4212(a)(3)

1           of this title, but does not include a retired  
2           member of the Armed Forces unless the indi-  
3           vidual qualifies for retirement under chapter 61  
4           of title 10.”.

5 **SEC. 344. NONCOMPETITIVE ELIGIBILITY FOR HIGH-PER-**  
6 **FORMING CIVILIAN EMPLOYEES.**

7           (a) DEFINITION.—In this section, the term “competi-  
8           tive service” has the meaning given the term in section  
9           2102 of title 5, United States Code.

10          (b) REGULATIONS.—Under such regulations as the  
11          Director of the Office of Personnel Management shall  
12          issue, an Executive agency may noncompetitively appoint,  
13          for other than temporary employment, to a position in the  
14          competitive service any individual who—

15               (1) is certified by the Director as having been  
16               a high-performing employee in a former position in  
17               the competitive service;

18               (2) has been separated from the former position  
19               described in paragraph (1) for less than 6 years; and

20               (3) is qualified for the new position in the com-  
21               petitive service, as determined by the head of the  
22               Executive agency making the noncompetitive ap-  
23               pointment.



1 (c) LIMITATION ON AUTHORITY.—An individual may  
 2 not be appointed to a position under subsection (b) more  
 3 than once.

4 (d) DESIGNATION OF HIGH-PERFORMING EMPLOY-  
 5 EES.—The Director of the Office of Personnel Manage-  
 6 ment shall, in the regulations issued under subsection (b),  
 7 set forth the criteria for certifying an individual as a  
 8 “high-performing employee” in a former position, which  
 9 shall be based on—

10 (1) the final performance appraisal of the indi-  
 11 vidual in that former position; and

12 (2) a recommendation by the immediate or  
 13 other supervisor of the individual in that former po-  
 14 sition.

15 **SEC. 345. FLEXIBILITY FOR TEMPORARY AND TERM AP-**  
 16 **POINTMENTS.**

17 (a) TEMPORARY AND TERM APPOINTMENTS.—Sub-  
 18 chapter I of chapter 31 of title 5, United States Code,  
 19 is amended by adding at the end the following:

20 **“§ 3117. Temporary and term appointments**

21 **“(a) DEFINITIONS.—In this section:**

22 **“(1) DIRECTOR.—The term ‘Director’ means**  
 23 **the Director of the Office of Personnel Management.**

24 **“(2) TEMPORARY APPOINTMENT.—The term**  
 25 **‘temporary appointment’ means an appointment in**

1 the competitive service for a period of not more than  
2 1 year.

3 “(3) TERM APPOINTMENT.—The term ‘term  
4 appointment’ means an appointment in the competi-  
5 tive service for a period of more than 1 year and not  
6 more than 5 years.

7 “(b) APPOINTMENT.—

8 “(1) IN GENERAL.—The head of an Executive  
9 agency may make a temporary appointment or term  
10 appointment to a position in the competitive service  
11 when the need for the services of an employee in the  
12 position is not permanent.

13 “(2) EXTENSION.—Under conditions prescribed  
14 by the Director, the head of an Executive agency  
15 may—

16 “(A) extend a temporary appointment  
17 made under paragraph (1) in increments of not  
18 more than 1 year each, up to a maximum of 3  
19 total years of service; and

20 “(B) extend a term appointment made  
21 under paragraph (1) in increments determined  
22 appropriate by the head of the agency, up to a  
23 maximum of 6 total years of service.

24 “(c) APPOINTMENTS FOR CRITICAL HIRING  
25 NEEDS.—

1           “(1) IN GENERAL.—Under conditions pre-  
2       scribed by the Director, the head of an Executive  
3       agency may make a noncompetitive temporary ap-  
4       pointment, or a noncompetitive term appointment  
5       for a period of not more than 18 months, to a posi-  
6       tion in the competitive service for which a critical  
7       hiring need exists, as determined under section  
8       3304, without regard to the requirements of sections  
9       3327 and 3330.

10           “(2) NO EXTENSIONS.—An appointment made  
11       under paragraph (1) may not be extended.

12       “(d) REGULATIONS.—

13           “(1) IN GENERAL.—Subject to paragraph (2),  
14       the Director may prescribe regulations to carry out  
15       this section.

16           “(2) APPLICATION.—Any regulations prescribed  
17       by the Director for the administration of this section  
18       shall not apply to the Secretary of Defense in the ex-  
19       ercise of the authorities granted under section 1105  
20       of the National Defense Authorization Act for Fiscal  
21       Year 2017 (Public Law 114–328; 130 Stat. 2447).

22       “(e) SPECIAL PROVISION REGARDING THE DEPART-  
23       MENT OF DEFENSE.—Nothing in this section shall pre-  
24       clude the Secretary of Defense from making temporary  
25       and term appointments in the competitive service pursu-

1 ant to section 1105 of the National Defense Authorization  
 2 Act for Fiscal Year 2017 (Public Law 114–328; 130 Stat.  
 3 2447).

4 “(f) RULE OF CONSTRUCTION.—Nothing in this sec-  
 5 tion may be construed to affect the authorities granted  
 6 under section 3109.”.

7 (b) CONFORMING AMENDMENT.—The table of sec-  
 8 tions for chapter 31 of title 5, United States Code, is  
 9 amended by inserting after the item relating to section  
 10 3116 the following:

“3117. Temporary and term appointments.”.

11 **SEC. 346. CRITERIA FOR GRANTING DIRECT-HIRE AUTHOR-**  
 12 **ITY TO AGENCIES.**

13 Section 3304(a)(3)(B) of title 5, United States Code,  
 14 is amended by striking “shortage of candidates” and all  
 15 that follows through “highly qualified candidates)” and in-  
 16 serting “shortage of highly qualified candidates”.

17 **SEC. 347. CAFETERIA PLAN FOR FEDERAL EMPLOYEES.**

18 (a) DEFINITIONS.—In this section:

19 (1) CAFETERIA PLAN.—The term “cafeteria  
 20 plan” has the meaning given the term in section  
 21 125(d) of the Internal Revenue Code of 1986.

22 (2) DIRECTOR.—The term “Director” means  
 23 the Director of the Office of Personnel Management.

24 (3) QUALIFIED CARRIER.—The term “qualified  
 25 carrier” means an insurance company (or consor-

1       tium of insurance companies) that is licensed to  
2       issue disability-income insurance under the laws of  
3       48 of the States and the District of Columbia, tak-  
4       ing into account any subsidiaries of such a company  
5       (and, in the case of a consortium, considering the  
6       member companies and any subsidiaries thereof, col-  
7       lectively).

8       (b) PLAN AUTHORIZED.—The Director shall estab-  
9       lish and administer a cafeteria plan through which an em-  
10      ployee of an Executive agency may select certain benefits  
11      from a menu of options, including cash, life insurance, dis-  
12      ability-income insurance, flexible spending arrangements  
13      for health care, flexible spending arrangements for de-  
14      pendent care, a health savings account, enhanced dental  
15      benefits, and enhanced vision benefits.

16      (c) CONTRIBUTION.—

17           (1) IN GENERAL.—Not later than October 1 of  
18      each year, the Director shall—

19           (A) identify the amount of the Federal  
20      Government's contribution to the cafeteria plan  
21      established under subsection (b); and

22           (B) in making the identification required  
23      under subparagraph (A), determine the annual  
24      adjustment of the Federal Government's con-

1           tribution based on inflation and other appro-  
2           priate factors as determined by the Director.

3           (2) DIRECTOR RESPONSIBILITY.—The Director  
4           shall ensure that the amount of the Federal Govern-  
5           ment’s contribution for the cafeteria plan described  
6           in subsection (b) does not increase or decrease Gov-  
7           ernmentwide spending by Executive agencies on ben-  
8           efits for employees of those agencies.

9           (d) CONTRACTING AUTHORITY.—The Director—

10           (1) may, without regard to subsections (b), (c),  
11           and (d) of section 6101 of title 41, United States  
12           Code, or any other statute requiring competitive bid-  
13           ding, enter into contracts with 1 or more qualified  
14           carriers for a policy or policies of disability-income  
15           insurance, for the cafeteria plan authorized under  
16           subsection (b); and

17           (2) shall ensure that each contract entered into  
18           under paragraph (1) is entered into on the basis of  
19           contractor qualifications, price, and reasonable com-  
20           petition.

21           (e) NO EFFECT ON ELIGIBILITY FOR OTHER BENE-  
22           FITS.—Nothing in this section may be construed to affect  
23           the eligibility for insurance and other benefits under sub-  
24           part G of part III of title 5, United States Code.

1       (f) REGULATIONS.—The Director shall, not later  
2 than 1 year after the date of enactment of this Act, pro-  
3 pose for public notice and comment regulations to imple-  
4 ment the plan authorized by this section, including regula-  
5 tions for a disability-income insurance program for Fed-  
6 eral employees.

7       (g) STATUTORY PROPOSALS.—The Director shall,  
8 not later than 180 days after the date of enactment of  
9 this Act, submit to Congress recommendations for legisla-  
10 tive proposals that should be made to chapter 87 of title  
11 5, United States Code, that are necessary for the estab-  
12 lishment of the cafeteria plan under this section.

13 **SEC. 348. MODERN BENEFITS PILOT PROGRAM.**

14       (a) DEFINITIONS.—In this section:

15           (1) CIVIL SERVICE.—The term “civil service”  
16 has the meaning given the term in section 2101 of  
17 title 5, United States Code.

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

20           (3) ELIGIBLE EMPLOYEE.—The term “eligible  
21 employee” means an employee in the civil service,  
22 other than a public safety employee, who has com-  
23 pleted less than 5 years of civilian service creditable  
24 under section 8411 of title 5, United States Code.

1           (4) PILOT PROGRAM.—The term “pilot pro-  
2           gram” means the pilot program established by the  
3           Director under subsection (b)(1).

4           (5) PUBLIC SAFETY EMPLOYEE.—The term  
5           “public safety employee” means an employee serving  
6           an Executive agency as a law enforcement officer,  
7           air traffic controller, firefighter, nuclear materials  
8           courier, or customs and border protection officer, as  
9           those terms are defined in section 8401 of title 5,  
10          United States Code.

11         (b) PILOT PROGRAM AUTHORIZED.—

12           (1) IN GENERAL.—The Director shall establish  
13           a pilot program in 3 Executive agencies to offer eli-  
14           gible employees a benefits package described in sub-  
15           section (d).

16           (2) CONSULTATIONS.—With respect to the pilot  
17           program, the Director—

18                 (A) shall, in establishing the pilot program,  
19                 consult with benefits experts, actuaries, labor  
20                 unions, and the participating Executive agen-  
21                 cies; and

22                 (B) may carry out the pilot program with-  
23                 out regard to any requirement or limitation  
24                 under section 4703 of title 5, United States  
25                 Code (as amended by this Act), except that the



1 pilot program shall be considered to be a dem-  
2 onstration project for purposes of subsection (a)  
3 of such section 4703.

4 (c) ELECTION OF BENEFITS PACKAGE BY EMPLOY-  
5 EES.—

6 (1) NEW EMPLOYEES.—An eligible employee  
7 who is appointed to a position in an Executive agen-  
8 cy after the date on which the pilot program is es-  
9 tablished may elect to be covered by the benefits  
10 package in the pilot program or the benefits package  
11 otherwise applicable to civil service employees in the  
12 Executive agency.

13 (2) RECENT HIRES.—An eligible employee who  
14 is appointed to a position in an Executive agency  
15 during the 5-year period ending on the date on  
16 which the pilot program is established may elect to  
17 switch coverage to the benefits package in the pilot  
18 program.

19 (3) APPLICABILITY.—An employee who elects  
20 the benefits package in the pilot program shall not  
21 be eligible for an annuity or annuitant health care  
22 benefits under chapter 84 of title 5, United States  
23 Code.

24 (d) PROGRAM DETAILS.—The Director shall ensure  
25 that the benefits package authorized under this section is

1 of equivalent value to the benefits package otherwise appli-  
2 cable to employees in the civil service in the applicable Ex-  
3 ecutive agencies and offers the following:

4 (1) An enhanced Thrift Savings Plan benefit,  
5 including eligibility for a total agency contribution of  
6 not less than 10 percent of pay, vested immediately.

7 (2) Not less than 12 weeks of paid leave for a  
8 purpose described in subparagraph (A) or (B) of  
9 section 6382(a)(1) of title 5, United States Code,  
10 which shall be in addition to any accrued or accumu-  
11 lated annual or sick leave.

12 (3) Immediate eligibility for agency-paid short-  
13 term and long-term disability-income insurance that  
14 replaces not less than 60 percent of the employee's  
15 current salary.

16 (4) Not less than 5 weeks of flexible paid time  
17 off accrued each year, in lieu of annual and sick  
18 leave.

19 (5) Such other benefits as the Director may au-  
20 thorize.

21 (e) REPORTS.—Not later than 6 years after the date  
22 on which the pilot program under this section is estab-  
23 lished, the Director of the Office of Management and  
24 Budget and the Comptroller General of the United States

1 shall each submit to the Director and to Congress a report  
 2 on the pilot program that includes—

3 (1) evaluations of the pilot program; and

4 (2) recommendations on whether to modify,  
 5 continue, expand, or terminate the pilot program, or  
 6 to make the program permanent for all Executive  
 7 agencies.

8 (f) ADDITIONAL REPORT.—Not later than 1 year  
 9 after the date on which the pilot program under this sec-  
 10 tion is established, the Director shall contract with the  
 11 National Academy of Public Administration—

12 (1) to conduct a study of the pilot program;  
 13 and

14 (2) to submit to the Director, not later than 6  
 15 years after the date on which the pilot program is  
 16 established, a report on the pilot program that in-  
 17 cludes the elements set forth in subsection (e).

