

AMENDMENT TO H.R. 6395

OFFERED BY MS. HOULAHAN OF PENNSYLVANIA

At the end of the bill, add the following new division:

1 **DIVISION E—INSPIRE TO SERVE**
2 **ACT**

3 **SECTION 5101. SHORT TITLE.**

4 This division may be cited as the “Inspire to Serve
5 Act of 2020”.

6 **SEC. 5102. TABLE OF CONTENTS.**

7 The table of contents for this division is as follows:

DIVISION E—[]

Sec. 5101. Short title.

Sec. 5102. Table of contents.

TITLE I—PRIORITIZATION OF CIVIC EDUCATION AND SERVICE
LEARNING

Sec. 5201. Civic education fund.

Sec. 5202. Service-learning fund.

Sec. 5203. National civics assessment.

Sec. 5204. Excellence in civics award.

Sec. 5205. Development of material on civic education and effective citizenship.

Sec. 5206. Sense of Congress regarding the importance of teachers in inspiring
civic engagement.

TITLE II—ELEVATION AND INTEGRATION OF ALL FORMS OF
SERVICE

Sec. 5301. Council on Military, National, and Public Service.

Sec. 5302. Internet-based service platform.

Sec. 5303. Pilot program to coordinate military, national, and public service re-
cruitment.

Sec. 5304. Joint market research and recruiting program to advance military
and national service.

Sec. 5305. Information sharing to advance military and national service.

Sec. 5306. Transition opportunities for military servicemembers and national
service participants.

Sec. 5307. Joint report to Congress on initiatives to integrate military and national service.

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

Sec. 5400. Definitions.

Subtitle A—Advancement of Military Service

- Sec. 5401. New personnel management structure for military specialists.
- Sec. 5402. Pre-service tuition grant program.
- Sec. 5403. Pilot program on technical civilian professional credentials.
- Sec. 5404. Expansion of Junior Reserve Officers' Training Corps Program.
- Sec. 5405. Expansion of Cyber Institutes Program.
- Sec. 5406. Temporary authority for targeted recruitment incentives.
- Sec. 5407. Multiyear appropriations for marketing and advertising.

Subtitle B—Advancement of National Service

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- Sec. 5422. Expansion of youthbuild, youth conservation corps, and national guard youth challenge programs.
- Sec. 5423. National service public awareness campaign.
- Sec. 5424. Recognition of corporate contributions to national service.
- Sec. 5425. Corporation for national and community service demonstration projects.
- Sec. 5426. Peace Corps remote demonstration projects.
- Sec. 5427. National service living allowance increases.
- Sec. 5428. Senior Corps stipend increases.
- Sec. 5429. Wraparound support services for certain national service participants.
- Sec. 5430. National service educational award increases.
- Sec. 5431. Expanded use of national service educational award.
- Sec. 5432. Discounted end-of-service cash stipend for national service members.
- Sec. 5433. Exclusion of national service educational award from gross income.
- Sec. 5434. Transferability of national service educational award.
- Sec. 5435. Noncompetitive eligibility for full-time national service participants.
- Sec. 5436. Pension service credit for Federal service corps participants.
- Sec. 5437. Senior Corps competitive grant model.

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

- Sec. 5441. Enhanced awareness of the value of Federal public service.
- Sec. 5442. Responsibility for determining eligibility for hiring preferences and special hiring options.
- Sec. 5443. Enhancement of special hiring authorities for military veterans.
- Sec. 5444. Noncompetitive eligibility for high-performing civilian employees.
- Sec. 5445. Flexibility for temporary and term appointments.
- Sec. 5446. Criteria for granting direct-hire authority to agencies.
- Sec. 5447. Cafeteria plan for Federal employees.
- Sec. 5448. Modern benefits pilot program.
- Sec. 5449. Demonstration project flexibility for the Office of Personnel Management.
- Sec. 5450. Advanced assessment tools for Executive agency hiring.
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Sec. 5452. Evaluation of improvements to the Federal civil service personnel system.

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

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Sec. 5462. Public Service Corps.

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

4 **SEC. 5201. CIVIC EDUCATION FUND.**

5 (a) DEFINITIONS.—In this section:

6 (1) APPLIED CIVICS.—The term “applied
7 civics” means an educational program applying serv-

1 ice-learning methods to provide students with prac-
2 tical and experiential opportunities to apply their
3 civic knowledge and skills.

4 (2) CIVIC EDUCATION.—The term “civic edu-
5 cation” means an educational program that provides
6 participants with knowledge of law, government, and
7 the rights and responsibilities of citizens and skills
8 that enable participants to participate responsibly in
9 democracy.

10 (3) EDUCATIONAL SERVICE AGENCY AND STATE
11 EDUCATIONAL AGENCY.—The terms “educational
12 service agency” and “State educational agency”
13 have the meanings given those terms in section 8101
14 of the Elementary and Secondary Education Act of
15 1965 (20 U.S.C. 7801).

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

- 18 (A) any local educational agency;
- 19 (B) any State educational agency;
- 20 (C) any educational service agency;
- 21 (D) any institution of higher education;
- 22 (E) any community-based organization;
- 23 (F) any nonprofit, nongovernmental orga-
24 nization; or

1 (G) any consortium of entities described in
2 subparagraphs (A) through (F).

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

9 (6) INSTITUTION OF HIGHER EDUCATION.—The
10 term “institution of higher education” has the
11 meaning given that term in section 8101 of the Ele-
12 mentary and Secondary Education Act of 1965 (20
13 U.S.C. 7801).

14 (7) LOCAL EDUCATIONAL AGENCY.—The term
15 “local educational agency” has the meaning given
16 that term in section 8101 of the Elementary and
17 Secondary Education Act of 1965 (20 U.S.C. 7801)
18 and includes any tribally sanctioned educational au-
19 thority as defined in section 3201 of that Act (20
20 U.S.C. 7011).

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

22 (A) any elementary school or secondary
23 school as those terms are defined in section
24 8101 of the Elementary and Secondary Edu-
25 cation Act of 1965 (20 U.S.C. 7801); and

1 (B) any education program provided by the
2 Secretary of Defense under section 2164 of title
3 10, United States Code.

4 (9) SECRETARY.—The term “Secretary” means
5 the Secretary of Education.

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

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

14 (b) PROGRAM AUTHORIZED.—

15 (1) IN GENERAL.—The Secretary shall establish
16 and administer a Civic Education Fund from which
17 the Secretary makes grants under this section to eli-
18 gible entities, on a competitive basis, to support the
19 development and evaluation of civic education pro-
20 grams in schools.

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

23 (A) to promote and expand civic education
24 by supporting the development and implementa-
25 tion of high-quality civic education, applied

1 civics, and service-learning programming in
2 schools;

3 (B) to promote the development and imple-
4 mentation of evidence-based curricula and edu-
5 cational standards, and to provide teacher de-
6 velopment, with respect to civic education, ap-
7 plied civics, and service-learning programming
8 in schools; and

9 (C) to support State and local educational
10 agencies, institutions of higher education, and
11 nonprofit organizations in their efforts to sup-
12 port civic education, applied civics, and service-
13 learning in schools.

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

16 (1) IN GENERAL.—An eligible entity may apply
17 for a grant under this section for the purpose of
18 teacher development in civic education, applied
19 civics, and service-learning in schools. Such grant
20 may only be used—

21 (A) to train teachers in effective strategies
22 for instructing students in civic education, ap-
23 plied civics, and service-learning;

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

1 (C) to develop resources that teachers can
2 use in the classroom to improve civic education,
3 applied civics, and service-learning programs for
4 students;

5 (D) to coordinate with other local organi-
6 zations and community-based services and pro-
7 grams to provide hands-on civic learning devel-
8 opment opportunities; or

9 (E) to support any other programs de-
10 signed to ensure that teachers have the req-
11 uisite knowledge and skills to successfully teach
12 civic education and applied civics.

13 (2) GRANTS.—

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

20 (B) GENERAL GRANTS.—The remainder of
21 the funds made available for grants under this
22 subsection (but not more than 50 percent of
23 such funds) shall be granted on a competitive
24 basis to eligible entities for the purpose of

1 teacher development in civic education, applied
2 civics, and service learning in schools.

3 (d) DEVELOPMENT AND IMPLEMENTATION OF EF-
4 FECTIVE CIVIC EDUCATION, APPLIED CIVICS, AND SERV-
5 ICE-LEARNING PROGRAMS.—

6 (1) IN GENERAL.—An eligible entity may apply
7 for a grant under this section for activities to sup-
8 port effective civic education, applied civics, and
9 service-learning programs in schools. Such grant
10 may only be used—

11 (A) to establish a new, or improve an exist-
12 ing, civic education, applied civics, or service-
13 learning program;

14 (B) to evaluate the effect of such programs
15 on participants and increase the effectiveness of
16 such programs with respect to—

17 (i) understanding of United States
18 law, history, and government;

19 (ii) voting and other forms of political
20 and civic engagement;

21 (iii) critical thinking and media lit-
22 eracy;

23 (iv) interest in employment, and ca-
24 reers, in military, national, and public
25 service; and

1 (v) the ability of participants to col-
2 laborate and compromise with others to
3 solve problems;

4 (C) to develop and modify curricula relat-
5 ing to civic education, applied civics, and service
6 learning;

7 (D) to create and administer classroom ac-
8 tivities, thesis projects, individual or team
9 projects, internships, or community service ac-
10 tivities related to civics education;

11 (E) to collaborate with government enti-
12 ties, nonprofit organizations, or consortia of
13 such entities and organizations to provide stu-
14 dents with experiences related to civic edu-
15 cation; or

16 (F) to develop and support any other pro-
17 grams the Secretary deems crucial to the effi-
18 cacy of civic education, applied civics, or serv-
19 ice-learning programs.

20 (2) GRANTS.—

21 (A) RESERVATION OF FUNDS FOR HIGH-
22 NEED SCHOOLS.—Of the funds made available
23 for grants under this subsection, the Secretary
24 shall reserve not less than 50 percent for grants
25 for programs for students in high-need schools.

1 (B) GENERAL GRANTS.—The remainder of
2 the funds made available for grants under this
3 subsection (but not more than 50 percent of
4 such funds) shall be granted on a competitive
5 basis to eligible entities for programs that de-
6 velop and implement effective civic education,
7 applied civics, and service-learning programs in
8 schools.

9 (e) MATCHING FUNDS REQUIREMENTS.—

10 (1) REQUIREMENTS.—Except for grants for
11 high-need schools under subsections (c)(2)(A) and
12 (d)(2)(A), the Federal share of the cost of a pro-
13 gram that receives a grant under this section,
14 whether the grant is provided directly or as a
15 subgrant from the original recipient of the grant,
16 may not exceed 50 percent of such cost.

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

20 (A) may provide for such share through
21 contributions in cash or in kind, fairly evalu-
22 ated, including facilities, equipment, or services;
23 and

24 (B) may provide for such share through
25 non-Federal sources or from other Federal

1 sources (other than funds made available under
2 Federal programs administered by the Sec-
3 retary).

4 (3) WAIVER.—The Secretary may waive in
5 whole or in part the requirements of paragraph (1)
6 with respect to a recipient in any fiscal year if the
7 Secretary determines that such a waiver would be
8 equitable due to a lack of available financial re-
9 sources at the local level.

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

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

21 (g) REPORTS.—The Secretary shall, not later than
22 12 months after the date of the enactment of this Act and
23 every 12 months thereafter, submit a report to Congress
24 that contains the following:

1 (1) Information on all programs for which
2 grants were awarded under this section during the
3 preceding 12-month period, including detail on the
4 grant recipients, the programs funded by the grants,
5 and the schools involved in the programs funded by
6 the grants.

7 (2) An evaluation of the successes of all pro-
8 grams for which grants are awarded under this sec-
9 tion, noting in particular the successes of such pro-
10 grams in achieving—

11 (A) progress toward exposing all students
12 in schools to a robust civic education cur-
13 riculum by 2031; and

14 (B) increases in the number of students in
15 grades 4, 8, and 12 testing at or above the
16 “Proficient” level in the civics portion of the
17 National Assessment of Education Progress
18 Test under section 303 of the National Assess-
19 ment of Educational Progress Authorization
20 Act (20 U.S.C. 9622), as compared with the
21 last administration of such Assessment.

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

24 (4) Information regarding each recipient of a
25 grant under this section that uses Federal funds to

1 carry out the program for which the grant is pro-
2 vided, other than funds made available under pro-
3 grams administered by the Secretary.

4 (h) REGULATIONS.—The Secretary shall promulgate
5 such regulations as may be necessary to carry out this
6 section. Such regulations shall include—

7 (1) procedures for eligible entities to apply for
8 grants under this section;

9 (2) the competitive process for the awarding of
10 grants;

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

13 (4) reporting requirements by recipients of such
14 grants.

15 (i) AUTHORIZATION OF APPROPRIATIONS.—There
16 are authorized to be appropriated to the Civic Education
17 Fund established under this section for each fiscal year
18 not less than \$100,000,000 to carry out programs author-
19 ized under subsection (c), and not less than \$100,000,000
20 to carry out programs authorized under subsection (d).

21 **SEC. 5202. SERVICE-LEARNING FUND.**

22 (a) ELIGIBLE ENTITY.—Section 119(a)(1) of the Na-
23 tional and Community Service Act of 1990 (42 U.S.C.
24 12563(a)(1)) is amended—

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

3 (2) by striking “a consortium of such entities,
4 or a consortium of 2 or more such entities and a for-
5 profit organization” and inserting “or a consortium
6 of such entities.”.

7 (b) ESTABLISHMENT.—Section 119 of the National
8 and Community Service Act of 1990 (42 U.S.C. 12563)
9 is amended by striking subsection (b) and inserting the
10 following:

11 “(b) SERVICE-LEARNING FUND.—

12 “(1) ESTABLISHMENT.—There is established in
13 the Corporation a Service-Learning Fund (in this
14 section referred to as the ‘Fund’). The purpose of
15 the Fund is to make grants and fixed-amount grants
16 (in accordance with section 129(l)) to eligible enti-
17 ties or eligible partnerships, as appropriate, for pro-
18 grams and activities described in subsection (c), in
19 order to achieve the objectives set forth in paragraph
20 (2).

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

23 “(A) all students in kindergarten through
24 grade 12 receive in-class service-learning experi-
25 ences;

1 “(B) at least 1,000,000 students in grades
2 6 through 12 participate in a summer of service
3 program each year; and

4 “(C) at least 1,000,000 students in grades
5 9 through 12 participate in a semester of serv-
6 ice program each year.

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

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

13 “(i) 80 percent shall be reserved for
14 programs in elementary schools and sec-
15 ondary schools, of which amount not less
16 than 50 percent shall be reserved for pro-
17 grams in low-income communities; and

18 “(ii) 20 percent shall be reserved for
19 programs at institutions of higher edu-
20 cation;

21 “(B) 40 percent shall be reserved for sum-
22 mer of service programs under paragraph (8) of
23 subsection (c), of which amount not less than
24 50 percent shall be reserved for programs in
25 low-income communities; and

1 “(C) 40 percent shall be reserved for se-
2 mester of service programs under paragraph
3 (10) of subsection (c), of which amount not less
4 than 50 percent shall be reserved for programs
5 in low-income communities.”.

6 (c) SUMMER OF SERVICE COMPLETION AWARDS.—
7 Section 119(c)(8)(B)(iii) of the National and Community
8 Service Act of 1990 (42 U.S.C. 12563(c)(8)(B)(iii)) is
9 amended—

10 (1) by inserting “no less than” before “100
11 hours”; and

12 (2) by striking “educational award of \$500 or
13 \$750 as described in sections 146(a)(2)(C) and
14 147(d)” and inserting “completion award of \$500
15 (or, at the discretion of the Chief Executive Officer,
16 of \$750 in the case of a participant who is economi-
17 cally disadvantaged)”.

18 (d) SEMESTER OF SERVICE PROGRAMS.—Section
19 119(c)(10)(A) of the National and Community Service Act
20 of 1990 (42 U.S.C. 12563(c)(10)(A)) is amended—

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

23 (2) by striking “70 hours” and inserting “150
24 hours”.

1 (e) PRIORITY OF APPLICANTS.—Section 119(e) of
2 the National and Community Service Act of 1990 (42
3 U.S.C. 12563(e)) is amended by inserting “in accordance
4 with the objectives and funding requirements set forth in
5 subsection (b),” after “In making grants under this
6 part,”.

7 (f) MATCHING FUND REQUIREMENT.—Subsection
8 119(f) of the National and Community Service Act of
9 1990 (42 U.S.C. 12563(f)) is amended—

10 (1) in paragraph (3), by striking “Serve Amer-
11 ica Act” and inserting “Inspire to Serve Act of
12 2020”; and

13 (2) by adding at the end the following new
14 paragraph:

15 “(4) MATCHING FUND REQUIREMENT.—

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

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

4 “(i) shall provide for such share
5 through payment in cash or in kind, fairly
6 evaluated, including facilities, equipment,
7 or services; and

8 “(ii) may provide for such share
9 through State sources, local sources, or
10 other Federal sources.

11 “(C) WAIVER.—The Chief Executive Offi-
12 cer may waive in whole or in part the require-
13 ments of this paragraph with respect to a re-
14 cipient in any fiscal year if the Chief Executive
15 Officer determines that such waiver would be
16 equitable due to a lack of available financial re-
17 sources at the local level.”.

18 (g) AUTHORIZATION OF APPROPRIATIONS.—Section
19 119 of the National and Community Service Act of 1990
20 (42 U.S.C. 12563) is amended by adding at the end the
21 following new subsection:

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

1 **SEC. 5203. NATIONAL CIVICS ASSESSMENT.**

2 (a) **ELEMENTARY AND SECONDARY EDUCATION ACT**
3 **OF 1965.—**

4 (1) **STATE PLANS.—**Section 1111 of the Ele-
5 mentary and Secondary Education Act of 1965 (20
6 U.S.C. 6311) is amended—

7 (A) in subsection (g)(2)(D), by striking
8 “reading and mathematics” and inserting
9 “reading, mathematics, and civics”; and

10 (B) in subsection (h)(1)(C)(xii), by striking
11 “reading and mathematics” and inserting
12 “reading, mathematics, and civics”.

13 (2) **LOCAL EDUCATIONAL AGENCY PLANS.—**
14 Section 1112(c)(3) of the Elementary and Secondary
15 Education Act of 1965 (20 U.S.C. 6312(c)(3)) is
16 amended by striking “reading and mathematics”
17 and inserting “reading, mathematics, and civics”.

18 (b) **NATIONAL ASSESSMENT OF EDUCATIONAL**
19 **PROGRESS.—**Section 303 of the National Assessment of
20 Educational Progress Authorization Act (20 U.S.C. 9622)
21 is amended—

22 (1) in subsection (b)—

23 (A) in paragraph (2)—

24 (i) in subparagraphs (B) and (E), by
25 striking “reading and mathematics” and

1 inserting “reading, mathematics, and
2 civics”;

3 (ii) in subparagraph (D), by striking
4 “civics,”;

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

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

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

10 “(I) ensure that achievement
11 data from the civics assessments de-
12 scribed in subparagraphs (B) and (E)
13 are made available both in the aggre-
14 gate for the United States and sepa-
15 rately for each State.”; and

16 (B) in paragraph (3), in subparagraphs
17 (A)(i) and (C)(ii), by striking “reading and
18 mathematics” and inserting “reading, mathe-
19 matics, and civics”; and

20 (2) in subsection (d)(3), in subparagraphs (A)
21 and (B), by striking “reading and mathematics” and
22 inserting “reading, mathematics, and civics”.

23 **SEC. 5204. EXCELLENCE IN CIVICS AWARD.**

24 (a) DEFINITIONS.—In this section:

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

6 (2) CIVIC EDUCATION.—The term “civic edu-
7 cation” means an educational program that provides
8 participants with knowledge of law, government, and
9 the rights and responsibilities of citizens and with
10 skills that enable participants to participate respon-
11 sibly in democracy.

12 (3) SECRETARY.—The term “Secretary” means
13 the Secretary of Education.

14 (4) SERVICE-LEARNING.—The term “service-
15 learning” has the meaning given that term in section
16 101 of the National and Community Service Act of
17 1990 (42 U.S.C. 12511).

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

22 (b) IN GENERAL.—The Secretary may annually
23 award to States, school districts, schools, teachers, and
24 students or groups of students the Excellence in Civics
25 Award to highlight excellence in the delivery and teaching

1 of civic education, applied civics, and service-learning, es-
2 pecially programs that address community needs.

3 (c) APPLICATIONS.—

4 (1) IN GENERAL.—To be eligible for an award
5 under subsection (b), a State, school district, school,
6 teacher, student, or group of students shall submit
7 an application or be nominated to the Department
8 of Education at such time, in such manner, and con-
9 taining such information as the Secretary of Edu-
10 cation may require.

11 (2) CONTENTS.—At a minimum, applications or
12 nominations submitted to the Secretary or the com-
13 mittee created under subsection (d) shall include in-
14 formation specifying—

15 (A) the types of innovative civic education,
16 applied civics, or service-learning programs or
17 projects previously administered or completed;

18 (B) for awards given for service-learning
19 programs or projects, the impact on measurable
20 civics outcomes and learning, or the impact of
21 the project on addressing community or na-
22 tional needs, including disaster relief, education,
23 poverty reduction, ex-offender reintegration,
24 and senior citizen aid; and

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

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

7 (e) REGULATIONS.—Not later than 12 months after
8 the date of the enactment of this Act, the Secretary shall
9 issue such regulations as may be necessary to govern ap-
10 plications and nominations for awards under this section,
11 evaluation of such applications and nominations, and mak-
12 ing such awards.

13 **SEC. 5205. DEVELOPMENT OF MATERIAL ON CIVIC EDU-**
14 **CATION AND EFFECTIVE CITIZENSHIP.**

15 (a) COORDINATION.—

16 (1) IN GENERAL.—The Librarian of Congress,
17 the Director of the Institute of Museum and Library
18 Services, and the Archivist of the United States
19 shall work jointly to develop and distribute to the
20 public educational materials and teaching resources
21 on civic education and effective citizenship, including
22 by enhancing existing online resources and sup-
23 porting the distribution of hard copy and digital ma-
24 terials to local libraries, polling locations, and
25 schools, especially in rural areas.

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

5 (3) Recent polling by the Annenberg Public
6 Policy Center revealed that 22 percent of American
7 adults are unable to name any of the three branches
8 of government and 37 percent are unable to name
9 or do not know any of the rights guaranteed by the
10 First Amendment to the Constitution.

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

16 (5) The Learning Policy Institute reported a
17 teacher shortage of about 64,000 teachers during
18 the 2015–2016 academic year and estimated that,
19 beginning in 2020, 300,000 new teachers will be
20 needed each year.

21 (6) Teachers often do not receive full support
22 for classroom activities or for advancing their con-
23 tributions to the education system through career
24 development.

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

7 (8) Eighteen percent of teachers work a second
8 job during the school year, making teachers three
9 times as likely as all workers in the United States
10 to work multiple jobs.

11 (9) Teachers in all subjects and at all grade lev-
12 els play a crucial role in educating youth about serv-
13 ice options and the ways youth can engage in their
14 communities.

15 (10) The advancement of civic education and
16 the availability of well-trained and effective teachers
17 are essential for the future health of civil society in
18 the United States.

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

21 (1) teachers of all subjects and at all grade lev-
22 els, including those in public, private, and
23 homeschool settings, are essential in inspiring civic
24 knowledge and engagement in their students;

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

4 (3) teachers are crucial in inspiring their stu-
5 dents to contribute to their Nation and communities
6 through all forms of service;

7 (4) the profession of teaching is a noble endeav-
8 or and one that is vital to the civic education of
9 American youth;

10 (5) teachers across the country have sought to
11 raise awareness of a crisis in resource support and
12 adequate compensation for teachers, especially at
13 public schools;

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

18 (7) more Americans will be called to the teach-
19 ing profession when government officials at all levels
20 demonstrate value for the essential role of teachers
21 in our society by providing teachers with resource
22 support, adequate compensation, and career develop-
23 ment opportunities.