18 (g) AUTHORIZATION OF APPROPRIATIONS.—There  
 19 are authorized to be appropriated such sums as may be  
 20 necessary for the Director to carry out this section.

21 **SEC. 349. DEMONSTRATION PROJECT FLEXIBILITY FOR**  
 22 **THE OFFICE OF PERSONNEL MANAGEMENT.**

23 (a) LIMITATION ON DEMONSTRATION PROJECTS.—  
 24 Section 4703(d)(1) of title 5, United States Code, is  
 25 amended by striking “demonstration project shall” and all

1 that follows through “5-year period” and inserting “dem-  
2 onstration period shall terminate before the end of the 10-  
3 year period”.

4 (b) EVALUATION OF DEMONSTRATION PROJECTS.—  
5 Section 4703 of title 5, United States Code, is amended  
6 by striking subsection (h) and inserting the following:

7 “(h)(1) The Comptroller General of the United  
8 States and the Director of the Office of Management and  
9 Budget shall, every 5 years, each evaluate any demonstra-  
10 tion project conducted under this section for its impact  
11 on improving public management, which shall, at a min-  
12 imum, evaluate the following:

13 “(A) The effectiveness of the demonstration  
14 project in achieving the purpose identified in the  
15 project plan.

16 “(B) Significant impacts on any other matters  
17 important to attracting and maintaining a highly  
18 qualified workforce.

19 “(C) The cost-effectiveness of the demonstra-  
20 tion project.

21 “(D) Whether the Director of the Office of Per-  
22 sonnel Management should continue, cease, or adjust  
23 the demonstration project.

1           “(E) Whether the Director of the Office of Per-  
2           sonnel Management should make the demonstration  
3           project permanent.

4           “(2) The Director of the Office of Personnel Manage-  
5           ment shall, every 5 years, contract with the National  
6           Academy of Public Administration—

7           “(A) to conduct a study to evaluate any dem-  
8           onstration project conducted under this section for  
9           its impact on improving public management, includ-  
10          ing an evaluation of the items contained in para-  
11          graph (1); and

12          “(B) to submit to the Director of the Office of  
13          Personnel Management a report on the results of  
14          each such study.

15          “(3) The Director of the Office of Personnel Manage-  
16          ment may promulgate regulations to make a demonstra-  
17          tion project permanent, without requesting separate statu-  
18          tory approval therefor, if at least 1 of the 2 officers evalu-  
19          ating the demonstration project under paragraph (1) rec-  
20          ommends in such evaluation that the demonstration  
21          project be expanded Governmentwide. In exercising the  
22          authority under this paragraph, the Director of the Office  
23          of Personnel Management may consider the reports made  
24          under paragraph (2).”.

1 **SEC. 350. ADVANCED ASSESSMENT TOOLS FOR EXECUTIVE**  
2 **AGENCY HIRING.**

3 (a) ADOPTION OF SKILLS-BASED ASSESSMENT  
4 TECHNOLOGY.—The Director of the Office of Personnel  
5 Management shall support the distribution to, and use by,  
6 Executive agencies in their hiring processes of advanced  
7 skills-based assessment technology that the Director of the  
8 Office of Personnel Management has validated as effective  
9 for the recruitment, qualification, and assessment of can-  
10 didates. The Office of Personnel Management shall not  
11 charge an Executive agency for the use of advanced skills-  
12 based assessment technology that the Office has developed  
13 or procured under this subsection.

14 (b) AUTHORIZATION OF APPROPRIATIONS.—There  
15 are authorized to be appropriated to the Office of Per-  
16 sonnel Management such sums as may be necessary to  
17 carry out this section, including for entering into licensing  
18 arrangements, purchasing technology, providing training,  
19 and incurring other expenses related to the use and dis-  
20 tribution to Executive agencies of the technology described  
21 in subsection (a).

22 **SEC. 351. COMPETENCY STANDARDS FOR HUMAN RE-**  
23 **SOURCES SPECIALISTS.**

24 Section 1303(b) of the Homeland Security Act of  
25 2002 (5 U.S.C. 1401 note) is amended by inserting before  
26 the period at the end the following: “, and to establish

1 competency standards for human resources employees, in-  
2 cluding technical knowledge, analytical skills, and collabo-  
3 rative skills”.

4 **SEC. 352. EVALUATION OF IMPROVEMENTS TO THE FED-**  
5 **ERAL CIVIL SERVICE PERSONNEL SYSTEM.**

6 (a) **REPORTS REQUIRED.**—Not later than December  
7 31, 2026, the Director of the Office of Management and  
8 Budget and the Comptroller General shall each submit to  
9 Congress a report evaluating changes to laws, regulations,  
10 and policies governing the Federal civil service personnel  
11 system that address or reflect recommendations contained  
12 in the final report of the National Commission on Military,  
13 National, and Public Service required under section  
14 555(e)(1) of the National Defense Authorization Act for  
15 Fiscal Year 2017 (Public Law 114–328; 130 Stat. 2136)  
16 (in this section referred to as the “Commission Report”).

17 (b) **ADDITIONAL REPORT.**—Not later than 1 year  
18 after the date of enactment of this Act, the Director of  
19 the Office of Personnel Management shall contract with  
20 the National Academy of Public Administration—

21 (1) to conduct a study evaluating changes to  
22 laws, regulations, and policies governing the Federal  
23 civil service personnel system that address or reflect  
24 recommendations contained in the Commission Re-  
25 port; and

1           (2) to submit to the Director of the Office of  
2           Personnel Management, not later than December  
3           31, 2026, a report on such study, which the Director  
4           shall submit to Congress.

5           (c) ELEMENTS.—Each report under subsections (a)  
6           and (b) shall include the following:

7           (1) A list of all changes to laws, regulations,  
8           and policies governing the Federal civil service per-  
9           sonnel system that address or reflect recommenda-  
10          tions contained in the Commission Report.

11          (2) An evaluation of the changes identified  
12          under paragraph (1), including assessments of—

13                (A) the effectiveness of the changes, espe-  
14                cially with respect to enabling Executive agen-  
15                cies to attract and retain highly qualified,  
16                younger employees and employees with critical  
17                skills;

18                (B) the cost of implementing the changes;  
19                and

20                (C) the challenges associated with imple-  
21                menting the changes.

22          (3) Additional recommendations from the Com-  
23          mission Report that should be undertaken to attract  
24          and retain a highly qualified workforce that meets  
25          the needs of Executive agencies.



1           (4) Additional recommendations, as appro-  
2       priate, to more effectively attract and retain a highly  
3       qualified workforce that meets the needs of Execu-  
4       tive agencies.

5       (d) DEFINITION.—In this section, the term “civil  
6       service” has the meaning given that term in section 2101  
7       of title 5, United States Code.

8       **SEC. 353. PROPOSALS FOR MODERN TALENT-MANAGEMENT**  
9                               **SYSTEM.**

10       (a) REPORTS REQUIRED.—Not later than December  
11       31, 2031, the Director of the Office of Management and  
12       Budget and the Comptroller General shall each submit to  
13       the Committee on Homeland Security and Governmental  
14       Affairs and the Committee on Armed Services of the Sen-  
15       ate and the Committee on Oversight and Reform and the  
16       Committee on Armed Services of the House of Represent-  
17       atives a report setting forth detailed proposals for a mod-  
18       ern talent-management system to replace existing civil  
19       service personnel systems.

20       (b) ADDITIONAL REPORT.—Not later than 1 year  
21       after the date of enactment of this Act, the Director of  
22       the Office of Personnel Management shall contract with  
23       the National Academy of Public Administration—

1           (1) to conduct a study of proposals for a mod-  
2       ern talent-management system to replace existing  
3       civil service personnel systems; and

4           (2) to submit to the Director of the Office of  
5       Personnel Management, not later than December  
6       31, 2031, a report on such proposals, which the Di-  
7       rector shall submit to the committees of Congress  
8       referred to in subsection (a).

9       (c) ELEMENTS.—Each report under subsections (a)  
10     and (b) shall include the following:

11           (1) A detailed proposal for a new, comprehen-  
12       sive civil service personnel system designed to re-  
13       place existing civil service personnel systems in Ex-  
14       ecutive agencies, with particular attention to—

- 15                (A) classification;
- 16                (B) hiring;
- 17                (C) compensation;
- 18                (D) evaluation; and
- 19                (E) promotion.

20           (2) Evidence from previous changes to civil  
21       service personnel systems that supports the proposed  
22       design of the new civil service personnel system.

23           (3) Considerations of the views of relevant  
24       stakeholders to proposed changes to the existing civil  
25       service personnel systems.

1 (d) DEFINITION.—In this section, the term “civil  
2 service” has the meaning given that term in section 2101  
3 of title 5, United States Code.

4 **SEC. 354. ANNUAL REPORT ON BLENDED FEDERAL WORK-**  
5 **FORCE.**

6 Section 1103(c) of title 5, United States Code, is  
7 amended—

8 (1) in paragraph (1)—

9 (A) by striking “(c)(1)” and inserting  
10 “(c)(1)(A)”; and

11 (B) by adding at the end the following:

12 “(B)(i) The Office of Personnel Management shall  
13 collect from Executive agencies, other than elements of the  
14 intelligence community (as defined in section 3(4) of the  
15 National Security Act of 1947 (50 U.S.C. 3003(4))), on  
16 at least an annual basis the following:

17 “(I) The total number of persons employed di-  
18 rectly by the Executive agency.

19 “(II) The total number of prime contractor em-  
20 ployees and subcontractor employees, as those terms  
21 are defined in section 8701 of title 41, issued cre-  
22 dentials allowing access to Executive agency prop-  
23 erty or computer systems.

24 “(III) The total number of employees of Fed-  
25 eral grant and cooperative agreement recipients, as

1       those legal instruments are described in sections  
2       6304 and 6305 of title 31, United States Code, who  
3       are issued credentials allowing access to Executive  
4       agency property or computer systems.

5               “(IV) A total count of the workforce, including  
6       employees, prime contractor employees, subcon-  
7       tractor employees, grantee employees, and coopera-  
8       tive agreement employees.

9               “(ii) The Office of Personnel Management shall com-  
10      pile the data collected under clause (i) and issue, and post  
11      on its website, an annual report containing the data.”; and

12              (2) in paragraph (2), by striking “paragraph  
13      (1)” and inserting “paragraph (1)(A)”.

14   **SEC. 355. SENSE OF CONGRESS ON EFFECTIVE AND EFFI-**  
15                           **CIENT MANAGEMENT OF THE BLENDED FED-**  
16                           **ERAL WORKFORCE.**

17      (a) FINDINGS.—Congress finds the following:

18              (1) The implementation of Federal laws and the  
19      competent administration of Federal programs re-  
20      quire skilled and capable personnel.

21              (2) Executive agencies depend on a blended  
22      workforce that includes Federal employees, employ-  
23      ees of prime contractors and subcontractors per-  
24      forming services to Executive agencies, and employ-  
25      ees of State or local governments, nonprofit organi-

1        zations, or institutions of higher education per-  
2        forming services to Executive agencies under the  
3        terms of grants and cooperative agreements (in this  
4        section referred to as “grantees”), all of whom make  
5        essential contributions to achieving the missions of  
6        the Government in service to the American people.

7            (3) Approximately 2,000,000 Federal employees  
8        help to execute the laws of the United States, sup-  
9        plemented by an unknown number, estimated to ex-  
10       ceed 5,000,000, of employees of prime contractors,  
11       subcontractors, and grantees providing services to  
12       Executive agencies.

13           (4) Policymakers, Executive agencies, and ob-  
14        servers have often focused on individual components  
15        of the blended workforce, such as employees, without  
16        considering all components or considering the entire  
17        blended workforce and how all 3 components can  
18        work most effectively together.

19           (5) Executive agencies inhibit their own work-  
20        force planning and risk making decisions that may  
21        reduce the overall efficiency and cost effectiveness of  
22        the blended workforce by focusing on only 1 compo-  
23        nent in isolation.

24           (6) Establishing artificial limits on headcounts  
25        or full-time equivalent positions for Federal employ-

1 ees, administrators, and managerial employees of  
2 Executive agencies may discourage the employment  
3 of interns or entry-level employees to build a bal-  
4 anced employment pipeline and may inadvertently  
5 encourage managers to shift work to contractors and  
6 grantees for the purpose of complying with such nu-  
7 merical limits, even if those decisions are not justi-  
8 fied by an approach to improve the efficiency or cost  
9 effectiveness of the Executive agency's work.

10 (7) The Government Accountability Office has  
11 identified strategic human capital management as a  
12 high-risk area for the Federal Government, adding  
13 that critical skills gaps “impede the government  
14 from cost-effectively serving the public and achieving  
15 results”.

16 (b) SENSE OF CONGRESS.—It is the sense of Con-  
17 gress that—

18 (1) Executive agencies should manage the en-  
19 tire Federal blended workforce, including employees,  
20 contractors, and grantees, using a comprehensive  
21 and holistic approach to advance their missions as  
22 effectively and cost efficiently as possible, within ap-  
23 propriated budgets and without using artificial nu-  
24 merical limits on headcounts or full-time-equivalent  
25 positions; and

1           (2) Executive agencies should conduct a holistic  
2       review of their blended workforce and develop a com-  
3       prehensive plan to ensure an efficient and cost-effec-  
4       tive blended workforce.

5       **Subtitle D—Advancement of Public**  
6       **Service: Students, Recent Grad-**  
7       **uates, and Critical Skills**

8       **SEC. 361. FEDERAL FELLOWSHIP AND SCHOLARSHIP CEN-**  
9       **TER.**

10       (a) DEFINITIONS.—In this section:

11           (1) CENTER.—The term “Center” means the  
12       Federal Fellowship and Scholarship Center estab-  
13       lished under subsection (b).