1 **TITLE II—ELEVATION AND INTE-**
2 **GRATION OF ALL FORMS OF**
3 **SERVICE**

4 **SEC. 5301. COUNCIL ON MILITARY, NATIONAL, AND PUBLIC**
5 **SERVICE.**

6 (a) DEFINITIONS.—In this section:

7 (1) EXECUTIVE AGENCY.—The term “Executive
8 agency” has the meaning given that term in section
9 105 of title 5, United States Code.

10 (2) 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 (3) NATIONAL SERVICE.—

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

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

25 (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 es-
14 tablished under subsection (b).

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

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

24 (b) ESTABLISHMENT.—

1 (1) IN GENERAL.—There is established in the
2 Executive Office of the President a Council on Military, National, and Public Service (in this section referred to as the “Council”).

3
4
5 (2) FUNCTIONS.—The Council shall—

6 (A) advise the President with respect to
7 promoting and expanding opportunities for military service, national service, and public service
8 for all Americans;

9
10 (B) coordinate policies and initiatives of
11 the executive branch to promote and expand opportunities for military service, national service,
12 and public services; and

13
14 (C) coordinate policies and initiatives of
15 the executive branch to foster an increased
16 sense of service and civic responsibility among
17 all Americans.

18 (c) COMPOSITION.—

19 (1) DIRECTOR.—The President shall appoint,
20 by and with the advice and consent of the Senate,
21 an Assistant to the President for Military, National,
22 and Public Service, who shall serve at the pleasure
23 of the President. The Assistant to the President for
24 Military, National, and Public Service shall serve as
25 the Director of the Council.

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

3 (A) the Secretary of State;

4 (B) the Secretary of Defense;

5 (C) the Attorney General;

6 (D) the Secretary of the Interior;

7 (E) the Secretary of Commerce;

8 (F) the Secretary of Labor;

9 (G) the Secretary of Health and Human
10 Services;

11 (H) the Secretary of Education;

12 (I) the Secretary of Veterans Affairs;

13 (J) the Secretary of Homeland Security;

14 (K) the Director of the Office of Manage-
15 ment and Budget;

16 (L) the Director of National Intelligence;

17 (M) the Director of the Office of Personnel
18 Management;

19 (N) the Director of the Peace Corps;

20 (O) the Chief Executive Officer of the Cor-
21 poration for National and Community Service;

22 and

23 (P) such other officers as the President
24 may designate.

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

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

7 (1) Assist and advise the President and the
8 heads of Executive agencies in the establishment of
9 policies, goals, objectives, and priorities to promote
10 service and civic responsibility among all Americans.

11 (2) Develop and recommend to the President
12 and the heads of Executive agencies policies of com-
13 mon interest to Executive agencies for increasing the
14 participation and propensity of Americans to partici-
15 pate in military, national, and public service in order
16 to address national security and other current and
17 future needs of the Nation.

18 (3) Serve as the interagency lead for identifying
19 critical skills to address national security and other
20 needs of the Nation, with responsibility for coordi-
21 nating Governmentwide efforts to address gaps in
22 critical skills and identifying methods to recruit and
23 retain individuals possessing such critical skills.

24 (4) Serve as a forum for Federal officials re-
25 sponsible for military, national, and public service

1 programs to coordinate and develop interagency,
2 cross-service initiatives.

3 (5) Lead the effort of the Federal Government
4 to develop joint awareness and recruitment, reten-
5 tion, and marketing initiatives involving military, na-
6 tional, and public service, including the sharing of
7 marketing and recruiting research between and
8 among service agencies.

9 (6) Coordinate and oversee the development and
10 implementation of recruitment, retention, marketing,
11 and public outreach initiatives for the Federal civil-
12 ian service and national service programs, includ-
13 ing—

14 (A) efforts to reevaluate benefits for the
15 Federal civilian service and national service pro-
16 grams in order to increase awareness of, and
17 remove barriers to entry into, such programs;
18 and

19 (B) efforts to develop pathways to service
20 for college students and recent college grad-
21 uates.

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

24 (8) Consult with such representatives of non-
25 Federal entities, including State, local, and Tribal

1 governments, State and local educational authorities,
2 institutions of higher education, nonprofit organiza-
3 tions, philanthropic organizations, and the private
4 sector, as the Council considers advisable, in order
5 to promote and develop initiatives to foster and re-
6 ward military, national, and public service.

7 (9) Oversee the implementation of the rec-
8 ommendations of the National Commission on Mili-
9 tary, National, and Public Service established under
10 section 553 of the National Defense Authorization
11 Act for Fiscal Year 2017 (Public Law 114–328).

12 (10) Prepare and submit to the President and
13 to the Congress a Quadrennial Military, National,
14 and Public Service Strategy, with the first such
15 Strategy submitted not later than 2 years after the
16 date of the enactment of this Act, which shall set
17 forth—

18 (A) a review of programs and initiatives of
19 the Federal Government relating to the Coun-
20 cil’s mandate;

21 (B) notable initiatives by State, local, and
22 Tribal governments and by nongovernmental
23 entities to increase awareness of and participa-
24 tion in service programs;

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

3 (D) a program for addressing any defi-
4 ciencies identified by the Council, together with
5 recommendations for legislation.

6 (11) Prepare and submit to the President and
7 the Congress a Quadrennial Report on Cross-Service
8 Participation on the basis of the activities carried
9 out under section 5307, with the first such Report
10 submitted not later than 4 years after the date of
11 the enactment of this Act.

12 (12) Prepare, for inclusion in the President's
13 annual budget submission to Congress under section
14 1105 of title 31, United States Code, a detailed, sep-
15 arate analysis, by budget function, by agency, and
16 by initiative area for the preceding fiscal year, the
17 current fiscal year, and the fiscal years for which the
18 budget is submitted, identifying the amounts of
19 gross and net appropriations or obligational author-
20 ity and outlays for initiatives consistent with the pri-
21 orities of the President under the Quadrennial Mili-
22 tary, National, and Public Service Strategy, with
23 separate displays for mandatory and discretionary
24 amounts.

1 (13) Develop a definition of national service
2 that incorporates domestic and international service
3 and a joint national service messaging strategy that
4 both the Corporation for National and Community
5 Service and the Peace Corps would promote.

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

10 (1) coordinate with the Assistant to the Presi-
11 dent for National Security Affairs for any matter
12 that may affect national security;

13 (2) at the President’s discretion, serve as
14 spokesperson of the executive branch on issues re-
15 lated to military, national, and public service; and

16 (3) upon request, appear before any committee
17 or subcommittee of the House of Representatives
18 and of the Senate to represent the position of the
19 executive branch on matters within the scope of the
20 Council’s responsibilities.

21 (f) ORGANIZATIONAL MATTERS.—

22 (1) ASSISTANT TO THE PRESIDENT FOR MILI-
23 TARY, NATIONAL, AND PUBLIC SERVICE.—The As-
24 sistant to the President for Military, National, and
25 Public Service shall be compensated at the rate pay-

1 able for level II of the Executive Schedule under sec-
2 tion 5313 of title 5, United States Code.

3 (2) STAFF.—The Council may employ such offi-
4 cers and employees as may be necessary to carry out
5 its functions. Staff of the Council shall be com-
6 pensated at a rate no higher than the rate payable
7 for level IV of the Executive Schedule under section
8 5315 of title 5, United States Code.

9 (3) EXPERTS AND CONSULTANTS.—The Council
10 may employ and fix the compensation of such ex-
11 perts and consultants as may be necessary for car-
12 rying out of its functions, in accordance with section
13 3109 of title 5, United States Code.

14 (4) ADVISORY COMMITTEES.—The Council may,
15 in carrying out its functions, establish advisory com-
16 mittees composed of representatives from outside the
17 Federal Government.

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

23 (6) AUTHORITY TO ACCEPT VOLUNTARY SERV-
24 ICES.—Notwithstanding section 1342 of title 31,
25 United States Code, the Council may accept and em-

1 ploy voluntary and uncompensated services in fur-
2 therance of the purposes of the Council.

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

6 “(40) a separate statement of the amount of
7 appropriations requested for the Council on Military,
8 National, and Public Service in the Executive Office
9 of the President.

10 “(41) a separate analysis by budget function,
11 by agency, and by initiative area, for the current fis-
12 cal year and the fiscal year for which the budget is
13 submitted, identifying the amounts of obligational
14 authority and outlays for initiatives consistent with
15 the priorities of the President under the Quadrennial
16 Military, National, and Public Service Strategy re-
17 quired by section 201(d) of the Inspire to Serve Act
18 of 2020, with separate displays for mandatory and
19 discretionary amounts.”.

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

23 **SEC. 5302. INTERNET-BASED SERVICE PLATFORM.**

24 (a) DECLARATION OF POLICY.—It is the policy of the
25 United States, in promoting a culture of service in the

1 United States and meeting the recruiting needs for mili-
2 tary, national, and public service programs, to provide a
3 comprehensive, interactive, and integrated Internet-based
4 platform to enable Americans to learn about and connect
5 with service organizations and opportunities and assist in
6 the recruiting needs of service organizations.

7 (b) DEFINITIONS.—In this section:

8 (1) COUNCIL ON MILITARY, NATIONAL, AND
9 PUBLIC SERVICE.—The term “Council on Military,
10 National, and Public Service” means the Council on
11 Military, National, and Public Service established
12 under section 5301.

13 (2) DIRECTOR.—The term “Director” means
14 the Director of the Office of Management and Budg-
15 et.

16 (3) EXECUTIVE AGENCY.—The term “Executive
17 agency” has the meaning given that term in section
18 105 of title 5, United States Code.

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

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

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

8 (7) NATIONAL SERVICE.—

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

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

15 (ii) is funded or facilitated by—

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

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

1 (III) the Federal Government or
2 a State, Tribal, or local government.

3 (B) INCLUDED PROGRAMS.—The term
4 “national service” includes—

5 (i) the programs authorized in—

6 (I) sections 5 and 6 of the Peace
7 Corps Act (22 U.S.C. 2504 and
8 2505);

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

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

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

1 (ii) any other program that is con-
2 sistent with subparagraph (A), as deter-
3 mined by the Director of the Council on
4 Military, National, and Public Service.

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

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

14 (10) SERVICE MISSION.—The term “service
15 mission” means the objectives of a service organiza-
16 tion or a service opportunity.

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

20 (12) SERVICE ORGANIZATION.—The term
21 “service organization” means any military service,
22 national service, or public service organization that
23 participates in the Service Platform.

24 (13) SERVICE PLATFORM.—The term “Service
25 Platform” means the interactive and integrated

1 internet-based platform established under this sec-
2 tion.

3 (14) SERVICE TYPE.—The term “service type”
4 means the period and form of service with a service
5 organization, including part-time, full-time, term
6 limited, sabbatical, temporary, episodic, and emer-
7 gency options for paid, volunteer, and stipend-based
8 service.

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

13 (c) ESTABLISHMENT OF THE SERVICE PLATFORM.—
14 The Director of the Office of Management and Budget
15 shall establish, maintain, and promote the Service Plat-
16 form, an interactive and integrated internet-based plat-
17 form to serve as a centralized resource and database for
18 the American public to learn about and connect with orga-
19 nizations and opportunities in military, national, and pub-
20 lic service and for those organizations to identify members
21 of the American public with the skills necessary to address
22 their needs.

23 (d) COORDINATION AND OVERSIGHT.—The develop-
24 ment and maintenance of the Service Platform shall be
25 subject to the oversight of the Director of the Council on

1 Military, National, and Public Service who shall be respon-
2 sible for ensuring that the Service Platform achieves the
3 policy objectives set forth in this section.

4 (e) USE OF THE SERVICE PLATFORM.—

5 (1) PUBLIC ACCESSIBILITY.—The Director shall
6 determine, and make accessible by the public, infor-
7 mation about service organizations and service op-
8 portunities, without any requirement that a person
9 seeking such access become a member of the Service
10 Platform.

11 (2) MEMBERS.—Any individual meeting criteria
12 established by the Director by regulation may be-
13 come a member of the Service Platform. Registering
14 as a member shall entitle the member to access in-
15 formation about service organizations and service
16 opportunities available through the Service Platform.

17 (3) PROCEDURE FOR REGISTRATION OF MEM-
18 BERS.—An individual seeking to become a member
19 shall provide to the Director such information as the
20 Director may determine is necessary to facilitate the
21 functionality of the Service Platform.

22 (4) ADDITIONAL REQUIREMENTS.—In addition
23 to the requirements under paragraph (3), each pro-
24 spective member—

1 (A) shall, unless specifically electing not to
2 do so, consent to share any information entered
3 into the Service Platform with, and to be con-
4 tacted by, any public service or national service
5 organization that participates in the Service
6 Platform;

7 (B) may consent to share any information
8 entered into the Service Platform with and to
9 be contacted by any uniformed service that par-
10 ticipates in the Service Platform;

11 (C) may consent to be contacted for poten-
12 tial service with any national or public service
13 organization in the event of a national emer-
14 gency; and

15 (D) may consent to be contacted to join
16 the Armed Forces on a voluntary basis during
17 an emergency requiring national mobilization.

18 (5) VERIFICATION.—The Director shall register
19 an individual as a member when the Director verifies
20 that the individual has not previously registered as
21 a member. The Director shall, by written notice (in-
22 cluding by electronic communication), notify the
23 member of such registration.

24 (6) ADDITIONAL INFORMATION BY MEMBERS.—
25 The Service Platform shall enable members to pro-

1 vide additional information to improve the
2 functionality of the Service Platform, as determined
3 by the Director. Such additional information may in-
4 clude information regarding—

- 5 (A) educational background;
- 6 (B) employment background;
- 7 (C) professional skills, training, licenses,
8 and certifications;
- 9 (D) service organization preferences;
- 10 (E) service type preferences;
- 11 (F) service mission preferences; and
- 12 (G) geographic preferences.

13 (7) UPDATES.—Each member may update the
14 member’s personal and other information in the
15 Service Platform at any time.

16 (8) REQUEST REGARDING MILITARY SERVICE.—
17 The Director shall send to any member who con-
18 sents under paragraph (4)(D) to voluntarily join the
19 Armed Forces during an emergency requiring na-
20 tional mobilization an annual request to confirm the
21 member’s continued willingness to so serve.

22 (9) WITHDRAWAL OF MEMBERS.—Each mem-
23 ber may withdraw as a member by submitting to the
24 Service Platform a request to so withdraw. Within
25 30 days after the request to withdraw is made, all

1 records regarding that member shall be removed
2 from the Service Platform and any other data stor-
3 age locations the Service Platform may use, notwith-
4 standing any obligations under the Federal Records
5 Act (44 U.S.C. 3101 et seq.).

6 (f) SERVICE ORGANIZATIONS.—

7 (1) EXECUTIVE AGENCIES AND MILITARY DE-
8 PARTMENTS.—All Executive agencies and military
9 departments shall participate in the Service Plat-
10 form as service organizations.

11 (2) NON-FEDERAL SERVICE ORGANIZATIONS.—
12 The regulations issued under subsection (i) shall in-
13 clude—

14 (A) procedures that enable State, local,
15 and Tribal government agencies to participate
16 in the Service Platform as service organizations;

17 (B) procedures that enable nongovern-
18 mental organizations that undertake national
19 service programs to participate in the Service
20 Platform as service organizations; and

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

23 (3) INFORMATION ON SERVICE ORGANIZA-
24 TIONS.—Each service organization shall make avail-
25 able on the Service Platform—

1 (A) information sufficient for members to
2 identify and understand the organization’s serv-
3 ice opportunities and service mission;

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

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

8 (D) such additional information as the Di-
9 rector may determine.

10 (4) ADDITIONAL PLATFORMS NOT PRE-
11 CLUDED.—Nothing in this subsection shall prevent
12 any service organization from creating or maintain-
13 ing its own internet-based system or platform to re-
14 cruit individuals for employment or for volunteer or
15 other service opportunities.

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

19 (1) Provide the public with access to informa-
20 tion on service organizations and service opportuni-
21 ties through an internet-based system that is user-
22 friendly, interactive, accessible, and fully functional
23 through mobile applications and other widely used
24 communications media, without a requirement that

1 any person seeking such access register as a mem-
2 ber.

3 (2) Provide individuals with the ability to reg-
4 ister as members in order to customize their experi-
5 ence in accordance with subsection (e)(6), include
6 mechanisms to connect members with service organi-
7 zations and service opportunities that match the in-
8 terests of the members, and ensure robust search ca-
9 pabilities to facilitate the ability of members to ex-
10 plore service organizations and service opportunities.

11 (3) Include mechanisms to enable service orga-
12 nizations to connect with members who have con-
13 sented to be contacted and meet the needs of the
14 service organizations.

15 (4) Incorporate, to the extent permitted by law
16 and regulation, the ability of members to securely
17 upload information on education, employment, and
18 skills from internet-based professional, recruiting,
19 and social media systems, consistent with security
20 requirements.

21 (5) Ensure compatibility with relevant informa-
22 tion systems of Executive agencies and military de-
23 partments.

24 (6) Use state-of-the-art technology and analyt-
25 ical tools to facilitate the efficacy of the Service

1 Platform in connecting members with service oppor-
2 tunities and service organizations.

3 (7) Retain all personal information in a manner
4 that protects the privacy of members in accordance
5 with section 552a of title 5, United States Code, and
6 other applicable law, provide access to information
7 relating to a member only in accordance with the
8 consent of the member, and incorporate data secu-
9 rity and control policies that are adequate to ensure
10 the confidentiality and security of information pro-
11 vided and maintained on the Service Platform.

12 (h) DEVELOPMENT OF SERVICE PLATFORM PLAN.—

13 (1) IMPLEMENTATION PLAN.—Not later than
14 180 days after the date of the enactment of this Act,
15 the Director shall develop a detailed plan to imple-
16 ment the Service Platform that complies with all the
17 requirements of this section.

18 (2) CONSULTATION REQUIRED.—In developing
19 the plan under this subsection, the Director shall
20 consult with the Secretary of Defense, the Chief Ex-
21 ecutive Officer of the Corporation for National and
22 Community Service, the Director of the Office of
23 Personnel Management, the head of the United
24 States Digital Service and, as needed, the heads of
25 other Executive agencies. Such consultation may in-

1 clude seeking assistance in the design, development,
2 and creation of the Service Platform.

3 (3) TECHNICAL ADVICE PERMITTED.—In devel-
4 oping the plan under this subsection, the Director
5 may seek and receive technical advice from experts
6 outside of the Federal Government and to form a
7 committee of such experts to assist in the design and
8 development of the Service Platform. Notwith-
9 standing section 1342 of title 31, United States
10 Code, the Director may accept the voluntary services
11 of these individuals. A committee of the experts shall
12 not be subject to the Federal Advisory Committee
13 Act (5 U.S.C. App.).

14 (4) INFORMATION COLLECTION AUTHORIZED.—
15 In developing the plan under this subsection, the Di-
16 rector may collect information from the public
17 through focus groups, surveys, and other mecha-
18 nisms, without regard to subchapter I of chapter 35
19 of title 44, United States Code (commonly known as
20 the “Paperwork Reduction Act”).

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

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

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

18 (k) REPORTS TO CONGRESS.—Not later than 12
19 months after the date of the enactment of this Act, and
20 every 12 months thereafter, the Director of the Council
21 on Military, National, and Public Service shall provide a
22 report to Congress on the Service Platform. Such report
23 shall include information on the following:

1 (1) Details on the status of implementation of
2 the Service Platform and plans for further develop-
3 ment of the Service Platform.

4 (2) Participation rates of service organizations
5 and members.

6 (3) The number of individuals visiting the Serv-
7 ice Platform, the number of service organizations
8 participating in the platform, and the number of
9 service opportunities available in the preceding 12-
10 month period.

11 (4) Any cybersecurity or privacy concerns.

12 (5) The results of any surveys or studies under-
13 taken to increase the use and efficacy of the Service
14 Platform.

15 (6) Any additional information the Director or
16 the President considers appropriate.

17 (l) AUTHORIZATION OF APPROPRIATIONS.—There
18 are authorized to be appropriated to the Office of Manage-
19 ment and Budget for each fiscal year such funds as may
20 be necessary for the development, maintenance, improve-
21 ment, and promotion of the Service Platform.

22 **SEC. 5303. PILOT PROGRAM TO COORDINATE MILITARY,**
23 **NATIONAL, AND PUBLIC SERVICE RECRUIT-**
24 **MENT.**

25 (a) DEFINITIONS.—In this section:

1 (1) COUNCIL ON MILITARY, NATIONAL, AND
2 PUBLIC SERVICE.—The term “Council on Military,
3 National, and Public Service” means the Council on
4 Military, National, and Public Service established
5 under section 5301.

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

13 (3) NATIONAL SERVICE.—

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

17 (i) is designed to enhance the common
18 good and meet the needs of communities,
19 the States, or the United States; and

20 (ii) is funded or facilitated by—

21 (I) an organization described in
22 section 501(c)(3) of the Internal Rev-
23 enue Code of 1986 and exempt from
24 tax under section 501(a) of such
25 Code;

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

5 (III) the Federal Government or
6 a State, Tribal, or local government.

7 (B) INCLUDED PROGRAMS.—The term
8 “national service” includes—

9 (i) the programs authorized in—

10 (I) sections 5 and 6 of the Peace
11 Corps Act (22 U.S.C. 2504 and
12 2505);

13 (II) section 171 of the Workforce
14 Innovation and Opportunity Act (re-
15 lating to the YouthBuild Program; 29
16 U.S.C. 3226);

17 (III) part A of title I of the Do-
18 mestic Volunteer Service Act of 1973
19 (relating to the Volunteers in Service
20 to America; 42 U.S.C. 4951 et seq.);
21 and

22 (IV) subtitles C (relating to the
23 National Service Trust Program; 42
24 U.S.C. 12571 et seq.) and E (relating
25 to the National Civilian Community

1 Corps; 42 U.S.C. 12611 et seq.) of
2 the National and Community Service
3 Act of 1990; and

4 (ii) any other program that is con-
5 sistent with subparagraph (A), as deter-
6 mined by the Director of the Council on
7 Military, National, and Public Service.

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

11 (b) PILOT PROGRAM AUTHORIZED.—The Director of
12 the Council on Military, National, and Public Service may
13 carry out a pilot program in coordination with depart-
14 ments and agencies responsible for recruiting individuals
15 for military, national, and public service, to focus on re-
16 cruiting individuals from underserved markets and demo-
17 graphic populations, such as those defined by gender, ge-
18 ography, socioeconomic status, and critical skills, as deter-
19 mined by each participating department or agency, to bet-
20 ter reflect the demographics of the Nation while ensuring
21 that recruiting needs are met.

22 (c) CONSULTATION.—In developing a pilot program
23 under this section, the Director of the Council on Military,
24 National, and Public Service shall consult with the Sec-
25 retary of Defense, the Secretary of Homeland Security,

1 the Secretaries of the military departments, the Com-
2 mandant of the United States Coast Guard, the Chief Ex-
3 ecutive Officer of the Corporation for National and Com-
4 munity Service, the Director of the Peace Corps, and the
5 Director of the Office of Personnel Management.

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

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

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

18 **SEC. 5304. JOINT MARKET RESEARCH AND RECRUITING**
19 **PROGRAM TO ADVANCE MILITARY AND NA-**
20 **TIONAL SERVICE.**

21 (a) PROGRAM AUTHORIZED.—The Secretary of De-
22 fense, the Chief Executive Officer of the Corporation for
23 National and Community Service, and the Director of the
24 Peace Corps may carry out a joint market research, mar-
25 ket studies, recruiting, and advertising program to com-

1 plement the existing programs of the military depart-
2 ments, the national service programs administered by the
3 Corporation, and the Peace Corps.

4 (b) INFORMATION SHARING PERMITTED.—Section
5 503 of title 10, United States Code, shall not be construed
6 to prohibit sharing of information among, or joint mar-
7 keting efforts of, the Department of Defense, the Corpora-
8 tion for National and Community Service, and the Peace
9 Corps to carry out this section.