14           (2) CIVIL SERVICE.—The term “civil service”  
15       has the meaning given the term in section 2101 of  
16       title 5, United States Code.

17           (3) COVERED AGENCY.—The term “covered  
18       agency” means an Executive agency or military de-  
19       partment.

20           (4) CRITICAL SKILLS.—The term “critical  
21       skills” means any knowledge, skills, abilities, or edu-  
22       cation that a sponsoring agency determines is nec-  
23       essary to meet critical workforce requirements.

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

1           (6) EXECUTIVE DIRECTOR.—The term “Execu-  
2       tive Director” means the Executive Director of the  
3       Center appointed under subsection (c)(1).

4           (7) FELLOWSHIP.—The term “fellowship”  
5       means a short-term employment opportunity (other  
6       than a post-fellowship service requirement), of not  
7       more than 2 years in length, that is intended to pro-  
8       vide the recipient with work experience with a cov-  
9       ered agency that prepares the recipient for perma-  
10      nent employment with a covered agency.

11          (8) INSTITUTION OF HIGHER EDUCATION.—The  
12      term “institution of higher education” has the  
13      meaning given the term in section 101 of the Higher  
14      Education Act of 1965 (20 U.S.C. 1001).

15          (9) INTERN.—The term “intern” means a stu-  
16      dent enrolled in an institution of higher education  
17      who is providing voluntary services to a covered  
18      agency under section 3111(b) of title 5, United  
19      States Code.

20          (10) SCHOLARSHIP.—The term “scholarship”  
21      means—

22              (A) financial support paid by a covered  
23              agency towards the cost to an individual of at-  
24              tendance at an institution of higher education  
25              that is authorized to participate in a Federal



1 student aid program under title IV of the High-  
2 er Education Act of 1965 (20 U.S.C. 1070 et  
3 seq.) in a course of study leading to a credential  
4 in a critical skill or another program that re-  
5 quires the individual to demonstrate an interest  
6 in or agreement to pursue a career in public  
7 service; or

8 (B) financial support paid by a covered  
9 agency towards the cost to an individual of pro-  
10 curing private instruction in a critical skill.

11 (11) SPONSORING AGENCY.—The term “spon-  
12 soring agency” means any covered agency, or any  
13 administration, service, board, or bureau part there-  
14 of, that operates a fellowship or scholarship pro-  
15 gram.

16 (b) ESTABLISHMENT OF FEDERAL FELLOWSHIP AND  
17 SCHOLARSHIP CENTER.—The Director shall establish and  
18 maintain a Federal Fellowship and Scholarship Center to  
19 administer, manage, and promote all fellowship and schol-  
20 arship programs in order to attract individuals to serve  
21 in the Federal Government in a civilian capacity and facili-  
22 tate the entry of those individuals into the civil service.

23 (c) MANAGEMENT OF CENTER.—

24 (1) EXECUTIVE DIRECTOR.—

1           (A) APPOINTMENT.—The Director shall  
2           appoint an individual with appropriate expertise  
3           to serve as the Executive Director of the Cen-  
4           ter, which shall be a position in the Senior Ex-  
5           ecutive Service.

6           (B) TERM.—The Executive Director shall  
7           be appointed for a term of 5 years.

8           (2) ASSISTANT TO THE PRESIDENT FOR MILI-  
9           TARY, NATIONAL, AND PUBLIC SERVICE.—The Di-  
10          rector of the Council on Military, National, and Pub-  
11          lic Service established under section 201 shall pro-  
12          vide strategic guidance to, and facilitate interagency  
13          cooperation with, the Executive Director.

14          (3) REGULATIONS.—The Executive Director  
15          shall issue any regulations necessary to implement  
16          and manage the Center.

17          (d) FUNCTIONS OF THE CENTER.—The Center  
18          shall—

19               (1) establish, maintain, and operate an online  
20               platform accessible to the public that contains infor-  
21               mation regarding every fellowship and scholarship  
22               opportunity available, including information on how  
23               individuals may apply for the opportunity;

24               (2) approve, promote, and facilitate fellowship  
25               and scholarship programs at the request of a spon-

soring agency to meet workforce requirements of the sponsoring agency, especially in critical skill areas;

(3) develop a standard application for fellowships and scholarships for use by applicants and sponsoring agencies, which may be supplemented by additional requirements of a sponsoring agency; and

(4) ensure that an individual who successfully completes a fellowship or scholarship program is able to utilize the noncompetitive eligibility for employment in the competitive service provided under section 370(b).

(e) VIRTUAL STUDENT FEDERAL SERVICE.—

(1) IN GENERAL.—The Executive Director shall establish and operate a Virtual Student Federal Service, an online platform through which Executive agencies may solicit for interns to work approximately 10 hours per week during the academic school year.

(2) INTERN RESPONSIBILITIES.—An intern appointed by an Executive agency under paragraph (1)—

(A) shall communicate with and submit work to the Executive agency electronically; and

(B) shall not be required to travel.

1           (3) AGENCY RESPONSIBILITIES.—An Executive  
2       agency sponsoring an opportunity through the Vir-  
3       tual Student Federal Service shall provide the Cen-  
4       ter with relevant information about the intern serv-  
5       ices needed by the Executive agency.

6       (f) RESPONSIBILITIES AND AUTHORITIES OF SPON-  
7       SORING AGENCIES.—The head of a sponsoring agency—

8           (1) shall establish the terms of each fellowship  
9       or scholarship program, including eligibility require-  
10      ments, compensation, and length of service require-  
11      ments;

12          (2) shall provide the Center with the necessary  
13      information on existing fellowship and scholarship  
14      programs to enable the Center to fulfill its respon-  
15      sibilities to promote and facilitate those programs  
16      through the online platform and application process  
17      described in paragraphs (1) and (3), respectively, of  
18      subsection (d);

19          (3) shall select recipients of fellowships and  
20      scholarships in a timely manner from among the ap-  
21      plicants identified by the Center;

22          (4) with respect to a scholarship awarded to an  
23      individual, may pay the scholarship—

24              (A) directly to the individual; or

1 (B) to the institution of higher education  
2 in which the individual is enrolled, if applicable;  
3 and

4 (5) shall comply with requests from the Center  
5 for information about the status of the fellowship  
6 and scholarship programs of the sponsoring agency.

7 (g) REPORTS TO CONGRESS.—Not later than 1 year  
8 after the date of enactment of this Act, the Executive Di-  
9 rector shall submit to Congress a report on the establish-  
10 ment of the Center, including—

11 (1) the status of the online platform established  
12 under subsection (d)(1);

13 (2) the participation of sponsoring agencies;

14 (3) the number of applicants; and

15 (4) any additional information the Director re-  
16 quires.

17 (h) AUTHORIZATION OF APPROPRIATIONS.—There  
18 are authorized to be appropriated such sums as may be  
19 necessary to carry out this section.

20 **SEC. 362. PUBLIC SERVICE CORPS.**

21 (a) DEFINITIONS.—In this section:

22 (1) TERMS DEFINED IN SECTION 361.—The  
23 terms “civil service”, “Center”, “covered agency”,  
24 “Director”, and “Executive Director” have the  
25 meanings given those terms in section 361.

1 (2) OTHER TERMS.—

2 (A) INSTITUTION OF HIGHER EDU-  
3 CATION.—The term “institution of higher edu-  
4 cation” has the meaning given the term in sec-  
5 tion 101 of the Higher Education Act of 1965  
6 (20 U.S.C. 1001).

7 (B) PUBLIC SERVICE CORPS HOST; PSC  
8 HOST.—The term “Public Service Corps host”  
9 or “PSC host” means an institution of higher  
10 education that has been selected by the Center  
11 to host Public Service Corps members.

12 (C) PUBLIC SERVICE CORPS HOST PRO-  
13 GRAM; PSC HOST PROGRAM.—The term “Public  
14 Service Corps host program” or “PSC host pro-  
15 gram” means a program operated by a PSC  
16 host under this section.

17 (D) PUBLIC SERVICE CORPS MEMBER; PSC  
18 MEMBER.—The term “Public Service Corps  
19 member” or “PSC member” means a student  
20 at a Public Service Corps host who is awarded  
21 a Public Service Corps scholarship.

22 (E) PUBLIC SERVICE CORPS SCHOLAR-  
23 SHIP.—The term “Public Service Corps scholar-  
24 ship” means a scholarship provided to an indi-

1           vidual in exchange for a commitment from the  
2           individual to serve in the civil service upon—

3                   (i) completion of requirements estab-  
4                   lished by the sponsoring agency; and

5                   (ii) graduation from the PSC host.

6           (F) SPONSORING AGENCY.—The term  
7           “sponsoring agency” means a covered agency  
8           that funds a Public Service Corps scholarship  
9           for an individual.

10       (b) ESTABLISHMENT.—The Director shall establish  
11       within the Center a Public Service Corps Program.

12       (c) SELECTION OF PUBLIC SERVICE CORPS  
13       HOSTS.—

14           (1) SELECTION.—The Executive Director shall  
15       select a PSC host through a competitive process  
16       using criteria established by the Executive Director,  
17       which shall include a demonstrated commitment by  
18       the institution of higher education concerned to fos-  
19       ter public service careers.

20           (2) STANDARDS; CONSISTENCY.—The Executive  
21       Director shall—

22                   (A) develop standards for PSC hosts; and

23                   (B) ensure consistency among PSC host  
24       programs.

1           (3) APPLICATION REQUIREMENTS FOR PSC  
2       HOSTS.—An institution of higher education that de-  
3       sires to become a PSC host shall apply to the Center  
4       at such time and in such manner as required under  
5       the regulations issued under subsection (i).

6           (4) PSC INTERACTION WITH OTHER TRAINING  
7       PROGRAMS.—A PSC host that also supports a Sen-  
8       ior Reserve Officers’ Training Corps program under  
9       section 2102 of title 10, United States Code, or a  
10      Defense Civilian Training Corps established under  
11      chapter 113 of title 10, United States Code, shall—

12                (A) establish joint leadership training op-  
13                portunities;

14                (B) offer joint courses; and

15                (C) permit PSC members, members of the  
16      Senior Reserve Officers’ Training Corps pro-  
17      gram, and members of the Defense Civilian  
18      Training Corps program to enroll in coursework  
19      from either of the other 2 programs, on a  
20      space-available basis.

21           (5) INTEGRATION OF STATE, LOCAL, AND TRIB-  
22      AL GOVERNMENT SERVICE PROGRAMS.—A PSC host  
23      shall consider the establishment of public service  
24      scholarship programs with State, local, and Tribal  
25      governments that are similar to the PSC host pro-



1       gram, with the goal of integrating PSC members  
2       and State, local, and Tribal scholarship students in  
3       PSC programs on campus.

4       (d) SELECTION OF PUBLIC SERVICE CORPS MEM-  
5       BERS.—

6               (1) APPLICATION.—A student interested in a  
7       PSC scholarship shall submit an application to the  
8       sponsoring agency at such time and in such manner  
9       as the Executive Director may require.

10              (2) SELECTION.—A sponsoring agency shall se-  
11       lect each student to whom the sponsoring agency  
12       will offer a PSC scholarship.

13              (3) ELIGIBILITY.—An applicant may receive a  
14       PSC scholarship only if the applicant is enrolled in  
15       or admitted to a PSC host.

16              (4) SCHOLARSHIPS.—

17                   (A) DURATION.—A sponsoring agency may  
18       offer a scholarship with a duration of 2 years,  
19       3 years, or 4 years to a PSC member.

20                   (B) SOCIOECONOMIC DIVERSITY.—To en-  
21       sure socioeconomic diversity, a sponsoring agen-  
22       cy shall reserve a portion of the scholarships of-  
23       fered by the agency for students who meet the  
24       eligibility requirements for a Federal Pell Grant

1 under section 401 of the Higher Education Act  
2 of 1965 (20 U.S.C. 1070a).

3 (e) REQUIREMENTS FOR PUBLIC SERVICE CORPS  
4 MEMBERS.—

5 (1) CONTRACT.—A sponsoring agency shall  
6 enter into a contract with a PSC member in accord-  
7 ance with paragraph (2).

8 (2) REQUIREMENTS.—A contract entered into  
9 under paragraph (1) shall include—

10 (A) a requirement that the PSC member  
11 be enrolled full-time as a student at a PSC  
12 host;

13 (B) any conditions imposed by the spon-  
14 soring agency on the scholarship, including—

15 (i) whether the PSC member must  
16 complete a specific academic program,  
17 major, certificate, or coursework relevant  
18 to the needs of the sponsoring agency; and

19 (ii) the consequences if the PSC mem-  
20 ber does not comply with the terms and  
21 conditions of the scholarship;

22 (C) any obligations imposed by the spon-  
23 soring agency on the PSC member to partici-  
24 pate in structured academic and experiential  
25 leadership training, a community service

1 project, or an internship with a Federal, State,  
2 local, or Tribal entity;

3 (D) a requirement that the PSC member  
4 serve in the civil service for a 4-year period  
5 upon—

6 (i) completion of requirements estab-  
7 lished by the sponsoring agency; and

8 (ii) graduation from the PSC host;  
9 and

10 (E) any other terms or conditions as deter-  
11 mined by the sponsoring agency.

12 (f) RESPONSIBILITIES AND AUTHORITIES OF SPON-  
13 SORING AGENCIES.—

14 (1) SELECTION OF SCHOLARSHIP RECIPI-  
15 ENTS.—A sponsoring agency shall interview and se-  
16 lect scholarship recipients in accordance with proce-  
17 dures established by the Executive Director.