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

13 **SEC. 5305. INFORMATION SHARING TO ADVANCE MILITARY**
14 **AND NATIONAL SERVICE.**

15 (a) ESTABLISHMENT OF PLAN.—The Secretary of
16 Defense, the Chief Executive Officer of the Corporation
17 for National and Community Service, and the Director of
18 the Peace Corps shall establish a joint plan to provide ap-
19 plicants who are either ineligible or otherwise not selected
20 for service in the Armed Forces, in a national service pro-
21 gram administered by the Corporation, or in the Peace
22 Corps, with information about the forms of such service
23 for which they have not applied.

24 (b) REPORT TO CONGRESS.—Not later than 12
25 months after the date of the enactment of this Act, the

1 Secretary of Defense, the Chief Executive Officer of the
2 Corporation for National and Community Service, and the
3 Director of the Peace Corps shall submit to Congress a
4 report on the plan established under subsection (a).

5 **SEC. 5306. TRANSITION OPPORTUNITIES FOR MILITARY**
6 **SERVICEMEMBERS AND NATIONAL SERVICE**
7 **PARTICIPANTS.**

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

12 (b) EMPLOYMENT ASSISTANCE, JOB TRAINING AS-
13 SISTANCE, AND OTHER TRANSITIONAL SERVICES: DE-
14 PARTMENT OF LABOR.—

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

17 (A) in subsection (a)—

18 (i) in paragraph (1), by striking “and
19 the Secretary of Veterans Affairs,” and in-
20 serting “the Secretary of Veterans Affairs,
21 and the Chief Executive Officer of the Cor-
22 poration for National and Community
23 Service,”;

24 (ii) in paragraph (2), by striking “and
25 the Secretary of Veterans Affairs” and in-

1 serting “the Secretary of Veterans Affairs,
2 and the Chief Executive Officer of the Cor-
3 poration for National and Community
4 Service”; and

5 (iii) in paragraph (3), by inserting
6 “and the Chief Executive Officer” after
7 “The Secretaries”;

8 (B) in subsection (b), by adding at the end
9 the following:

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

14 (C) in subsection (c)(2)(A), by striking
15 “and the Secretary of Veterans Affairs,” and
16 inserting “, the Secretary of Veterans Affairs,
17 and the Chief Executive Officer of the Corpora-
18 tion for National and Community Service,”;

19 (D) in subsection (d), in the matter pre-
20 ceding paragraph (1), by inserting “and the
21 Chief Executive Officer of the Corporation for
22 National and Community Service” after “the
23 Secretaries”; and

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

1 “(g) CORPORATION FOR NATIONAL AND COMMUNITY
2 SERVICE PROGRAMS.—In establishing and carrying out a
3 program under this section, the Chief Executive Officer
4 of the Corporation for National and Community Service
5 shall do the following:

6 “(1) Provide information concerning national
7 service opportunities, including—

8 “(A) opportunities to acquire and enhance
9 technical skills available through national serv-
10 ice;

11 “(B) certifications and verifications of job
12 skills and experience available through national
13 service;

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

16 “(D) job analysis techniques, job search
17 techniques, and job interview techniques specific
18 to national service positions.

19 “(2) Inform such members that the Depart-
20 ment of Defense and the Department of Homeland
21 Security are required, under section 1143(a) of this
22 title, to provide proper certification or verification of
23 job skills and experience acquired while on active
24 duty that may have application to service in pro-

1 grams of the Corporation for National and Commu-
2 nity Service.

3 “(3) Work with military and veterans’ service
4 organizations and other appropriate organizations in
5 promoting and publicizing job fairs for such mem-
6 bers.

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

9 (2) CONFORMING AND CLERICAL AMEND-
10 MENTS.—

11 (A) HEADING AMENDMENT.—The heading
12 of section 1144 of such title is amended to read
13 as follows:

14 **“§ 1144. Employment assistance, job training assist-
15 ance, and other transitional services: De-
16 partment of Labor and the Corporation
17 for National and Community Service”.**

18 (B) TABLE OF SECTIONS.—The table of
19 sections at the beginning of chapter 58 of such
20 title is amended by striking the item relating to
21 section 1144 and inserting the following new
22 item:

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

23 (c) AUTHORITIES AND DUTIES OF THE CHIEF EXEC-
24 UTIVE OFFICER.—Section 193A(b) of the National and

1 Community Service Act of 1990 (42 U.S.C. 12651d(b))

2 is amended—

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

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

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

8 “(26) ensure that individuals completing a par-
9 tial or full national service term receive information
10 about military and public service opportunities for
11 which they may qualify or in which they may be in-
12 terested.”.

13 **SEC. 5307. JOINT REPORT TO CONGRESS ON INITIATIVES**
14 **TO INTEGRATE MILITARY AND NATIONAL**
15 **SERVICE.**

16 (a) **REPORTING REQUIREMENT.**—Not later than 4
17 years after the date of the enactment of this Act, and not
18 later than the end of each 4-year period thereafter, the
19 Director of the Council on Military, National, and Public
20 Service established under section 5301, in coordination
21 with the Secretary of Defense, the Chief Executive Officer
22 of the Corporation for National and Community Service,
23 and the Director of the Peace Corps, shall submit to Con-
24 gress a joint report on cross-service recruitment, including
25 recommendations for increasing joint advertising and re-

1 cruitment initiatives, for the Armed Forces, programs ad-
2 ministered by the Corporation for National and Commu-
3 nity Service, and the Peace Corps.

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

6 (1) The number of Peace Corps volunteers and
7 participants in national service programs adminis-
8 tered by the Corporation for National and Commu-
9 nity Service who previously served as a member of
10 the Armed Forces.

11 (2) The number of members of the Armed
12 Forces who previously served in the Peace Corps or
13 in a program administered by the Corporation for
14 National and Community Service.

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

19 (4) An assessment of the feasibility and cost of
20 expanding such existing initiatives.

21 (5) An assessment of ways to improve the abil-
22 ity of the reporting agencies to recruit individuals
23 from the other reporting agencies.

24 (c) CONSULTATION.—The Director of the Council on
25 Military, National, and Public Service established under

1 section 5301, the Secretary of Defense, the Chief Execu-
2 tive Officer of the Corporation for National and Commu-
3 nity Service, and the Director of the Peace Corps shall—

4 (1) consult with each other with respect to the
5 content and production of the reports submitted
6 under this section; and

7 (2) undertake studies of recruiting efforts that
8 are necessary to carry out the provisions of this sec-
9 tion.

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

13 **SEC. 5400. DEFINITIONS.**

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

18 **Subtitle A—Advancement of**
19 **Military Service**

20 **SEC. 5401. NEW PERSONNEL MANAGEMENT STRUCTURE**
21 **FOR MILITARY SPECIALISTS.**

22 (a) **PLAN FOR PERSONNEL MANAGEMENT.**—The
23 Secretary of each military department shall develop a plan
24 to implement a new personnel management structure in
25 such military department for the purpose of recruiting and

1 retaining personnel for specific military occupational spe-
2 cialties requiring skills that are critical to meet current
3 and future military requirements, including specialties in-
4 volving science, technology, cyber security, and engineer-
5 ing.

6 (b) PLAN REQUIREMENTS.—Each plan under sub-
7 section (a) shall—

8 (1) be based on the exercise of existing authori-
9 ties;

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

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

17 (A) methods for members of the Armed
18 Forces to transition more easily between reg-
19 ular and reserve components; and

20 (B) methods for members of the Armed
21 Forces to transition more easily between mili-
22 tary service, Federal civilian service, and non-
23 governmental civilian service.

24 (c) SUBMITTAL TO CONGRESS.—Not later than 120
25 days after the date of the enactment of this Act, the Sec-

1 retary of each military department shall submit to the
2 Committees on Armed Services of the Senate and the
3 House of Representatives the plan developed by such Sec-
4 retary under this section.

5 **SEC. 5402. PRE-SERVICE TUITION GRANT PROGRAM.**

6 (a) PRE-SERVICE TUITION GRANTS AUTHORIZED.—

7 The Secretary of each military department may provide
8 a grant, for a period of not more than 3 years, to pay
9 all or a portion of the charges of an educational institution
10 for the tuition of an individual who is enrolled in such
11 educational institution for a technical degree, certificate,
12 or certification program to meet a critical need in such
13 military department, and who makes a commitment to
14 service in an Armed Force under the jurisdiction of such
15 Secretary. Each Secretary shall create a list of degrees,
16 certificates, and certifications that qualify for grants
17 under this section and shall update that list at least once
18 every 5 years.

19 (b) REQUIREMENTS FOR RECEIPT OF GRANT.—The

20 Secretary of a military department may not provide grant
21 funds under subsection (a) to an individual unless the in-
22 dividual signs an enlistment contract for military service
23 upon completion of the educational program for which the
24 funds were provided, for such period as is determined by
25 the Secretary. Upon signing such enlistment contract, the

1 individual shall be placed in the Delayed Entry Program
2 of the Armed Force concerned. If, at the time the indi-
3 vidual is expected to begin military training, the individual
4 no longer qualifies for service or is otherwise unable or
5 unwilling to serve, the individual shall, subject to sub-
6 section (c), repay the funds received, or serve a period
7 equal to the military service commitment in a federally
8 sponsored national service program.

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

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

15 (1) without regard to the lack of authority for
16 the grant under title 10 or 37, United States Code;
17 and

18 (2) notwithstanding any provision of such titles,
19 or any regulation prescribed under such provision,
20 relating to methods of providing incentives to indi-
21 viduals to accept appointments or enlistments in the
22 Armed Forces, including the provision of group indi-
23 vidual bonuses, pay, or other incentives.

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

4 (1) the Secretary submits to the Committees on
5 Armed Services of the Senate and the House of Rep-
6 resentatives a plan regarding the provision of grants
7 under that subsection, which includes—

8 (A) a description of the grant program, in-
9 cluding its purpose and the potential recruits to
10 be addressed by the program;

11 (B) a description of the provisions of titles
12 10 and 37, United States Code, that require re-
13 porting of incentives to individuals to accept ap-
14 pointment or enlistments in the Armed Forces,
15 including the provision of group individual bo-
16 nuses, pay, or other incentives;

17 (C) a statement of the anticipated out-
18 comes as a result of providing grants under the
19 grant program; and

20 (D) a description of the methods and
21 metrics to be used to evaluate the effectiveness
22 of the grant program; and

23 (2) a period of 30 days beginning on the date
24 on which the plan is submitted to the committees
25 has expired.

1 (f) LIMITATION ON NUMBER OF INCENTIVES.—The
2 Secretary of a military department may not provide to an
3 individual more than 2 incentives described in subsection
4 (d)(2) to encourage the individual to enlist in an Armed
5 Force under the jurisdiction of the Secretary, in addition
6 to a grant under subsection (a).

7 (g) LIMITATION ON NUMBER OF INDIVIDUALS RE-
8 CEIVING TUITION GRANTS.—The number of individuals
9 who receive a grant under subsection (a) from the Sec-
10 retary of a military department during a fiscal year for
11 an Armed Force under the jurisdiction of the Secretary
12 may not exceed 20 percent of the number of enlistments
13 for that fiscal year that is the objective of that Armed
14 Force.

15 (h) REPORTS TO CONGRESS.—If the Secretary of a
16 military department provides a grant under subsection (a)
17 during a fiscal year, the Secretary shall submit to the
18 Committees on Armed Services of the Senate and the
19 House of Representatives a report, not later than 60 days
20 after the end of that fiscal year, containing—

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

23 (2) an assessment of the impact of all such the
24 grants on the recruitment of individuals for the
25 Armed Force under the jurisdiction of the Secretary.

1 (i) FEDERALLY SPONSORED NATIONAL SERVICE
2 PROGRAMS.—A federally sponsored national service pro-
3 gram referred to in subsection (b) includes the programs
4 authorized in—

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

7 (2) section 171 of the Workforce Innovation
8 and Opportunity Act (relating to the YouthBuild
9 Program; 29 U.S.C. 3226);

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

13 (4) subtitles C (relating to the National Service
14 Trust Program; 42 U.S.C. 12571 et seq.) and E (re-
15 lating to the National Civilian Community Corps; 42
16 U.S.C. 12611 et seq.) of the National and Commu-
17 nity Service Act of 1990.