18 (2) AMOUNT OF SCHOLARSHIP.—

19 (A) MINIMUM.—The annual amount of a  
20 scholarship offered by a sponsoring agency may  
21 not be less than the maximum amount of a  
22 Federal Pell Grant under section 401 of the  
23 Higher Education Act of 1965 (20 U.S.C.  
24 1070a) that a student eligible for a Federal Pell  
25 Grant may receive in the aggregate (without re-

1           gard to whether the funds are provided through  
2           discretionary or mandatory appropriations), for  
3           the award year for which the PSC scholarship  
4           is offered.

5           (B) RELATION TO ELIGIBILITY FOR OTHER  
6           FEDERAL STUDENT ASSISTANCE.—The eligi-  
7           bility of an individual for Federal student as-  
8           sistance provided under title IV of the Higher  
9           Education Act of 1965 (20 U.S.C. 1070 et  
10          seq.) shall not be affected by receipt of a PSC  
11          scholarship.

12          (C) OTHER BENEFITS.—Other benefits  
13          that may be accrued, such as pay for intern-  
14          ships or travel allowances, shall not count to-  
15          ward the minimum amount of the scholarship  
16          required under subparagraph (A).

17          (3) COORDINATION OF INTERNSHIP OPPORTU-  
18          NITIES.—A sponsoring agency shall coordinate in-  
19          ternship opportunities for a PSC member during the  
20          term of the scholarship of the PSC member.

21          (4) SECURITY CLEARANCES.—A sponsoring  
22          agency shall coordinate, sponsor, and manage the  
23          process for a PSC member to obtain any necessary  
24          security clearances.

25          (g) PUBLIC SERVICE EMPLOYMENT.—

1           (1) NONCOMPETITIVE APPOINTMENTS FOR IN-  
2           TERNSHIPS.—An covered agency may noncompeti-  
3           tively appoint, for temporary employment, a PSC  
4           member for the purpose of completing an internship.

5           (2) OTHER NONCOMPETITIVE APPOINT-  
6           MENTS.—A sponsoring agency may noncompetitively  
7           appoint to the competitive service, for other than  
8           temporary employment, a PSC member who has—

9                   (A) satisfactorily completed the require-  
10                  ments of the PSC scholarship; and

11                  (B) graduated from the PSC host.

12           (3) SERVICE COMMITMENT.—

13                   (A) IN GENERAL.—If a sponsoring agency  
14                  makes an offer of employment to a PSC mem-  
15                  ber sponsored by the sponsoring agency after  
16                  the PSC member satisfactorily completes the  
17                  requirements of a PSC scholarship and grad-  
18                  uates from a PSC host, the PSC member shall  
19                  accept the offer.

20                   (B) NO OFFER BY SPONSORING AGENCY.—

21                  If a sponsoring agency does not make an offer  
22                  of employment to a PSC member described in  
23                  subparagraph (A), the PSC member—

24                          (i) shall be eligible for noncompetitive  
25                          appointment to the competitive service by

1 a covered agency during the 3-year period  
2 beginning on the date on which the PSC  
3 member graduated from the PSC host; and  
4 (ii) may fulfill the service commitment  
5 of the PSC member described in subsection  
6 (e)(2)(D) through employment with any  
7 covered agency.

8 (h) FAILURE TO COMPLETE SCHOLARSHIP RE-  
9 QUIREMENTS.—

10 (1) LIABILITY FOR RESTITUTION IN CASE OF  
11 NONCOMPLETION OR DECLINATION OF EMPLOY-  
12 MENT.—A PSC member who does not complete the  
13 required course of instruction, fails to graduate in  
14 accordance with the terms of the Public Service  
15 Corps scholarship, or fails to complete the 4-year  
16 service commitment described in subsection  
17 (e)(2)(D) shall, subject to paragraph (2) of this sub-  
18 section, repay the amount of the scholarship to the  
19 sponsoring agency.

20 (2) WAIVER OF LIABILITY.—The Executive Di-  
21 rector may, in extraordinary circumstances, waive  
22 some or all of the liability for the 4-year service  
23 commitment under subsection (d)(4)(B) or the re-  
24 quirements of paragraph (1) of this subsection.

1 (i) REGULATIONS.—The Director and the Executive  
2 Director shall jointly issue any regulations necessary to  
3 carry out this section.

4 (j) AUTHORIZATION OF APPROPRIATIONS.—There  
5 are authorized to be appropriated such sums as may be  
6 necessary to carry out this section.

7 **SEC. 363. PUBLIC SERVICE ACADEMY GRANTS.**

8 (a) DEFINITIONS.—In this section:

9 (1) ENROLLMENT OF NEEDY STUDENTS.—The  
10 term “enrollment of needy students” has the mean-  
11 ing given the term in section 312(d) of the Higher  
12 Education Act of 1965 (20 U.S.C. 1058(d)).

13 (2) INSTITUTION OF HIGHER EDUCATION.—The  
14 term “institution of higher education” has the  
15 meaning given the term in section 101(a) of the  
16 Higher Education Act of 1965 (20 U.S.C. 1001(a)).

17 (3) PUBLIC SERVICE.—The term “public serv-  
18 ice” means civilian employment in the Federal Gov-  
19 ernment or a State, local, or Tribal government in  
20 the United States.

21 (4) PUBLIC SERVICE ACADEMY.—The term  
22 “public service academy” means a leadership devel-  
23 opment program at an institution of higher edu-  
24 cation that is designed to prepare students for public

1 service through curricular, extracurricular, experien-  
2 tial learning, and internship programs.

3 (5) PUBLIC SERVICE ACADEMY COST.—The  
4 term “public service academy cost” means the cost  
5 of developing and administering a public service  
6 academy at an institution of higher education.

7 (6) SECRETARY.—The term “Secretary” means  
8 the Secretary of Education.

9 (b) PROGRAM AUTHORIZED.—The Secretary shall es-  
10 tablish and administer a program to issue grants to not  
11 more than 50 institutions of higher education, on a com-  
12 petitive basis, to support the development of public service  
13 academies—

14 (1) to attract postsecondary students to careers  
15 in public service;

16 (2) to promote public service as a career path  
17 for younger Americans;

18 (3) to prepare future generations with skills  
19 needed in all levels of public service; and

20 (4) to support the Federal Government and  
21 State, local, and Tribal governments in their efforts  
22 to attract exceptional talent from the Nation’s re-  
23 cent graduates.

24 (c) GRANT APPLICATION.—An institution of higher  
25 education seeking a grant under this section shall submit



1 an application to the Secretary at such time, in such man-  
2 ner, and containing such information as the Secretary may  
3 require. Such application shall include—

4 (1) a plan for the development of a public serv-  
5 ice academy, including an account of existing cur-  
6 ricular, extracurricular, experiential learning, and in-  
7 ternship programs at the institution of higher edu-  
8 cation that would be included in the public service  
9 academy, as well as new curricular, extracurricular,  
10 experiential learning, and internship programs that  
11 would be established with grant funds;

12 (2) an assessment of anticipated costs for the  
13 public service academy in each of the first 4 years  
14 of operation, including the potential sources of non-  
15 Federal funds to be used for the public service acad-  
16 emy; and

17 (3) information regarding the enrollment of  
18 needy students at the institution of higher edu-  
19 cation.

20 (d) SELECTION BY COMPETITIVE PROCESS.—

21 (1) IN GENERAL.—The Secretary shall issue  
22 grants under this section pursuant to a competitive  
23 process and shall establish rules for evaluating appli-  
24 cants and awarding grants under this section.

1           (2) RESERVATION OF FUNDS FOR CERTAIN IN-  
2       STITUTIONS.—Of the funds made available for  
3       grants under this section, the Secretary shall reserve  
4       not less than 50 percent for grants to institutions of  
5       higher education that have enrollments of needy stu-  
6       dents.

7           (3) EQUITABLE GEOGRAPHIC DISTRIBUTION OF  
8       GRANTS.—To the extent practicable, the Secretary  
9       shall ensure an equitable geographic distribution of  
10      grants awarded under this section.

11      (e) DURATION AND AMOUNT OF FEDERAL  
12      GRANTS.—

13           (1) DURATION.—A grant under this section  
14      shall be awarded for a period of not more than 4  
15      years.

16           (2) CERTAIN COSTS EXCLUDED.—A grant  
17      under this section shall not include funds for the  
18      cost of any curricular, extracurricular, experiential  
19      learning, and internship programs maintained or  
20      sponsored by the institution of higher education at  
21      the time an application for a grant under this sec-  
22      tion is made.

23           (3) AMOUNT OF GRANT.—The amount of the  
24      grant may not exceed—

1 (A) 75 percent of the public service acad-  
2 emy cost in the first year; and

3 (B) 50 percent of the public service acad-  
4 emy cost in each of the second, third, and  
5 fourth years.

6 (f) PERMISSIBLE USES.—An institution of higher  
7 education receiving a grant under this section may use  
8 funds from the grant—

9 (1) to develop, expand, and modify curricula to  
10 prepare students for careers in public service, includ-  
11 ing experiential learning components of curricula;

12 (2) to create and administer classroom activi-  
13 ties, thesis projects, individual or team projects, in-  
14 ternships, degree or certificate programs, or commu-  
15 nity service activities related to promoting public  
16 service and preparing students for careers in public  
17 service;

18 (3) to collaborate with government entities,  
19 nonprofit organizations, or consortia of such entities  
20 and organizations to provide students with public  
21 service-related work experiences and introduce stu-  
22 dents to potential careers upon their graduation;

23 (4) to provide scholarships for students who  
24 participate in the public service academy; and

1           (5) to evaluate the effectiveness of the public  
2       service academy as it relates to leading participants  
3       into careers with local, State, or Federal Govern-  
4       ment agencies.

5       (g) ANNUAL GRANTEE REPORT.—A recipient of a  
6       grant under this section shall submit to the Secretary on  
7       an annual basis a comprehensive report on the public serv-  
8       ice academy supported by the grant and the use of the  
9       grant funds to support the academy. The Secretary shall  
10      provide guidance on what information shall be included  
11      in the report.

12      (h) CONGRESSIONAL REPORTS.—The Secretary  
13      shall—

14           (1) not later than 12 months after the date of  
15      the enactment of this Act and every 12 months  
16      thereafter, submit to Congress a report on the re-  
17      sults or outcomes of all public service academies pro-  
18      vided grants under this section and the potential  
19      need for additional funding for such academies; and

20           (2) in the fourth annual report submitted under  
21      paragraph (1), include a recommendation to Con-  
22      gress about whether the grant program under this  
23      section should receive continued funding.

1 (i) AUTHORIZATION OF APPROPRIATIONS.—There  
2 are authorized to be appropriated such sums as may be  
3 necessary to carry out this section.

4 **SEC. 364. PUBLIC SERVICE CADET PROGRAM AT MILITARY**  
5 **SERVICE ACADEMIES.**

6 (a) PLAN FOR PUBLIC SERVICE CADET PROGRAM.—  
7 The Superintendent of each military service academy, in  
8 consultation with the Secretaries of the military depart-  
9 ments and the Director of the Office of Personnel Manage-  
10 ment, shall develop a plan to create a program for the  
11 instruction of and preparation for public service of certain  
12 cadets at such service academy, in accordance with sub-  
13 section (b).

14 (b) ELEMENTS OF PLAN.—The plan described in  
15 subsection (a) shall—

16 (1) provide for the appointment of cadets to a  
17 public service cadet program representing at least 5  
18 percent of the total incoming class at each academy,  
19 with no corresponding decline in enrollment of mili-  
20 tary cadets or midshipmen;

21 (2) require that each graduate of the public  
22 service cadet program accept an appointment to the  
23 Federal civil service and commit to serve in the Fed-  
24 eral civil service for a period of 5 years after such  
25 appointment;

1           (3) provide a process for any graduate who does  
2       not serve in a position in the Federal civil service or  
3       who resigns from a position in the Federal civil serv-  
4       ice before the expiration of the 5-year service com-  
5       mitment to pay back the cost of the graduate's edu-  
6       cation at the military service academy, consistent  
7       with requirements of military cadets or midshipmen,  
8       along with a process for the Superintendent to issue  
9       a waiver to all or part of such requirement;

10          (4) specify the training, curricular, and other  
11       requirements for public service cadets;

12          (5) address the applicability of the Uniform  
13       Code of Military Justice or alternative disciplinary  
14       procedures to public service cadets; and

15          (6) provide a detailed plan for implementing the  
16       public service cadet program, including the amount  
17       of time needed to implement the plan.

18       (c) SUBMITTAL TO CONGRESS.—Not later than one  
19   year after the date of the enactment of this Act, the Su-  
20   perintendent of each military service academy shall submit  
21   to the Committees on Armed Services of the Senate and  
22   the House of Representatives the plan developed by such  
23   Superintendent under this section.

1 **SEC. 365. COMPENSATION FOR FEDERAL INTERNS.**

2 (a) FEDERAL AGENCY INTERNS.—Section 3111 of  
3 title 5, United States Code, is amended—

4 (1) in subsection (b)(1), by inserting before the  
5 semicolon the following: “, but only insofar as the  
6 institution provides academic credit to the student  
7 for the voluntary service”; and

8 (2) by adding at the end the following:

9 “(f) An agency may provide reimbursement for trans-  
10 portation and subsistence expenses for any student who  
11 provides voluntary service under subsection (b), pursuant  
12 to regulations issued by the Office of Personnel Manage-  
13 ment.”.

14 (b) LEGISLATIVE BRANCH INTERNS.—Part 3 of title  
15 IV of the Legislative Reorganization Act of 1970 (2  
16 U.S.C. 4101) is amended by adding at the end the fol-  
17 lowing:

18 **“SEC. 432. INTERNS IN THE LEGISLATIVE BRANCH.**

19 “(a) DEFINITIONS.—In this section:

20 “(1) INTERN.—The term ‘intern’ means, with  
21 respect to a legislative branch office, an individual  
22 who serves in the legislative branch office for not  
23 more than 120 days in a 12-month period and whose  
24 service is primarily for the educational experience of  
25 the individual.

1           “(2) LEGISLATIVE BRANCH OFFICE.—The term  
2       ‘legislative branch office’ means each of the fol-  
3       lowing:

4           “(A) An employing office, as defined in  
5       section 101 of the Congressional Accountability  
6       Act of 1995 (2 U.S.C. 1301).

7           “(B) The Government Accountability Of-  
8       fice.

9           “(C) The Government Publishing Office.

10       “(b) IN GENERAL.—The head of each legislative  
11     branch office shall pay an intern who serves in the legisla-  
12     tive branch office not less than the minimum wage rate  
13     established under section 6 of the Fair Labor Standards  
14     Act of 1938 (29 U.S.C. 206), unless—

15       “(1) the intern is a student who is participating  
16     in a program established by the institution at which  
17     the intern is enrolled; and

18       “(2) the institution provides academic credit to  
19     the student for the voluntary service of the intern.

20       “(3) BENEFIT EXCLUSION.—Interns com-  
21     pensated under this subsection shall be excluded  
22     from the operation of the following provisions of title  
23     5, United States Code:

24       “(A) Chapter 84 (relating to the Federal  
25     Employees Retirement System).



1                   “(B) Chapter 87 (relating to life insur-  
2                   ance).

3                   “(C) Chapter 89 (relating to health insur-  
4                   ance).

5           “(c) SENATE ALLOWANCE.—There is established for  
6 the Senate an allowance which shall be available for the  
7 compensation of interns who serve in the offices of Sen-  
8 ators during a calendar year.”.

9           (c) FEDERAL JUDICIARY INTERNS.—

10           (1) COMPENSATION.—The Director of the Ad-  
11 ministrative Office of the United States Courts shall  
12 issue regulations to provide for the compensation of  
13 all interns serving in the judicial branch.

14           (2) INTERN DEFINED.—In this subsection, the  
15 term “intern” means an individual—

16                   (A) who serves in a court of the United  
17 States or the Administrative Office of the  
18 United States Courts for not more than 120  
19 days during a 12-month period; and

20                   (B) whose service is primarily for the edu-  
21 cational experience of the individual.

22           (d) AUTHORIZATION OF APPROPRIATIONS.—There  
23 are authorized to be appropriated such sums as may be  
24 necessary to carry out this section and the amendments  
25 made by this section.

1 **SEC. 366. ESTABLISHMENT OF PATHWAYS PROGRAM.**

2 (a) DEFINITIONS.—In this section:

3 (1) AGENCY.—The term “agency” means—

4 (A) an Executive agency, as defined in sec-  
5 tion 105 of title 5, United States Code; and

6 (B) the Government Publishing Office.

7 (2) CIVIL SERVICE.—The term “civil service”  
8 has the meaning given the term in section 2101 of  
9 title 5, United States Code.

10 (3) COMPETITIVE SERVICE.—The term “com-  
11 petitive service” has the meaning given the term in  
12 section 2102 of title 5, United States Code.

13 (4) DIRECTOR.—The term “Director” means  
14 the Director of the Office.

15 (5) EXCEPTED SERVICE.—The term “excepted  
16 service” has the meaning given the term in section  
17 2103 of title 5, United States Code.

18 (6) OFFICE.—The term “Office” means the Of-  
19 fice of Personnel Management.

20 (b) ESTABLISHMENT.—

21 (1) IN GENERAL.—The Director shall establish  
22 the Pathways Program.

23 (2) PURPOSE.—The purpose of the Pathways  
24 Program is to promote employment opportunities in  
25 the Federal workforce for students and recent grad-  
26 uates by excepting participants in the Program from

1 competitive service hiring requirements for certain  
2 positions in the civil service.

3 (3) SUB-PROGRAMS.—The Pathways Program  
4 shall consist of an Internship Program and a Recent  
5 Graduates Program.

6 (c) REGULATIONS.—The Director shall issue regula-  
7 tions for the Pathways Program, which shall include—

8 (1) a description of the positions that agencies  
9 may fill through the Pathways Program because  
10 conditions of good administration necessitate except-  
11 ing those positions from the competitive hiring rules;

12 (2) rules governing whether, to what extent,  
13 and in what manner agencies must provide public  
14 notice of job opportunities in the Pathways Pro-  
15 gram;

16 (3) a description of opportunities for career de-  
17 velopment, training, and mentorship for participants  
18 in the Pathways Program;

19 (4) requirements that managers assess the per-  
20 formance of participants in the Pathways Program  
21 to identify the individuals who should be considered  
22 for conversion to career civil service positions;

23 (5) a description of oversight by the Office of  
24 the use of the Pathways Program by agencies to en-  
25 sure that—

1 (A) the Pathways Program serves as a  
2 supplement to, and not a substitute for, the  
3 competitive hiring process; and

4 (B) agencies are using the Pathways Pro-  
5 gram in order to develop talent for careers in  
6 the civil service;

7 (6) a description of plans by the Office to evalu-  
8 ate—

9 (A) the effectiveness of agencies in recruit-  
10 ing and retaining talent using the Pathways  
11 Program; and

12 (B) the satisfaction of the students and  
13 graduates participating in the Pathways Pro-  
14 gram; and

15 (7) standard naming conventions across agen-  
16 cies, so that students and recent graduates can  
17 clearly understand and compare the available career  
18 pathway opportunities in the Federal Government.

19 (d) INTERNSHIP PROGRAM.—

20 (1) IN GENERAL.—The Internship Program  
21 shall provide a student in high school, a community  
22 college, a 4-year institution of higher education, a  
23 trade school, a career or technical education pro-  
24 gram, or another qualifying educational institution  
25 or program, as determined by the Director, with

1       paid opportunities to work in agencies and explore  
2       Federal careers while still in school.

3               (2) PRINCIPLES AND POLICIES.—The following  
4       principles and policies shall govern the Internship  
5       Program:

6               (A) A participant in the Internship Pro-  
7       gram shall be a student enrolled, or accepted  
8       for enrollment, in a qualifying educational insti-  
9       tutions or program, as determined by the Direc-  
10      tor.

11              (B) Subject to such exceptions as may be  
12      provided by regulation, an agency shall provide  
13      an intern with meaningful developmental work  
14      and set clear expectations regarding the work  
15      experience of the intern.

16              (C) A student employed by a third-party  
17      internship provider but placed in an agency  
18      may, to the extent permitted by regulation, be  
19      treated as a participant in the Internship Pro-  
20      gram.

21              (D) An agency shall participate in the In-  
22      ternship Program for the primary purpose of  
23      developing and evaluating entry-level talent for  
24      future permanent employment with the Federal  
25      Government.

1 (e) RECENT GRADUATES PROGRAM.—

2 (1) IN GENERAL.—The Recent Graduates Pro-  
3 gram shall provide an individual who has recently  
4 graduated from a qualifying educational institution  
5 or program with developmental experiences in the  
6 Federal Government intended to promote a possible  
7 career in the civil service.

8 (2) PRINCIPLES AND POLICIES.—The following  
9 principles and policies shall govern the Recent Grad-  
10 uates Program:

11 (A)(i) Except as provided in clause (ii), a  
12 participant in the Recent Graduates Program  
13 shall have obtained a qualifying degree, or com-  
14 pleted a qualifying career or technical education  
15 program, as determined by the Director, during  
16 the 3-year period preceding application to the  
17 Recent Graduates Program.

18 (ii) In the case of a veteran who, due to  
19 the military service obligation of the veteran,  
20 would be precluded from participating in the  
21 Recent Graduates Program because the veteran  
22 is unable to apply during the 3-year period re-  
23 quired under clause (i), that clause shall be ap-  
24 plied by substituting “6-year period” for “3-  
25 year period”.

1 (B) Responsibilities assigned to a recent  
2 graduate shall be consistent with—

3 (i) the qualifications, educational  
4 background, and career interests of the  
5 graduate;

6 (ii) the purpose of the Recent Grad-  
7 uates Program; and

8 (iii) the needs of agencies.

9 (f) APPOINTMENT AND CONVERSION.—The following  
10 requirements shall apply to an appointment in the Path-  
11 ways Program:

12 (1) An appointment to the Pathways Program  
13 shall be under the excepted service.

14 (2) An appointment to the Recent Graduates  
15 Program may not exceed 2 years, unless extended by  
16 the employing agency for a period of not more than  
17 120 days.

18 (3) An appointment to the Pathways Program  
19 shall not confer any right to further Federal employ-  
20 ment in the competitive service or the excepted serv-  
21 ice upon the expiration of the appointment, except  
22 that an agency—

23 (A) may convert a participant noncompeti-  
24 tively to a term, career, or career-conditional  
25 appointment after the participant satisfies re-

1           quirements to be established by the Director;  
2           and

3                   (B) may noncompetitively convert a partic-  
4           ipant who was initially converted to a term ap-  
5           pointment under this section to a career or ca-  
6           reer-conditional appointment before the term  
7           appointment expires.

8           (g) DEFINITION OF FEDERAL INTERNSHIP PRO-  
9   GRAM.—Section 3111a(c)(1) of title 5, United States  
10 Code, is amended—

11           (1) by redesignating subparagraphs (B), (C),  
12           and (D) as subparagraphs (C), (D), and (E), respec-  
13           tively; and

14           (2) by inserting after subparagraph (A) the fol-  
15           lowing:

16                   “(B) the Internship Program established  
17           under section 366(d) of the Inspire to Serve  
18           Act of 2020;”.

19 **SEC. 367. ENHANCED HIRING FOR RECENT COLLEGE GRAD-**  
20 **UATES AND POST-SECONDARY STUDENTS.**

21           (a) RECENT GRADUATE HIRING AUTHORITY.—Sec-  
22 tion 3115(e) of title 5, United States Code, is amended—

23           (1) in paragraph (1), by striking all that follows  
24           “exceed” and inserting the following: “the greater  
25           of—



1           “(A) the number equal to 15 percent of  
2           the number of individuals that the agency head  
3           appointed during the previous fiscal year to per-  
4           manent employment; or

5           “(B) the number equal to 1 percent of the  
6           average number of permanent employees in the  
7           agency during the previous fiscal year.”; and

8           (2) by striking paragraph (2) and inserting the  
9           following:

10          “(2) TEMPORARY CAP INCREASE.—

11           “(A) IN GENERAL.—Under a regulation  
12           prescribed under subsection (f), the Director  
13           shall increase the limit on the number of indi-  
14           viduals that may be appointed by the head of  
15           an agency under paragraph (1) of this sub-  
16           section during a fiscal year as necessary to  
17           meet the target under section 368 of the In-  
18           spire to Serve Act of 2020 (relating to aggre-  
19           gate number of hires of recent college graduates  
20           and post-secondary students).

21           “(B) DURATION.—The increased limit  
22           under subparagraph (A) shall terminate not  
23           later than September 30, 2031.”.

1 (b) POST-SECONDARY STUDENT HIRING AUTHOR-  
2 ITY.—Section 3116 of title 5, United States Code, is  
3 amended—

4 (1) in subsection (d)—

5 (A) in paragraph (1), by striking all that  
6 follows “exceed” and inserting the following:  
7 “the greater of—

8 “(A) the number equal to 15 percent of  
9 the number of individuals that the agency head  
10 appointed during the previous fiscal year to per-  
11 manent employment; or

12 “(B) the number equal to 1 percent of the  
13 average number of permanent employees in the  
14 agency during the previous fiscal year.”; and

15 (B) by striking paragraph (2) and insert-  
16 ing the following:

17 “(2) TEMPORARY CAP INCREASE.—

18 “(A) IN GENERAL.—Under a regulation  
19 prescribed under subsection (g), the Director  
20 shall increase the limit on the number of indi-  
21 viduals that may be appointed by a head of an  
22 agency under paragraph (1) of this subsection  
23 during a fiscal year as necessary to meet the  
24 target under section 368 of the Inspire to Serve  
25 Act of 2020 (relating to aggregate number of

1 hires of recent college graduates and post-sec-  
 2 ondary students).

3 “(B) DURATION.—The increased limit  
 4 under subparagraph (A) shall terminate not  
 5 later than September 30, 2031.”; and

6 (2) in subsection (e)(2), by striking “640” and  
 7 inserting “400”.

8 **SEC. 368. AGGREGATE NUMBER OF HIRES OF RECENT COL-**  
 9 **LEGE GRADUATES AND POST-SECONDARY**  
 10 **STUDENTS.**

11 (a) TARGETS.—The Director of the Office of Per-  
 12 sonnel Management shall ensure that the aggregate num-  
 13 ber of applicants hired into term or permanent, competi-  
 14 tive service positions in Federal agencies under section  
 15 366 of this Act (relating to the Pathways Program), sec-  
 16 tion 1106 of the National Defense Authorization Act for  
 17 Fiscal Year 2017 (10 U.S.C. note prec. 1580; Public Law  
 18 114–238), and sections 3115 and 3116 of title 5, United  
 19 States Code (as amended by section 367 of this Act)—

20 (1) by September 30, 2026, is not less than  
 21 30,000; and

22 (2) by September 30, 2031, is not less than  
 23 50,000.