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

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

1 **SEC. 5403. PILOT PROGRAM ON TECHNICAL CIVILIAN PRO-**
2 **FESSIONAL CREDENTIALS.**

3 (a) PILOT PROGRAM.—The Secretary of Defense
4 shall carry out, through the Secretary of one of the mili-
5 tary departments, a pilot program, for a period of not
6 more than 2 years, to assess the feasibility and advisability
7 of establishing partnerships with community colleges and
8 vocational schools to create technical education programs
9 through which members of the Armed Forces may earn
10 professional credentials in areas of critical need in the
11 Armed Forces. The pilot program shall be comprised of
12 such partnerships with up to 3 community colleges and
13 vocational schools. The educational programs created
14 through the pilot program shall be open to participation
15 by members of the Armed Forces (including recruits) and
16 any other students at the selected community colleges and
17 vocational schools.

18 (b) COSTS.—The military department selected under
19 subsection (a) shall bear at least 50 percent of the costs
20 of the pilot program authorized under such subsection,
21 and the community colleges and vocational schools in the
22 pilot program shall bear the remaining costs, including
23 providing the staff and facilities for the pilot program.

24 (c) REPORTS.—

25 (1) INITIAL REPORT.—Not later than 180 days
26 after the date of the enactment of this Act, the Sec-

1 retary of Defense shall submit to the Committees on
2 Armed Services of the Senate and the House of Rep-
3 resentatives a report on the pilot program under this
4 section. The report shall include—

5 (A) a comprehensive framework for the
6 education and credentials to be provided under
7 the pilot program;

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

10 (C) a description of mechanisms to be used
11 to cover the costs of the technical education
12 programs created under the pilot program.

13 (2) FINAL REPORT.—Not later than 180 days
14 after completion of the pilot program, the Secretary
15 shall submit to the committees of Congress referred
16 to in paragraph (1) a final report on the pilot pro-
17 gram. The report shall include—

18 (A) an evaluation of the pilot program
19 using the metrics of assessment set forth in the
20 initial report;

21 (B) an assessment of the effects of the
22 pilot program on recruitment and retention of
23 military personnel; and

1 (C) an assessment on the feasibility and
2 advisability of extending the term of the pilot
3 program, expanding its scope, or both.

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

7 **SEC. 5404. EXPANSION OF JUNIOR RESERVE OFFICERS’**
8 **TRAINING CORPS PROGRAM.**

9 (a) EXPANSION OF JROTC CURRICULUM.—Section
10 2031(a)(2) of title 10, United States Code, is amended
11 by inserting after “service to the United States” the fol-
12 lowing: “(including an introduction to service opportuni-
13 ties in military, national, and public service)”.

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

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

23 **SEC. 5405. EXPANSION OF CYBER INSTITUTES PROGRAM.**

24 Section 1640 of the John S. McCain National De-
25 fense Authorization Act for Fiscal Year 2019 (Public Law

1 115–232; 132 Stat. 2310; 10 U.S.C. 2200 note) is amend-
2 ed by adding at the end the following:

3 “(g) REPORT TO CONGRESS.—Not later than Sep-
4 tember 30, 2021, the Secretary of Defense shall submit
5 to the Committees on Armed Services of the Senate and
6 the House of Representatives a report on the effectiveness
7 of the Cyber Institutes and on opportunities to expand the
8 Cyber Institutes to additional select institutions of higher
9 learning that have a Reserve Officers’ Training Corps pro-
10 gram.

11 “(h) AUTHORIZATION OF APPROPRIATIONS.—In ad-
12 dition to funds otherwise available to carry out this sec-
13 tion, there are authorized to be appropriated to the De-
14 partment of Defense such sums as may be necessary to
15 prepare the report under subsection (g) and to expand the
16 Cyber Institutes program under this section after Sep-
17 tember 30, 2021.”.

18 **SEC. 5406. TEMPORARY AUTHORITY FOR TARGETED RE-**
19 **CRUITMENT INCENTIVES.**

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

23 (1) by striking the semicolon and inserting a
24 comma; and

1 (2) by striking “December 31, 2020” and in-
2 sserting “December 31, 2023”.

3 **SEC. 5407. MULTIYEAR APPROPRIATIONS FOR MARKETING**
4 **AND ADVERTISING.**

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

8 **“§ 2410t. Contracts for periods crossing fiscal years:**
9 **Marketing and advertising contracts**

10 “(a) AUTHORITY.—The Secretary of Defense, the
11 Secretary of a military department (as defined in section
12 102 of title 5), or the Secretary of Homeland Security
13 with respect to the Coast Guard when it is not operating
14 as a service in the Navy, may enter into a contract, for
15 a period that begins in one fiscal year and ends in the
16 next fiscal year (without regard to any option to extend
17 the period of the contract), to procure marketing and ad-
18 vertising services.

19 “(b) OBLIGATION OF FUNDS.—Funds made available
20 in one fiscal year may be obligated or expended in the next
21 fiscal year for a contract entered into under subsection
22 (a).”.

23 (b) CLERICAL AMENDMENT.—The table of sections
24 at the beginning of chapter 141 of such title is amended

1 by inserting after the item relating to section 2410s the
2 following new item:

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

3 **Subtitle B—Advancement of**
4 **National Service**

5 **SEC. 5421. NATIONAL SERVICE FELLOWSHIPS.**

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

9 **“SEC. 198B. NATIONAL SERVICE FELLOWSHIPS.**

10 “(a) DEFINITIONS.—In this section:

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

13 “(A) improve education in schools for eco-
14 nomically disadvantaged students;

15 “(B) expand and improve access to health
16 care;

17 “(C) improve energy efficiency and con-
18 serve natural resources;

19 “(D) improve economic opportunities for
20 economically disadvantaged individuals;

21 “(E) improve disaster preparedness and
22 response; or

23 “(F) support the reintegration of ex-of-
24 fenders.

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

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

9 “(4) FELLOW.—The term ‘fellow’ means an eli-
10 gible fellowship applicant who is awarded a national
11 service fellowship and is designated a fellow under
12 subsection (e)(2).

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

17 “(b) FELLOWSHIP AWARDS AND POSITIONS.—

18 “(1) IN GENERAL.—From the amounts appro-
19 priated to carry out this section, the Corporation
20 shall award national service fellowships in accord-
21 ance with this section.

22 “(2) ALLOTMENT OF POSITIONS.—

23 “(A) ALLOTMENT BY CONGRESSIONAL DIS-
24 TRICT.—The Corporation shall allot 80 percent
25 of the eligible fellowship positions supported

1 under this section in a fiscal year on a formula
2 basis to be distributed evenly among the con-
3 gressional districts in each of the States, to in-
4 clude districts of nonvoting delegates to the
5 Congress, in accordance with the selection proc-
6 ess described in subsection (c)(1). The Corpora-
7 tion shall, to the extent practicable, reserve a
8 percentage of eligible fellowship positions ap-
9 proximately equal to the percentage of dis-
10 advantaged youth residing in that district. In
11 any district in which one or more Indian tribes
12 are located, a portion of the positions shall be
13 reserved for applicants who are members of any
14 such Indian tribe.

15 “(B) ALLOTMENT TO SPECIFIC ORGANIZA-
16 TIONS.—The Corporation shall allot 20 percent
17 of the eligible fellowship positions supported
18 under this section in a fiscal year to service
19 sponsor organizations, regardless of congres-
20 sional district, that have targeted service strate-
21 gies for utilizing fellows, in accordance with the
22 selection processes described in subsections
23 (c)(2) and (f)(2). The Corporation shall, to the
24 extent practicable, reserve a percentage of eligi-
25 ble fellowship positions approximately equal to

1 the nationwide percentage of disadvantaged
2 youth.

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

5 “(A) establish the number of approved po-
6 sitions under this section at 25,000 for the first
7 fiscal year that begins after the date of the en-
8 actment of the Inspire to Serve Act of 2020;
9 and

10 “(B) increase the number of such approved
11 positions by 25,000 for each fiscal year there-
12 after until the number of approved positions is
13 at least 250,000.

14 “(c) SELECTION BY LOTTERY.—

15 “(1) IN CONGRESSIONAL DISTRICTS.—For posi-
16 tions described in subsection (b)(2)(A), the Corpora-
17 tion shall select, from the applications received
18 under this section, the number of eligible fellowship
19 applicants that may be supported for that fiscal year
20 based on the amount of funds appropriated for that
21 fiscal year to carry out this section. Such selection
22 shall be done by randomized lottery for all appli-
23 cants, except that—

24 “(A) for those positions reserved for dis-
25 advantaged youth applicants under such sub-

1 section, selection shall be done by randomized
2 lottery for disadvantaged youth applicants; and

3 “(B) for those positions reserved for In-
4 dian tribal applicants under such subsection, se-
5 lection shall be done by randomized lottery for
6 Indian tribal applicants.

7 “(2) OTHER POSITIONS.—For positions de-
8 scribed in subsection (b)(2)(B), the Corporation
9 shall select, from the applications received, the num-
10 ber of eligible fellowship applicants that may be sup-
11 ported for that fiscal year based on the amount of
12 funds appropriated for that fiscal year to carry out
13 this section. Such selection shall be done by random-
14 ized lottery for all applicants, except that for those
15 positions reserved for disadvantaged youth appli-
16 cants under such subsection, selection shall be done
17 by randomized lottery for disadvantaged youth appli-
18 cants.

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

21 “(A) establish the randomized lottery sys-
22 tem for positions described in subsection
23 (b)(2)(A) and (b)(2)(B);

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

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

7 “(d) ELIGIBLE FELLOWSHIP APPLICANTS.—

8 “(1) IN GENERAL.—An applicant desiring to
9 become an eligible fellowship applicant shall submit
10 an application to the Corporation at such time and
11 in such manner as the Corporation may require and
12 containing information on the applicant’s age, edu-
13 cational status, disadvantaged youth status, Indian
14 tribal status, and contact information, and stating
15 whether the applicant elects to be considered for
16 placement in a position in a congressional district
17 under subsection (b)(2)(A) or in a position described
18 in subsection (b)(2)(B). Each applicant may apply
19 for only one national service fellowship for any fiscal
20 year.

21 “(2) AGE AND EDUCATION.—An applicant may
22 be selected as an eligible fellowship applicant only if
23 the applicant—

1 “(A) is not less than age 18 and not more
2 than age 25 on the date on which the applica-
3 tion is made; and

4 “(B) holds a high school diploma or recog-
5 nized equivalent or will be working towards
6 such diploma or recognized equivalent during
7 the applicant’s term of service as a fellow.

8 “(e) FELLOWS.—

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

12 “(A) within 3 months after being selected
13 as an eligible fellowship applicant, the applicant
14 selects a registered service sponsor organization
15 described in subsection (f)—

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

18 “(ii) with which the applicant would
19 serve in a position that is located in the
20 congressional district in which the fellow
21 resides or a district adjoining the district
22 in which the fellow resides, for a position
23 allotted under subsection (b)(2)(A), or
24 would serve in a position allotted under
25 subsection (b)(2)(B);

1 “(B) enters into an agreement with the or-
2 ganization—

3 “(i) that specifies the service the ap-
4 plicant will provide if the placement is ap-
5 proved; and

6 “(ii) in which the applicant agrees to
7 serve for at least 1700 hours during the
8 applicant’s fellowship year, including train-
9 ing, high school equivalency coursework,
10 and special fellow events, except that the
11 Chief Executive Officer may, on a case-by-
12 case basis, authorize a fellow to serve on a
13 part-time basis for a lesser number of
14 hours; and

15 “(C) submits such agreement to the Cor-
16 poration.

17 “(2) DESIGNATION.—Upon receiving the eligi-
18 ble fellowship applicant’s agreement under para-
19 graph (1), the Corporation shall award a national
20 service fellowship to the applicant and designate the
21 applicant as a fellow.

22 “(3) FELLOWSHIP AMOUNT.—

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

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

6 “(4) EDUCATIONAL AWARDS.—A fellow who
7 serves in a service project under this section shall be
8 considered to have served in an approved national
9 service position and, upon meeting the requirements
10 of section 147 for full-time or part-time national
11 service, shall be eligible for an educational award de-
12 scribed in such section or the alternative discounted
13 end-of-service cash stipend described in section 332
14 of the Inspire to Serve Act of 2020. The Corporation
15 shall transfer an appropriate amount of funds to the
16 National Service Trust to provide for the educational
17 award for such fellow.