24 (b) PRO RATA SHARE DETERMINATION.—The Direc-  
 25 tor shall determine the pro rata share, for each fiscal year,

1 of the obligation of each Federal agency to meet the tar-  
2 gets under subsection (a), based on the number of com-  
3 petitive service positions at the agency as compared with  
4 the total number of competitive service positions across  
5 all agencies.

6 (c) **SHORTFALL DETERMINATION.**—Each fiscal year,  
7 the Director shall determine the progress of each Federal  
8 agency in achieving the targets under subsection (a) by  
9 subtracting the number of applicants hired into term or  
10 permanent, competitive service positions at the agency  
11 during the preceding fiscal year under the provisions of  
12 law set forth in subsection (a) from the pro rata share  
13 of the agency determined under subsection (b).

14 **SEC. 369. DEMONSTRATION PROJECT TO HIRE RECENT**  
15 **COLLEGE GRADUATES AND POST-SEC-**  
16 **ONDARY STUDENTS WITH CRITICAL SKILLS.**

17 (a) **DEFINITIONS.**—In this section:

18 (1) **DIRECTOR.**—The term “Director” means  
19 the Director of the Office of Personnel Management.

20 (2) **INTERNSHIP PROGRAM.**—The term “intern-  
21 ship program” has the meaning given the term in  
22 section 3111a(c)(1) of title 5, United States Code,  
23 as amended by section 366(g) of this Act.

24 (b) **DEMONSTRATION PROJECT.**—

1           (1) PURPOSE.—The Director shall, pursuant to  
2           section 4703 of title 5, United States Code, carry  
3           out a demonstration project described in paragraph  
4           (2) of this subsection for the purpose of—

5                   (A) assessing the sufficiency of hiring au-  
6                   thorities to meet the hiring needs of Executive  
7                   agencies in positions that require critical skills;  
8                   and

9                   (B) determining whether changes are need-  
10                  ed in methods of establishing qualification re-  
11                  quirements for, recruitment for, and appoint-  
12                  ment to, positions described in subparagraph  
13                  (A).

14           (2) PROJECT DESCRIBED.—Under the dem-  
15           onstration project under paragraph (1), an Execu-  
16           tive agency shall appoint—

17                   (A) students to internship programs for  
18                   the purpose of acquiring critical skills that ad-  
19                   dress the needs of the Executive agency; or

20                   (B) recent graduates to full-time positions  
21                   in the Executive agency that require critical  
22                   skills described in subparagraph (A).

23           (c) REPORT TO CONGRESS.—Not later than 60 days  
24           after the date on which the demonstration project under  
25           this section terminates, the Director shall submit to Con-

1 gress a report on the project, including the assessment and  
2 determination of the Director under subsection (b)(1).

3 (d) AUTHORIZATION OF APPROPRIATIONS.—There  
4 are authorized to be appropriated such sums as may be  
5 necessary to carry out the demonstration project under  
6 this section.

7 **SEC. 370. NONCOMPETITIVE ELIGIBILITY FOR FEDERAL**  
8 **DEVELOPMENTAL POSITIONS.**

9 (a) DEFINITIONS.—In this section:

10 (1) COMPETITIVE SERVICE.—The term “com-  
11 petitive service” has the meaning given the term in  
12 section 2102 of title 5, United States Code.

13 (2) FELLOWSHIP.—The term “fellowship”  
14 means a short-term employment opportunity (other  
15 than a post-fellowship service requirement), of not  
16 more than 2 years in length, that is intended to pro-  
17 vide the recipient with work experience with an Ex-  
18 ecutive agency or a military department that pre-  
19 pares the recipient for permanent employment with  
20 an Executive agency or a military department.

21 (3) INTERNSHIP.—The term “internship” has  
22 the meaning given the term “internship program” in  
23 section 3111a of title 5, United States Code.

24 (4) SCHOLARSHIP.—The term “scholarship”  
25 means—

1 (A) financial support paid by an Executive  
2 agency or a military department towards an in-  
3 dividual's cost of attendance at an institution of  
4 higher education that is authorized to partici-  
5 pate in a Federal student aid program under  
6 title IV of the Higher Education Act of 1965  
7 (20 U.S.C. 1070 et seq.) in a course of study  
8 leading to a credential in a critical skill or an-  
9 other program that requires the student to  
10 demonstrate an interest in or agreement to pur-  
11 sue a career in public service; or

12 (B) financial support paid by an Executive  
13 agency towards an individual's cost of procuring  
14 private instruction in a critical skill.

15 (5) THIRD-PARTY INTERNSHIP OR FELLOW-  
16 SHIP.—The term “third-party internship or fellow-  
17 ship” means an internship or a fellowship in the  
18 Federal Government that is facilitated and organized  
19 through a nongovernmental, third-party organization  
20 that has a formal arrangement with 1 or more Exec-  
21 utive agencies, or with the legislative branch, to pro-  
22 vide such internships or fellowships.

23 (b) APPOINTMENT IN COMPETITIVE SERVICE.—The  
24 head of any Executive agency or military department may  
25 appoint in the competitive service any individual who has

1 been certified by the Office of Personnel Management,  
2 within the 12-month period preceding the appointment, as  
3 having successfully completed any internship, scholarship,  
4 or fellowship program, or a third-party internship or fel-  
5 lowship.

6 (c) DOCUMENTATION.—The Director of the Office of  
7 Personnel Management, through the Executive Director of  
8 the Federal Fellowship and Scholarship Center established  
9 under section 361, shall issue such documentation as is  
10 necessary to certify individuals under subsection (b) as eli-  
11 gible for noncompetitive appointments in the competitive  
12 service.

13 **SEC. 371. FACILITATION OF FEDERAL EMPLOYEE**  
14 **RESKILLING.**

15 (a) DEFINITIONS.—In this section:

16 (1) COMPETITIVE SERVICE; EXCEPTED SERV-  
17 ICE.—The terms “competitive service” and “ex-  
18 cepted service” have the meanings given the terms  
19 in sections 2102 and 2103, respectively, of title 5,  
20 United States Code.

21 (2) FEDERAL RESKILLING PROGRAM.—The  
22 term “Federal reskilling program” means a program  
23 approved by the Director of the Office of Personnel  
24 Management to provide an employee serving in a po-  
25 sition in the competitive service or the excepted serv-



1 ice with technical skill or expertise that will enable  
2 such employee to continue work in the Federal Gov-  
3 ernment in a different position in the competitive or  
4 excepted service that requires such skill or expertise.

5 (b) REENTRY AT SAME OR HIGHER CLASS AND  
6 GRADE.—Any employee who successfully completes a Fed-  
7 eral reskilling program and transfers to a position in the  
8 Federal Government in the competitive or excepted service  
9 that requires technical skill or expertise provided to the  
10 employee in such Federal reskilling program shall, not-  
11 withstanding the classification requirements set out in  
12 chapter 51 of title 5, United States Code, serve in the  
13 new position at a class and grade at or higher than the  
14 class and grade of the position from which the employee  
15 transferred.

16 (c) GUIDANCE AND REGULATIONS.—Not later than  
17 120 days after the date of the enactment of this Act, the  
18 Director of the Office of Personnel Management shall  
19 issue—

20 (1) guidance on the approval process for Fed-  
21 eral reskilling programs; and

22 (2) regulations ensuring the rights of partici-  
23 pants described in subsection (b).

1 **SEC. 372. CIVILIAN CYBERSECURITY RESERVE PILOT**  
2 **PROJECT.**

3 (a) DEFINITIONS.—In this section:

4 (1) APPROPRIATE AGENCY HEAD.—The term  
5 “appropriate agency head” means—

6 (A) in the case of the Department of  
7 Homeland Security, the Secretary of Homeland  
8 Security; and

9 (B) in the case of the National Security  
10 Agency, the director of the National Security  
11 Agency.

12 (2) COMPETITIVE SERVICE.—The term “com-  
13 petitive service” has the meaning given that term in  
14 section 2102 of title 5, United States Code.

15 (3) COVERED AGENCY.—The term “covered  
16 agency” means the Department of Homeland Secu-  
17 rity or the National Security Agency.

18 (4) UNIFORMED SERVICES.—The term “uni-  
19 formed services” has the meaning given that term in  
20 section 2101 of title 5, United States Code.

21 (b) PURPOSE.—The purpose of this section is to es-  
22 tablish a Civilian Cybersecurity Reserve as a pilot project  
23 to provide to the Federal Government trained and quali-  
24 fied civilian personnel who have previously served with the  
25 Federal Government or in the uniformed services and pos-  
26 sess cybersecurity expertise, in order to address cybersecu-

1 rity needs of the United States to protect the national se-  
2 curity of the United States.

3 (c) PILOT PROJECT.—

4 (1) IN GENERAL.—Each appropriate agency  
5 head may carry out a pilot project to establish a Ci-  
6 vilian Cybersecurity Reserve at the covered agency.

7 (2) NONCOMPETITIVE APPOINTMENT.—Under a  
8 pilot project authorized under paragraph (1), the ap-  
9 propriate agency head may noncompetitively appoint  
10 members of the Civilian Cybersecurity Reserve to  
11 temporary positions in the competitive service.

12 (d) ELIGIBILITY; APPLICATION AND SELECTION.—

13 (1) IN GENERAL.—Under a pilot project au-  
14 thorized under subsection (c), the appropriate agen-  
15 cy head shall establish criteria for—

16 (A) individuals to be eligible for the Civil-  
17 ian Cybersecurity Reserve in the covered agen-  
18 cy; and

19 (B) the application and selection processes  
20 for the Reserve.

21 (2) REQUIREMENTS FOR INDIVIDUALS.—The  
22 criteria established under paragraph (1)(A) with re-  
23 spect to an individual shall include—

1 (A) previous employment by the Federal  
2 Government or within the uniformed services;  
3 and

4 (B) cybersecurity expertise.

5 (3) AGREEMENT REQUIRED.—An individual  
6 may become a member of the Civilian Cybersecurity  
7 Reserve only if the individual enters into an agree-  
8 ment with the appropriate agency head to become  
9 such a member. The agreement shall set forth the  
10 rights and obligations of the individual and the cov-  
11 ered agency.

12 (4) EXCEPTION FOR CONTINUING MILITARY  
13 SERVICE COMMITMENTS.—A member of the Selected  
14 Reserve under section 10143 of title 10, United  
15 States Code, may not be a member of the Civilian  
16 Cybersecurity Reserve.

17 (e) COMPONENTS OF THE CIVILIAN CYBERSECURITY  
18 RESERVE.—The appropriate agency head may consider,  
19 in carrying out a pilot project authorized under subsection  
20 (c), developing different components of the Civilian Cyber-  
21 security Reserve in the covered agency, one with an obliga-  
22 tion to respond when called into activation at the direction  
23 of the appropriate agency head and one that is not com-  
24 pelled to so respond, with appropriate corresponding dif-  
25 fering benefits for each such component.

1       (f) SECURITY CLEARANCES.—The appropriate agen-  
2 cy head shall ensure that all members of the Civilian Cy-  
3 bersecurity Reserve in the covered agency have an active  
4 security clearance in accordance with Executive Order  
5 12968 (50 U.S.C. 3161 note; relating to access to classi-  
6 fied information) and Executive Order 13467 (50 U.S.C.  
7 3161 note; relating to reforming processes related to suit-  
8 ability for Government employment, fitness for contractor  
9 employees, and eligibility for access to classified national  
10 security information).

11       (g) PROJECT GUIDANCE.—

12           (1) IN GENERAL.—Not later than 180 days  
13 after the date of the enactment of this Act, each ap-  
14 propriate agency head may issue guidance estab-  
15 lishing and implementing a pilot project authorized  
16 under subsection (c) at the covered agency.

17           (2) PENALTIES.—In developing guidance under  
18 paragraph (1), an appropriate agency head may pro-  
19 vide for penalties for individuals who do not respond  
20 to activation when called, such as loss of security  
21 clearance, recoupment of pay or benefits earned as  
22 a member of the Civilian Cybersecurity Reserve, or  
23 recoupment of civilian service creditable under sec-  
24 tion 8411 of title 5, United States Code.

1 (h) EVALUATION.—Not later than 5 years after the  
2 pilot project authorized under subsection (c) is established  
3 in each covered agency, the Comptroller General of the  
4 United States shall—

5 (1) conduct a study evaluating the pilot project  
6 at that agency; and

7 (2) submit to Congress—

8 (A) a report on the results of the study;  
9 and

10 (B) a recommendation with respect to  
11 whether the pilot project should be modified,  
12 extended in duration, or established as a per-  
13 manent program.

14 (i) AUTHORIZATION OF APPROPRIATIONS.—There  
15 are authorized to be appropriated to each appropriate  
16 agency head such sums as may be necessary to carry out  
17 this section.

18 **SEC. 373. EXPANSION OF CYBER TALENT MANAGEMENT**  
19 **SYSTEM.**

20 (a) EXPANSION OF CYBER TALENT MANAGEMENT  
21 SYSTEM.—Subject to subsection (b), the head of any Ex-  
22 ecutive agency, as defined in section 105 of title 5, United  
23 States Code, may exercise the authorities under section  
24 2208 of the Homeland Security Act of 2002 (6 U.S.C.

1 658) to the same extent as the Secretary of Homeland  
 2 Security may exercise such authorities.

3 (b) COORDINATION BY SECRETARY OF HOMELAND  
 4 SECURITY.—The Secretary of Homeland Security shall  
 5 coordinate with the heads of Executive agencies to facili-  
 6 tate the exercise of authorities under subsection (a).