18 “(f) SERVICE SPONSOR ORGANIZATIONS.—

19 “(1) IN GENERAL.—An organization is eligible
20 to be a service sponsor organization if the organiza-
21 tion—

22 “(A) is a nonprofit organization, a local
23 government agency, a State government agency,
24 or an agency of an Indian tribe;

1 “(B) satisfies qualification criteria estab-
2 lished by the Corporation, including standards
3 relating to organizational capacity, financial
4 management, and programmatic oversight; and

5 “(C) at the time of registration with a
6 State Commission, enters into an agreement
7 with the State Commission providing that the
8 service sponsor organization shall—

9 “(i) abide by all program require-
10 ments;

11 “(ii) be responsible for certifying the
12 number of hours served by each fellow and
13 whether each fellow serving with the orga-
14 nization successfully completes the national
15 service fellowship;

16 “(iii) provide supervision, supplies,
17 and training for fellows, including a quar-
18 terly performance review;

19 “(iv) provide educational resources,
20 funding for coursework, and other nec-
21 essary resources to support fellows working
22 towards their high school equivalency de-
23 grees; and

24 “(v) provide, to the State Commission,
25 the Corporation, and the Inspector General

1 of the Corporation, timely access to
2 records relating to the national service fel-
3 lowships.

4 “(2) ELIGIBILITY AS A SPECIFIC ORGANIZA-
5 TION.—An organization is eligible to be considered
6 for an allotment of positions under subsection
7 (b)(2)(B) if the organization—

8 “(A) satisfies the requirements of this sub-
9 section;

10 “(B) submits an application to the Cor-
11 poration that includes a detailed description of
12 the area of national need that fellows will ad-
13 dress with the organization, along with other
14 requirements that the Corporation may estab-
15 lish; and

16 “(C) is selected by the Corporation in ac-
17 cordance with a selection process established by
18 the Corporation.

19 “(3) ADDITIONAL ASSISTANCE.—Each service
20 sponsor organization may provide additional benefits
21 to fellows, including additional funding.

22 “(4) REGISTRATION.—

23 “(A) REQUIREMENT.—A service sponsor
24 organization may not receive a fellow under this
25 section until the organization registers with the

1 State Commission of any State in which a fel-
2 low will be serving with the organization.

3 “(B) CLEARINGHOUSE.—Each State Com-
4 mission shall maintain on a public website a list
5 of service sponsor organizations registered with
6 that State Commission.

7 “(5) NONCOMPLIANCE.—If the Corporation de-
8 termines that a service sponsor organization is in
9 violation of any of the applicable provisions of this
10 subsection, or a State Commission determines that
11 a service sponsor organization is in violation of any
12 requirement for registration under paragraph (4)—

13 “(A) the State Commission shall revoke
14 the registration of the organization;

15 “(B) the organization shall not be eligible
16 to receive assistance, approved national service
17 fellows, or approved summer of service positions
18 under this title for a period of not less than 5
19 years; and

20 “(C) the Corporation shall have the right
21 to remove a fellow from the organization and
22 relocate the fellow to another site.

23 “(g) GRANTS FOR ANCILLARY SERVICES.—

24 “(1) IN GENERAL.—The Corporation may
25 award grants to service sponsor organizations to off-

1 set the costs of providing ancillary services in sup-
2 port of fellows serving with those service sponsor or-
3 ganizations, including costs for—

4 “(A) attending the convention described in
5 subsection (j);

6 “(B) courses and exams necessary to ob-
7 tain a high school diploma or recognized equiva-
8 lent;

9 “(C) recruitment or training activities for
10 fellows; and

11 “(D) other activities approved by the Cor-
12 poration.

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

18 “(h) COORDINATION WITHIN CONGRESSIONAL DIS-
19 TRICT.—Service sponsor organizations shall coordinate
20 with other service sponsor organizations on training and
21 events beneficial to fellows serving within the same con-
22 gressional district and ensure that the offices of Members
23 of Congress in those districts are kept apprised of such
24 coordination.

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

3 “(j) YEARLY CONVENTION.—The Corporation may
4 sponsor a yearly convention to convene a geographically
5 diverse group of fellows in a central location to provide
6 the fellows with the opportunity to share experiences and
7 to provide the fellows with information on opportunities
8 to continue in national, public, or military service after
9 their fellowships end.

10 “(k) COMPLIANCE WITH INELIGIBLE SERVICE CAT-
11 EGORIES.—Service under a national service fellowship
12 shall comply with section 132(a). For purposes of applying
13 that section to this subsection, a reference to assistance
14 shall be considered to be a reference to assistance provided
15 under this section.

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

22 “(m) SURVEYS OF FELLOWS.—The Corporation may
23 survey fellows about their experiences as fellows, and shall
24 make data acquired from any such survey publicly avail-
25 able.

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

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

7 (b) CONFORMING AMENDMENTS.—

8 (1) The item relating to section 198B of the
9 National and Community Service Act of 1990 in the
10 table of contents for that Act is amended to read as
11 follows:

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

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

17 (3) Section 501(a)(4)(B) of the National and
18 Community Service Act of 1990 (42 U.S.C.
19 12681(a)(4)(B)) is repealed.

20 **SEC. 5422. EXPANSION OF YOUTHBUILD, YOUTH CONSERVA-**
21 **TION CORPS, AND NATIONAL GUARD YOUTH**
22 **CHALLENGE PROGRAMS.**

23 (a) YOUTHBUILD PROGRAM.—

24 (1) EXPANSION.—The Secretary of Labor shall
25 take the necessary steps to double, by December 31,

1 2031, the number of participants in the YouthBuild
2 program established under section 171 of the Work-
3 force Innovation and Opportunity Act (29 U.S.C.
4 3226), from the number of such participants in fis-
5 cal year 2020.

6 (2) REPORTS TO CONGRESS.—The Secretary of
7 Labor shall submit to Congress, not later than De-
8 cember 31 of each of the years 2023, 2026, 2029,
9 and 2031, a report on the level of participation in
10 the YouthBuild Program since the end of fiscal year
11 2020 and on the efforts taken to achieve the goal
12 described in paragraph (1).

13 (b) YOUTH CONSERVATION CORPS.—

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

22 (2) REPORTS TO CONGRESS.—The Secretaries
23 of Agriculture and the Interior shall submit to Con-
24 gress, not later than December 31 of each of the
25 years 2023, 2026, 2029, and 2031, a report on the

1 level of participation in the Youth Conservation
2 Corps since the end of fiscal year 2020 and on the
3 efforts taken to achieve the goal described in para-
4 graph (1).

5 (c) YOUTH CHALLENGE PROGRAM.—

6 (1) EXPANSION.—The Secretary of Defense
7 shall take the necessary steps to double, by Decem-
8 ber 31, 2031, the number of participants in the Na-
9 tional Guard Youth Challenge Program established
10 under section 509 of title 32, United States Code,
11 from the number of such participants in fiscal year
12 2020.

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

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

1 **SEC. 5423. NATIONAL SERVICE PUBLIC AWARENESS CAM-**
2 **PAIGN.**

3 (a) IN GENERAL.—The Chief Executive Officer of the
4 Corporation for National and Community Service shall
5 carry out a public awareness campaign to educate individ-
6 uals likely to provide the greatest influence on youth, in-
7 cluding parents, grandparents, teachers, guidance coun-
8 selors, clergy, and coaches, on opportunities for youth to
9 engage in national service, the impacts of national service,
10 and ways to encourage youth to provide such service.
11 Funds made available to carry out this subsection may
12 be used to identify best practices, carry out national out-
13 reach and education campaigns, produce and make avail-
14 able materials for schools and students from kindergarten
15 through grade 12, facilitate access to national service in-
16 formation and opportunities, and advertise national serv-
17 ice programs nationwide.

18 (b) REPORT REQUIRED.—Not later than 60 days
19 after the end of the fiscal year in which funds are made
20 available to carry out the public awareness campaign
21 under subsection (a), the Chief Executive Officer shall
22 submit to the Committee on Health, Education, Labor,
23 and Pensions of the Senate, and the Committee on Edu-
24 cation and Labor of the House of Representatives, a re-
25 port describing the scope and effectiveness of the public
26 awareness campaign under this section.

1 (c) AUTHORIZATION OF APPROPRIATIONS.—There
2 are authorized to be appropriated such sums as may be
3 necessary to carry out the campaign under subsection (a),
4 including for salaries and expenses related to such cam-
5 paign.

6 **SEC. 5424. RECOGNITION OF CORPORATE CONTRIBUTIONS**
7 **TO NATIONAL SERVICE.**

8 The Corporation for National and Community Serv-
9 ice may annually designate not more than 25 corporations,
10 whether publicly owned or privately held, with an award
11 for their significant contributions to national service. The
12 Corporation shall promulgate regulations describing eval-
13 uation criteria for the award under this section and may
14 conduct a ceremony or give a symbolic medal or plaque
15 to recipients. This section does not authorize any mone-
16 tary award.

17 **SEC. 5425. CORPORATION FOR NATIONAL AND COMMUNITY**
18 **SERVICE DEMONSTRATION PROJECTS.**

19 (a) DEFINITIONS.—

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

1 (2) PLACE-BASED MODEL.—The term “place-
2 based model” means an investment initiative that
3 seeks to leverage national service programs to ex-
4 pand the services available within a specific geo-
5 graphic location, to build the capacity of community
6 organizations to provide those services, and to estab-
7 lish a community-wide culture of service and vol-
8 unteerism.

9 (b) PRIORITY PILOTS.—The Chief Executive Officer
10 of the Corporation for National and Community Service
11 may conduct, during the 3-year period beginning on Octo-
12 ber 1, 2020, up to 5 demonstration projects to assess the
13 feasibility and advisability of novel approaches to and
14 focus areas of national service, with at least one dem-
15 onstration project focused on developing a place-based
16 model and at least one demonstration project supporting
17 the reintegration of ex-offenders.

18 (c) AUTHORIZATION OF APPROPRIATIONS.—There
19 are authorized to be appropriated such sums as may be
20 necessary to carry out the demonstration projects under
21 subsection (b), including for salaries and expenses related
22 to such projects.

1 **SEC. 5426. PEACE CORPS REMOTE DEMONSTRATION**
2 **PROJECTS.**

3 The Peace Corps may conduct demonstration projects
4 to test the feasibility of permitting volunteers who serve
5 less than 27 months to perform their services from within
6 the United States, instead of traveling outside of the
7 United States.

8 **SEC. 5427. NATIONAL SERVICE LIVING ALLOWANCE IN-**
9 **CREASES.**

10 (a) ANNUAL INCREASES TO LIVING ALLOWANCES
11 FOR NATIONAL SERVICE PARTICIPANTS.—Section 140(a)
12 of the National and Community Service Act of 1990 (42
13 U.S.C. 12594(a)) is amended by adding at the end the
14 following:

15 “(7) INCREASES.—The Chief Executive Officer
16 shall review the amounts of living allowances under
17 this subsection on an annual basis and, subject to
18 paragraph (2), make increases as necessary to re-
19 flect changes in inflation, cost of living, and the geo-
20 graphical areas in which the national service pro-
21 grams are carried out.”.

22 (b) AUTHORIZATION OF APPROPRIATIONS.—There
23 are authorized to be appropriated to provide increases in
24 living allowances under section 140(a) of the National and
25 Community Service Act of 1990 (42 U.S.C. 12594(a)),
26 such sums as may be necessary to increase the allowances

1 above the levels provided on the day before the date of
2 enactment of this Act.

3 **SEC. 5428. SENIOR CORPS STIPEND INCREASES.**

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

10 (b) AUTHORIZATION OF APPROPRIATIONS.—There
11 are authorized to be appropriated to provide increases in
12 allowances and stipends under section 211(d) of the Do-
13 mestic Volunteer Service Act of 1973 (42 U.S.C.
14 5011(d)), such sums as may be necessary to increase the
15 allowances and stipends above the levels provided on the
16 day before the date of enactment of this Act.