7 **SEC. 374. PERSONNEL POLICY DEMONSTRATION PROJECT**  
 8 **FOR FEDERAL AGENCIES WITH EMPLOYEES**  
 9 **IN SCIENCE, TECHNOLOGY, ENGINEERING,**  
 10 **AND MATHEMATICS FIELDS.**

11 (a) ESTABLISHMENT.—The Director of the Office of  
 12 Personnel Management, in consultation with the heads of  
 13 the agencies specified in subsection (b), shall develop and  
 14 implement a personnel policy demonstration project to as-  
 15 sess innovative approaches to new personnel policies for  
 16 employees, that may include implementing—

- 17 (1) more flexible job classifications;
- 18 (2) competency-based hiring;
- 19 (3) market-based pay;
- 20 (4) promotion based on experience, skill, and
- 21 performance; and
- 22 (5) streamlined personnel transfers between
- 23 agencies.

24 (b) AGENCIES.—The agencies referred to in sub-  
 25 section (a) are—

1           (1) the National Aeronautics and Space Admin-  
2       istration;

3           (2) the Department of Energy;

4           (3) the National Science Foundation;

5           (4) the Department of Commerce;

6           (5) the Department of the Interior;

7           (6) the Environmental Protection Agency; and

8           (7) not more than 2 additional agencies, which  
9       the Director of the Office of Personnel Management  
10      may designate, that have significant numbers of em-  
11      ployees in positions that require skills in science,  
12      technology, engineering, or mathematics.

13       (c) PARTICIPATION.—The head of each agency re-  
14      ferred to in subsection (b) may determine whether the  
15      agency will participate in the personnel demonstration  
16      project under this section, and, if the agency head deter-  
17      mines that the agency will so participate, whether the  
18      project will apply to current employees of that agency, cur-  
19      rent employees of 1 or more components of that agency,  
20      newly hired employees of that agency, or newly hired em-  
21      ployees of 1 or more components of that agency.

22       (d) DURATION AND SIZE OF PROJECT.—

23           (1) IN GENERAL.—Except as provided in para-  
24      graph (2), the demonstration project under this sec-



1       tion shall be carried out for a 10-year period begin-  
2       ning on the date of enactment of this Act.

3           (2) EXTENSION.—The Director of the Office of  
4       Personnel Management may extend the demonstra-  
5       tion project under this section for an additional 10-  
6       year period.

7           (3) TOTAL NUMBER OF EMPLOYEES.—The total  
8       number of Federal employees included in the dem-  
9       onstration project in any 1-year period may not ex-  
10      ceed 10 percent of the total number of Federal civil-  
11      ian employees in all Executive agencies (as defined  
12      in section 105 of title 5, United States Code) in the  
13      preceding 1-year period.

14      (e) AUTHORIZATION OF APPROPRIATIONS.—There  
15      are authorized to be appropriated such sums as may be  
16      necessary to carry out this section.

17   **SEC. 375. DEVELOPMENT OF PROPOSAL FOR SIMPLIFIED**  
18                   **PERSONNEL SYSTEM FOR VETERANS HEALTH**  
19                   **ADMINISTRATION.**

20      (a) IN GENERAL.—The Secretary of Veterans Affairs  
21      shall develop a legislative proposal to establish, under title  
22      38, United States Code, a single personnel system that—

23           (1) applies to all positions in the Veterans  
24      Health Administration;

1           (2) applies best practices from the private sec-  
2           tor to human capital management; and

3           (3) supports pay and benefits that are competi-  
4           tive with pay and benefits for health care delivery  
5           systems in the private sector.

6           (b) MATTERS TO CONSIDER.—In developing the pro-  
7           posal under subsection (a), the Secretary shall—

8           (1) draw from, in addition to other resources,  
9           the applicable research and conclusions of the Com-  
10          mission on Care established under section 202 of the  
11          Veterans Access, Choice, and Accountability Act of  
12          2014 (Public Law 113–146; 38 U.S.C. 1701 note),  
13          including recommendation number 15 of the Com-  
14          mission as set forth in the final report of the Com-  
15          mission submitted under subsection (b)(3)(B) of  
16          such section, dated June 30, 2016, and titled,  
17          “Final Report of the Commission on Care”; and

18          (2) consult with the heads of other Federal  
19          agencies that operate health care delivery systems,  
20          employees of the Veterans Health Administration,  
21          and labor unions that represent employees of the  
22          Veterans Health Administration.

23          (c) AVAILABILITY OF PROPOSAL.—The Secretary  
24          shall make the proposal developed under subsection (a)

1 available for use by other Federal agencies that operate  
2 health care delivery systems.

3 (d) REPORT.—Not later than one year after the date  
4 of the enactment of this Act, the Secretary shall submit  
5 to the Committee on Veterans' Affairs of the Senate and  
6 the Committee on Veterans' Affairs of the House of Rep-  
7 resentatives a report containing the proposal developed  
8 under subsection (a).

9 **SEC. 376. PORTABILITY OF HEALTH CARE LICENSURE FOR**  
10 **FEDERAL EMPLOYEES.**

11 (a) PORTABILITY OF LICENSURE FOR FEDERAL  
12 HEALTH CARE PROFESSIONALS.—Notwithstanding any  
13 other provision of law regarding the licensure of health  
14 care providers, a health care professional described in sub-  
15 section (b) may practice, at any location in any State, the  
16 District of Columbia, the Commonwealth of Puerto Rico,  
17 or any other territory or possession of the United States,  
18 the health profession or professions for which the health  
19 care professional has a license described in subsection  
20 (b)(2), regardless of where such health care professional  
21 or the patient involved is located, if the practice is within  
22 the scope of the authorized Federal duties of such health  
23 care professional.

24 (b) INDIVIDUALS DESCRIBED.—A health care profes-  
25 sional described in this subsection is a Federal employee—

1           (1) who is credentialed and privileged at a Fed-  
2       eral health care institution;

3           (2) who has a current license to practice medi-  
4       cine, osteopathic medicine, dentistry, psychology,  
5       nursing, therapy, or another health profession; and

6           (3) who is performing authorized duties for the  
7       Federal Government to practice the health profes-  
8       sion described in paragraph (2) for which such li-  
9       cense was issued.

10       (c) DEFINITION OF LICENSE.—As used in this sec-  
11     tion, the term “license” means a grant of permission by  
12     an official agency of a State, the District of Columbia,  
13     the Commonwealth of Puerto Rico, or any other territory  
14     or possession of the United States to provide health care  
15     independently as a health care professional and includes,  
16     in the case of such care furnished in a foreign country  
17     by any person who is not a national of the United States,  
18     a grant of permission by an official agency of that foreign  
19     country for that person to provide health care independ-  
20     ently as a health care professional.

1   **TITLE IV—STRENGTHENING OF**  
2       **NATIONAL MOBILIZATION**

3   **SEC. 401. MODERNIZATION OF THE SELECTIVE SERVICE**  
4       **SYSTEM.**

5       (a) REFERENCE.—Except as expressly provided oth-  
6   erwise, any reference in this section to a section or other  
7   provision shall be deemed to be a reference to that section  
8   or other provision of the Military Selective Service Act (50  
9   U.S.C. 3801 et seq.).

10      (b) PURPOSE OF SELECTIVE SERVICE.—Section 1(b)  
11   (50 U.S.C. 3801(b)) is amended—

12          (1) by striking “armed strength” and inserting  
13      “military strength”;

14          (2) by striking “insure” and inserting “ensure”;  
15      and

16          (3) by inserting before the period at the end the  
17      following: “by ensuring adequate personnel with the  
18      requisite capabilities to meet the mobilization needs  
19      of the Department of Defense during a national  
20      emergency and not solely to provide combat replace-  
21      ments”.

22      (c) SOLEMNITY OF MILITARY SERVICE.—Section 3  
23   (50 U.S.C. 3802) is amended by adding at the end the  
24   following:

1       “(c) Regulations prescribed pursuant to subsection  
2 (a) shall include methods to convey to every person re-  
3 quired to register the solemn obligation for military service  
4 in the event of a military draft.”.

5       (d) EXPANDED REGISTRATION TO ALL AMERI-  
6 CANS.—

7           (1) Section 3(a) (50 U.S.C. 3802(a)) is amend-  
8 ed—

9               (A) by striking “male citizen” and insert-  
10 ing “citizen”;

11              (B) by striking “male person” and insert-  
12 ing “person”;

13              (C) by striking “present himself” and in-  
14 serting “appear”; and

15              (D) by striking “so long as he” and insert-  
16 ing “so long as such alien”.

17           (2) Section 4(e) (50 U.S.C. 3803(e)) is amend-  
18 ed by striking “enlisted men” and inserting “en-  
19 listed persons”.

20           (3) Section 5 (50 U.S.C. 3805) is amended—

21               (A) in subsection (a)(1)—

22                   (i) by striking “race or color” and in-  
23 serting “race, color, sex, or gender”; and

24                   (ii) by striking “call for men” and in-  
25 serting “call for persons”; and

1 (B) in subsection (b), by striking “men”  
2 each place it appears and inserting “persons”.

3 (4) Section 6 (50 U.S.C. 3806) is amended—

4 (A) in subsection (a)(1)—

5 (i) by striking “enlisted men” and in-  
6 serting “enlisted persons”; and

7 (ii) by striking “accrue to him” and  
8 inserting “accrue to such alien”; and

9 (B) in subsection (h)—

10 (i) by striking “(other than wives  
11 alone, except in cases of extreme hard-  
12 ship)”; and

13 (ii) by striking “wives and children”  
14 and inserting “spouses and children”.

15 (5) Section 10(b)(3) (50 U.S.C. 3809(b)(3)) is  
16 amended—

17 (A) by striking “the President is re-  
18 quested” and all that follows through “within  
19 its jurisdiction” and inserting “the President is  
20 requested to appoint the membership of each  
21 local board so that each board has both male  
22 and female members and, to the maximum ex-  
23 tent practicable, it is proportionately represent-  
24 ative of the race, national origin, and sex of  
25 those registrants within its jurisdiction”; and

1 (B) by striking “race or national origin”  
2 and inserting “race, sex, or national origin”.

3 (6) Section 16(a) (50 U.S.C. 3814(a)) is  
4 amended by striking “men” and inserting “persons”.

5 (e) MAINTAINING THE HEALTH OF THE SELECTIVE  
6 SERVICE SYSTEM.—Section 10(a) (50 U.S.C. 3809(a)) is  
7 amended by adding at the end the following new para-  
8 graph:

9 “(5) The Selective Service System shall conduct  
10 exercises periodically of all mobilization plans, sys-  
11 tems, and processes to evaluate and test the effec-  
12 tiveness of such plans, systems, and processes. Once  
13 every 4 years, the exercise shall include the full  
14 range of internal and interagency procedures to en-  
15 sure functionality and interoperability and may take  
16 place as part of the Department of Defense mobili-  
17 zation exercise under section 10208 of title 10,  
18 United States Code. The Selective Service System  
19 shall conduct a public awareness campaign in con-  
20 junction with each exercise to communicate the pur-  
21 pose of the exercise to the public.”.

22 (f) DUE PROCESS FOR FAILURE TO REGISTER.—

23 (1) Section 12 (50 U.S.C. 3811) is amended—

24 (A) in subsection (f)—



1 (i) in paragraph (2), by inserting be-  
2 fore the period at the end “or proof of reg-  
3 istration in accordance with subsection  
4 (g)”;

5 (ii) in paragraph (3)—

6 (I) in the first sentence, by strik-  
7 ing “compliance” and inserting “com-  
8 pliance or proof of registration”; and

9 (II) in the second sentence, by  
10 inserting before the period at the end  
11 “or proof of registration”; and

12 (iii) in paragraph (4), in the second  
13 sentence—

14 (I) by striking “thereunder” and  
15 inserting “thereunder, or failure to  
16 provide proof of registration in ac-  
17 cordance with subsection (g),”; and

18 (II) by inserting before the pe-  
19 riod at the end “or has registered in  
20 accordance with subsection (g)”;

21 (B) in subsection (g)—

22 (i) in paragraph (1), by striking “;  
23 and” and inserting “and the person shows  
24 by a preponderance of the evidence that  
25 the failure of the person to register was

1 not a knowing and willful failure to reg-  
2 ister; or”; and

3 (ii) by amending paragraph (2) to  
4 read as follows:

5 “(2) the person was provided notice of the per-  
6 son’s failure to register and the person registered  
7 within 30 days with the Selective Service System, re-  
8 gardless of the person’s age at the time of registra-  
9 tion.”.

10 (g) TECHNICAL AND CONFORMING AMENDMENTS.—

11 The Military Selective Service Act is amended—

12 (1) in section 4 (50 U.S.C. 3803)—

13 (A) in subsection (a) in the third undesig-  
14 nated paragraph—

15 (i) by striking “his acceptability in all  
16 respects, including his” and inserting  
17 “such person’s acceptability in all respects,  
18 including such person’s”; and

19 (ii) by striking “he may prescribe”  
20 and inserting “the President may pre-  
21 scribe”;

22 (B) in subsection (c)—

23 (i) in paragraph (2), by striking “any  
24 enlisted member” and inserting “any per-  
25 son who is an enlisted member”; and

1 (ii) in paragraphs (3), (4), and (5), by  
2 striking “in which he resides” and insert-  
3 ing “in which such person resides”;

4 (C) in subsection (g), by striking “coordi-  
5 nate with him” and inserting “coordinate with  
6 the Director”; and

7 (D) in subsection (k)(1), by striking “find-  
8 ing by him” and inserting “finding by the  
9 President”;

10 (2) in section 5(d) (50 U.S.C. 3805(d)), by  
11 striking “he may prescribe” and inserting “the  
12 President may prescribe”;

13 (3) in section 6 (50 U.S.C. 3806)—

14 (A) in subsection (c)(2)(D), by striking  
15 “he may prescribe” and inserting “the Presi-  
16 dent may prescribe”;

17 (B) in subsection (d)(3), by striking “he  
18 may deem appropriate” and inserting “the  
19 President considers appropriate”; and

20 (C) in subsection (h), by striking “he may  
21 prescribe” each place it appears and inserting  
22 “the President may prescribe”;

23 (4) in section 10 (50 U.S.C. 3809)—

24 (A) in subsection (b)—

25 (i) in paragraph (3)—

1 (I) by striking “He shall create”  
2 and inserting “The President shall  
3 create”; and

4 (II) by striking “upon his own  
5 motion” and inserting “upon the  
6 President’s own motion”;

7 (ii) in paragraph (4), by striking “his  
8 status” and inserting “such individual’s  
9 status”; and

10 (iii) in paragraphs (4), (6), (8), and  
11 (9), by striking “he may deem” each place  
12 it appears and inserting “the President  
13 considers”; and

14 (B) in subsection (c), by striking “vested  
15 in him” and inserting “vested in the Presi-  
16 dent”;

17 (5) in section 13(b) (50 U.S.C. 3812(b)), by  
18 striking “regulation if he” and inserting “regulation  
19 if the President”;

20 (6) in section 15 (50 U.S.C. 3813)—

21 (A) in subsection (b), by striking “his”  
22 each place it appears and inserting “the reg-  
23 istrant’s”; and

24 (B) in subsection (d), by striking “he may  
25 deem” and inserting “the President considers”;

1 (7) in section (16)(g) (50 U.S.C. 3814(g))—

2 (A) in paragraph (1), by striking “who as  
3 his regular and customary vocation” and insert-  
4 ing “who, as such person’s regular and cus-  
5 tomary vocation,”; and

6 (B) in paragraph (2)—

7 (i) by striking “one who as his cus-  
8 tomary vocation” and inserting “a person  
9 who, as such person’s customary voca-  
10 tion,”; and

11 (ii) by striking “he is a member” and  
12 inserting “such person is a member”;

13 (8) in section (18)(a) (50 U.S.C. 3816(a)), by  
14 striking “he is authorized” and inserting “the Presi-  
15 dent is authorized”;

16 (9) in section 21 (50 U.S.C. 3819)—

17 (A) by striking “he is sooner” and insert-  
18 ing “sooner”;

19 (B) by striking “he” each subsequent place  
20 it appears and inserting “such member”; and

21 (C) by striking “his consent” and inserting  
22 “such member’s consent”;

23 (10) in section 22(b) (50 U.S.C. 38290(b)), in  
24 paragraphs (1) and (2), by striking “his” each place  
25 it appears and inserting “the registrant’s”; and

1           (11) except as otherwise provided in this sec-  
2       tion—

3                   (A) by striking “he” each place it appears  
4                   and inserting “such person”;

5                   (B) by striking “his” each place it appears  
6                   and inserting “such person’s”;

7                   (C) by striking “him” each place it ap-  
8                   pears and inserting “such person”; and

9                   (D) by striking “present himself” each  
10                  place it appears in section 12 (50 U.S.C. 3811)  
11                  and inserting “appear”.

12       (h) CONFORMING AMENDMENTS TO OTHER LAWS.—

13                  (1) Section 3328 of title 5, United States Code,  
14       is amended by striking subsection (a) and inserting  
15       the following:

16       “(a) An individual who was required to register under  
17       section 3 of the Military Selective Service Act (50 U.S.C.  
18       3803) but failed to meet the registration requirements of  
19       section 3 of that Act shall be ineligible for appointment  
20       to a position in an Executive agency, unless—

21                  “(1) the requirement for the person to so reg-  
22       ister has terminated or become inapplicable to the  
23       person and the person shows by a preponderance of  
24       the evidence that the failure of the person to register  
25       was not a knowing and willful failure to register; or

1           “(2) the person was provided notice of the per-  
2           son’s failure to register and the person registered  
3           within 30 days with the Selective Service System, re-  
4           gardless of the person’s age at the time of registra-  
5           tion.”.

6           (2) Section 484(n) of the Higher Education Act  
7           of 1965 (20 U.S.C. 1091(n)) is amended by striking  
8           “(50 U.S.C. App. 462(f))” and inserting “(50  
9           U.S.C. 3811(f))”.

10          (i) EFFECTIVE DATE.—The amendments made by  
11       this section shall take effect on the date of the enactment  
12       of this Act, except that the amendments made by sub-  
13       sections (d) and (h)(1) shall take effect 1 year after such  
14       date of enactment.

15       **SEC. 402. REPORT ON EXEMPTIONS AND DEFERMENTS FOR**  
16                               **A POSSIBLE MILITARY DRAFT.**

17       Not later than 120 days after the date of the enact-  
18       ment of this Act, the Director of the Selective Service Sys-  
19       tem, in coordination with the Secretary of Defense and  
20       the Secretary of Homeland Security, shall submit to Con-  
21       gress a report providing a review of exemptions and  
22       deferments from registration, training, and service under  
23       the Military Selective Service Act (50 U.S.C. 3801 et seq.)  
24       and of proposed revisions to those exemptions and  
25       deferments, taking into account amendments to the Mili-

1 tary Selective Service Act under section 401(d) of this Act  
2 to require registration of all United States citizens and  
3 persons residing in the United States.

4 **SEC. 403. RESPONSIBILITIES FOR NATIONAL MOBILIZA-**  
5 **TION; PERSONNEL REQUIREMENTS.**

6 (a) LEAD OFFICIAL FOR NATIONAL MOBILIZA-  
7 TION.—The President shall designate an employee of the  
8 National Security Council to serve as lead national mobili-  
9 zation official, whose duties and responsibilities shall in-  
10 clude coordinating the planning and execution of any na-  
11 tional effort to mobilize government and industry to re-  
12 spond to a national emergency.

13 (b) EXECUTIVE AGENT FOR NATIONAL MOBILIZA-  
14 TION.—The Secretary of Defense shall designate a senior  
15 official within the Office of the Secretary of Defense as  
16 the Executive Agent for National Mobilization. The Exec-  
17 utive Agent for National Mobilization shall be responsible  
18 for—

19 (1) developing, managing, and coordinating pol-  
20 icy and plans that address the full spectrum of mili-  
21 tary mobilization readiness, including full mobiliza-  
22 tion of personnel from volunteers to draftees in the  
23 event of a draft activation;

24 (2) providing Congress and the Selective Serv-  
25 ice System with updated requirements and timelines



1       for obtaining draft inductees in the event of a na-  
2       tional emergency requiring mass mobilization and  
3       activation of the draft; and

4           (3) providing Congress with a plan, developed  
5       in coordination with the Selective Service System, to  
6       induct large numbers of volunteers who may respond  
7       to a national call for volunteers during an emer-  
8       gency.

9       (c) REPORT REQUIRED.—Not later than one year  
10   after the date of the enactment of this Act, the Secretary  
11   of Defense shall submit to Congress a plan for obtaining  
12   draft inductees as part of a mobilization timeline for the  
13   Selective Service System. The plan shall include a descrip-  
14   tion of resources, locations, and capabilities of the Armed  
15   Forces required to train, equip, and integrate drafted per-  
16   sonnel into the total force, addressing scenarios that would  
17   include 300,000, 600,000, and 1,000,000 new volunteer  
18   and drafted personnel. The plan may be provided in classi-  
19   fied form.

20   **SEC. 404. ENHANCEMENTS TO NATIONAL MOBILIZATION**  
21                   **EXERCISES.**

22       Section 10208 of title 10, United States Code, is  
23   amended by adding at the end the following new sub-  
24   section:

1       “(c)(1) The Secretary shall, beginning in the first fis-  
2 cal year that begins after the date of the enactment of  
3 this subsection, and every 5 years thereafter, as part of  
4 the major mobilization exercise under subsection (a), in-  
5 clude the processes of the Selective Service System in  
6 preparation for a draft, and submit to Congress a report  
7 on the results of this exercise. The report may be sub-  
8 mitted in classified form.

9       “(2) The exercise under this subsection—

10           “(A) shall include a review of national mobiliza-  
11 tion strategic and operational concepts;

12           “(B) shall include a simulation of a mobiliza-  
13 tion of all armed forces and reserve units, with plans  
14 and processes for incorporating Selective Service  
15 System inductees; and

16           “(C) shall involve the Selective Service System,  
17 the Department of Homeland Security, the Depart-  
18 ment of Commerce, the Department of Labor, and  
19 other relevant interagency stakeholders.”.

20 **SEC. 405. CRITICAL SKILLS FOR THE DEPARTMENT OF DE-**  
21 **FENSE.**

22       (a) FINDINGS.—Congress makes the following find-  
23 ings:

1           (1) The Department of Defense needs a work-  
2           force of skilled individuals to meet the national secu-  
3           rity challenges facing the United States.

4           (2) As the Department develops tools to bring  
5           individuals with critical skills into civilian and mili-  
6           tary service, it must identify the type and number  
7           of critically skilled personnel that are needed.

8           (b) CRITICAL SKILLS AND SKILLED INDIVIDUALS.—

9           (1) IN GENERAL.—The Secretary of Defense,  
10          acting through the Under Secretary of Defense for  
11          Personnel and Readiness, shall develop and maintain  
12          a list of the critical skills and numbers of skilled in-  
13          dividuals needed for the Department of Defense, the  
14          Armed Forces, and the National Guard.

15          (2) CRITICAL SKILLS.—For purposes of this  
16          section, critical skills are those skills for which the  
17          Department has a critical need, such as medical,  
18          dental, and nursing skills, language skills, cyber  
19          skills, and science, technology, engineering, and  
20          mathematics skills.

21          (c) RESPONSIBILITY.—

22          (1) IN GENERAL.—The Under Secretary of De-  
23          fense for Personnel and Readiness shall ensure that  
24          the list developed under subsection (b) is updated  
25          annually in accordance with paragraph (2).

1           (2) COORDINATION.—The Under Secretary  
 2       shall develop, maintain, and update the list of crit-  
 3       ical skills in close consultation with each military de-  
 4       partment, through its Assistant Secretaries for Man-  
 5       power and Reserve Affairs, with the Chief of the Na-  
 6       tional Guard Bureau, with the Director of the Selec-  
 7       tive Service System, and with the Council on Mili-  
 8       tary, National, and Public Service established under  
 9       section 201.

10          (3) IMPLEMENTATION.—The Under Secretary  
 11       shall implement the list of critical skills under this  
 12       section not later than January 1, 2022.

13 **SEC. 406. INDIVIDUAL READY RESERVE FOR CRITICAL**  
 14 **SKILLS.**

15       (a) INDIVIDUAL READY RESERVE.—

16           (1) IN GENERAL.—Chapter 1005 of title 10,  
 17       United States Code, is amended by inserting after  
 18       section 10144 the following new section:

19 **“§ 10144a. Ready Reserve: Individual Ready Reserve**  
 20 **for Critical Skills**

21       “(a) IN GENERAL.—For the purpose of recruiting  
 22       personnel with the requisite critical skills, the Secretary  
 23       of each military department, under the direction of the  
 24       President, may establish and maintain an Individual  
 25       Ready Reserve for Critical Skills within the Ready Reserve

1 of each of the reserve components under the jurisdiction  
2 of such Secretary.

3 “(b) MEMBERSHIP REQUIREMENTS.—The Secretary  
4 of Defense shall outline the requirements for membership  
5 in the Individual Ready Reserve for Critical Skills, includ-  
6 ing providing guidance on—

7 “(1) a means for each armed force to establish  
8 qualifying critical skills for inclusion in its Individual  
9 Ready Reserve for Critical Skills;

10 “(2) the standards and process for selection of  
11 individuals who are not otherwise in a reserve status  
12 to qualify for Individual Ready Reserve for Critical  
13 Skills of an armed force;

14 “(3) requirements for screening and re-evalua-  
15 tion of members in the Individual Ready Reserve for  
16 Critical Skills;

17 “(4) the training and obligations required for  
18 members in the Individual Ready Reserve for Crit-  
19 ical Skills; and

20 “(5) the use of allowances and nonmonetary in-  
21 centives to retain members in the Individual Ready  
22 Reserve for Critical Skills.

23 “(c) MOBILIZATION.—

24 “(1) ACTIVE DUTY.—A member of the Indi-  
25 vidual Ready Reserve for Critical Skills may be or-

1       dered to active duty without the consent of the mem-  
 2       ber in accordance with section 12304, or in accord-  
 3       ance with any other provision of law authorizing ac-  
 4       tivation of Individual Ready Reserve members.

5               “(2) ELIGIBILITY FOR BENEFITS.—A member  
 6       of the Individual Ready Reserve for Critical Skills  
 7       who is mobilized under paragraph (1) shall be eligi-  
 8       ble for benefits available to members of the Selected  
 9       Reserve.”.

10              (2) CLERICAL AMENDMENT.—The table of sec-  
 11       tions at the beginning of chapter 1005 of such title  
 12       is amended by inserting after the item relating to  
 13       section 10144 the following new item:

“10144a. Ready Reserve: Individual Ready Reserve for Critical Skills.”.

14              (b) CONFORMING AMENDMENTS.—Section 12304(a)  
 15       of title 10, United States Code, is amended—

16              (1) by striking “or any member” and inserting  
 17       “any member”; and

18              (2) by inserting “, or any member in the Indi-  
 19       vidual Ready Reserve for Critical Skills” after “by  
 20       the Secretary concerned,”.

21              (c) AUTHORIZATION OF APPROPRIATIONS.—There  
 22       are authorized to be appropriated such sums as may be  
 23       necessary to carry out this section.

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