17 **SEC. 5429. WRAPAROUND SUPPORT SERVICES FOR CER-**
18 **TAIN NATIONAL SERVICE PARTICIPANTS.**

19 (a) WRAPAROUND SUPPORT SERVICES FOR NA-
20 TIONAL SERVICE PARTICIPANTS.—

21 (1) IN GENERAL.—Section 140 of the National
22 and Community Service Act of 1990 (42 U.S.C.
23 12594) is amended by adding at the end the fol-
24 lowing:

25 “(g) WRAPAROUND SUPPORT SERVICES.—

1 “(1) PROVISION OF ADDITIONAL SUPPORT
2 SERVICES.—In addition to the living allowance and
3 other benefits provided under this section, and sub-
4 ject to the availability of appropriations to carry out
5 this subsection, a State or other recipient of assist-
6 ance under section 121 shall provide support serv-
7 ices under this subsection (in this subsection re-
8 ferred to as ‘wraparound support services’) to those
9 individuals who—

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

13 “(B) are disadvantaged youth of ages 17
14 through 26, are located in Indian lands, or are
15 located in rural communities.

16 “(2) GUIDELINES FOR WRAPAROUND SUPPORT
17 SERVICES.—Not later than 180 days after the date
18 of the enactment of this subsection, the Corporation
19 shall establish guidelines regarding the cir-
20 cumstances under which wraparound support serv-
21 ices shall be made available under paragraph (1)
22 and the types of wraparound support services that
23 shall be made so available. Wraparound support
24 services may include career counseling, transpor-
25 tation assistance, training and certification pro-

1 grams, and mental health assistance. In developing
2 such guidelines, the Corporation shall consider the
3 availability of philanthropic investment and the cost-
4 per-participant to recipients who support partici-
5 pants described in paragraph (1).

6 “(3) EXEMPTION FROM LIVING ALLOWANCE.—
7 Wraparound support services shall not be considered
8 in determining the total living allowance under sub-
9 section (a)(2).”.

10 (2) LIMITATION ON PROGRAM COSTS.—Section
11 189(c) of the National and Community Service Act
12 of 1990 (42 U.S.C. 12645c(c)) is amended to read
13 as follows:

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

17 “(1) expenses under a grant authorized under
18 the national service laws to operate a program that
19 are not included in the grant award for operating
20 the program; or

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

23 (b) WRAPAROUND SUPPORT SERVICES FOR VISTA
24 PARTICIPANTS.—Section 105(b) of the Domestic Volun-

1 teer Service Act of 1973 (42 U.S.C. 4955(b)) is amended
2 by adding at the end the following:

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

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

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

12 “(iii) are located in rural communities.

13 “(B) Not later than 180 days after the date of the
14 enactment of this paragraph, the Corporation shall estab-
15 lish guidelines regarding the circumstances under which
16 wraparound support services shall be made available to
17 volunteers under subparagraph (A), and the types of
18 wraparound support services that shall be made so avail-
19 able. Wraparound support services may include career
20 counseling, transportation assistance, training and certifi-
21 cation programs, and mental health assistance. In devel-
22 oping such guidelines, the Corporation shall consider the
23 availability of funds and the cost-per-volunteer to support
24 such volunteers.

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

5 (c) REPORT.—Not later than 2 years after the date
6 of the enactment of this Act, the Chief Executive Officer
7 of the Corporation for National and Community Service
8 shall submit a report to Congress on the use of funds
9 made available to provide wraparound support services
10 under the amendments made by this section.

11 (d) AUTHORIZATION OF APPROPRIATIONS.—There
12 are authorized to be appropriated to the Corporation for
13 National and Community Service such sums as may be
14 necessary to provide wraparound support services under
15 section 140(g) of the National and Community Service Act
16 of 1990 (42 U.S.C. 12594(g)) and section 105(b)(4) of
17 the Domestic Volunteer Service Act of 1973 (42 U.S.C.
18 4955(b)(4)).

19 **SEC. 5430. NATIONAL SERVICE EDUCATIONAL AWARD IN-**
20 **CREASES.**

21 (a) DETERMINATION OF EDUCATIONAL AWARD
22 AMOUNT.—Section 147(a) of the National and Commu-
23 nity Service Act of 1990 (42 U.S.C. 12603(a)) is amended
24 by striking “having a value equal to” and all that follows
25 through “mandatory appropriations),” and inserting

1 “equal to the average cost of 1 year of in-State tuition
2 at a public institution of higher education that awards
3 bachelor’s degrees, as determined by the Chief Executive
4 Officer.”.

5 (b) AUTHORIZATION OF APPROPRIATIONS.—There
6 are authorized to be appropriated to provide increases in
7 national service educational awards under section 147(a)
8 of the National and Community Service Act of 1990 (42
9 U.S.C. 12603(a)), such sums as may be necessary to in-
10 crease the awards above the level provided on the day be-
11 fore the date of enactment of this Act.

12 **SEC. 5431. EXPANDED USE OF NATIONAL SERVICE EDU-**
13 **CATIONAL AWARD.**

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

20 (b) TREATMENT OF CERTAIN PROVISIONS OF
21 LAW.—Any individual who receives an educational award
22 under section 146 of the National and Community Service
23 Act of 1990 (42 U.S.C. 12602) may use the award for
24 expenses described in section 148(a)(4) of that Act (42
25 U.S.C. 12604(a)(4)), as a result of the amendment made

1 by subsection (a) of this section, notwithstanding the pro-
2 visions of any appropriations Act that does not specifically
3 reference this section and that would not permit such use
4 by the individual.

5 **SEC. 5432. DISCOUNTED END-OF-SERVICE CASH STIPEND**
6 **FOR NATIONAL SERVICE MEMBERS.**

7 (a) STIPEND; LIMITATION; PAYMENT UPON COMPLE-
8 TION OF TERM.—

9 (1) DEFINITIONS.—In this subsection:

10 (A) CHIEF EXECUTIVE OFFICER.—The
11 term “Chief Executive Officer” means the Chief
12 Executive Officer of the Corporation for Na-
13 tional and Community Service.

14 (B) FULL-TIME SERVICE.—The term “full-
15 time service” means “full-time national service”
16 within the meaning of section 139(b)(1) of the
17 National and Community Service Act of 1990
18 (42 U.S.C. 12593(b)(1)).

19 (C) NATIONAL SERVICE PARTICIPANT.—
20 The term “national service participant” means
21 a participant in a national service program who
22 is described in section 137(a) of that Act (42
23 U.S.C. 12591(a)).

24 (D) PART-TIME SERVICE.—The term
25 “part-time service” means “part-time national

1 service” within the meaning of section
2 139(b)(2) of that Act (42 U.S.C. 12593(b)(2)).

3 (2) STIPEND FOR NATIONAL SERVICE PARTICI-
4 PANTS.—

5 (A) AUTHORITY.—

6 (i) FULL-TIME SERVICE.—Subject to
7 clause (ii), the Chief Executive Officer may
8 provide to each national service participant
9 who is performing full-time service, a sti-
10 pend for any period in which such partici-
11 pant is in training or performing the par-
12 ticipant’s service assignments.

13 (ii) PART-TIME SERVICE.—The Chief
14 Executive Officer may, on a case-by-case
15 basis, provide, to a national service partici-
16 pant who is performing part-time service, a
17 stipend for any period described in clause
18 (i).

19 (B) AMOUNT OF STIPEND.—

20 (i) IN GENERAL.—Subject to clauses
21 (ii) and (iii), the amount of the stipend
22 under subparagraph (A) shall be set at a
23 rate that is not less than \$200 per month
24 and not more than \$280 per month.

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

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

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

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

22 (C) RESTRICTION ON CERTAIN INDIVID-
23 UALS.—The Chief Executive Officer may not
24 provide a stipend under this subsection to an
25 individual who elects to receive a national serv-

1 ice educational award under subtitle D of title
2 I of the National and Community Service Act
3 of 1990 (42 U.S.C. 12601 et seq.).

4 (3) STIPEND FOR NATIONAL CIVILIAN COMMU-
5 NITY CORPS MEMBERS.—

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

15 (B) AMOUNT OF STIPEND.—

16 (i) IN GENERAL.—Subject to clauses
17 (ii) and (iii), the amount of the stipend
18 under subparagraph (A) shall be set at a
19 rate that is not less than \$200 per month
20 and not more than \$280 per month.

21 (ii) LEADER STIPENDS.—The Chief
22 Executive Officer may set the amount of
23 the stipend under subparagraph (A) at a
24 rate that does not exceed \$380 per month
25 in the case of an individual who—

1 (I) has completed a cor-
2 responding term of service as required
3 under subtitle D of the National and
4 Community Service Act of 1990 (42
5 U.S.C. 12601 et seq.), subject to
6 paragraph (4); and

7 (II) has, in accordance with
8 standards that the Chief Executive
9 Officer shall establish in regulations,
10 been designated a leader on the basis
11 of experience among other national
12 service members.

13 (iii) LIMITATION.—The amount of the
14 stipend under this subparagraph is subject
15 to the availability of funds for such sti-
16 pend.

17 (C) RESTRICTION ON CERTAIN INDIVID-
18 UALS.—The Chief Executive Officer may not
19 provide a stipend under this subsection to an
20 individual who elects to receive a national serv-
21 ice educational award under section 158 of the
22 National and Community Service Act of 1990
23 (42 U.S.C. 12618).

24 (4) ELIGIBILITY FOR STIPEND.—A stipend
25 under paragraph (2) or (3) shall be payable to an

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

14 (b) NATIONAL SERVICE EDUCATIONAL AWARDS.—
15 Section 141(a) of the National and Community Service
16 Act of 1990 (42 U.S.C. 12595(a)) is amended—

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

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

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

21 “(3) has not accepted the stipend authorized
22 under section 332 of the Inspire to Serve Act of
23 2020.”.

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

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

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

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

8 “(3) has not accepted the stipend authorized
9 under section 332 of the Inspire to Serve Act of
10 2020.”.

11 **SEC. 5433. EXCLUSION OF NATIONAL SERVICE EDU-**
12 **CATIONAL AWARD FROM GROSS INCOME.**

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

15 (1) by striking “or” at the end of subparagraph
16 (B);

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

19 (3) by adding at the end the following new sub-
20 paragraph:

21 “(D) a national service educational award
22 under subtitle D of title I of the National and
23 Community Service Act of 1990 (42 U.S.C.
24 12601 et seq.).”.

1 (b) EXCLUSION OF DISCHARGE OF STUDENT LOAN
2 DEBT.—Subsection (f) of section 108 of such Code is
3 amended by adding at the end the following new para-
4 graph:

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

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

15 **SEC. 5434. TRANSFERABILITY OF NATIONAL SERVICE EDU-**
16 **CATIONAL AWARD.**

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

20 (1) in paragraph (2)(A)(i), by striking “in a na-
21 tional service program that receives a grant under
22 subtitle C” and inserting “in a position specified
23 under section 123”; and

24 (2) in paragraph (8), by striking subparagraph
25 (C) and inserting the following:

1 “(C) who meets such other requirements
2 as the Corporation shall specify in regula-
3 tions.”.

4 (b) INDIVIDUALS ELIGIBLE TO RECEIVE AN EDU-
5 CATIONAL AWARD FROM THE TRUST.—Section 146(d)(3)
6 of the National and Community Service Act of 1990 (42
7 U.S.C. 12602(d)(3)) is amended by striking “a 10-year
8 period” and all that follows through “basis of the award”
9 and inserting “a 7-year period that begins on the date on
10 which the designated individual who received the trans-
11 ferred educational award becomes 18 years of age”.

12 **SEC. 5435. NONCOMPETITIVE ELIGIBILITY FOR FULL-TIME**
13 **NATIONAL SERVICE PARTICIPANTS.**

14 (a) NONCOMPETITIVE ELIGIBILITY FOR AMERICORPS
15 ALUMNI.—

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

19 (A) by striking “appointment in the com-
20 petitive service” and inserting “noncompetitive
21 appointment to a position in the competitive
22 service (as defined in section 2101 of title 5,
23 United States Code) for a period of 36 months,
24 beginning on the date on which their required
25 term of service ends,”; and

1 (B) by striking “Executive Order Number
2 11103 (April 10, 1963)” and inserting “Execu-
3 tive Order 11103 (22 U.S.C. 2504 note, relat-
4 ing to Providing for the Appointment of
5 Former Peace Corps Volunteers to the Civilian
6 Career Services), as amended by Executive
7 Order 12107 (44 Fed. Reg. 1055; relating to
8 the Civil Service Commission and Labor-Man-
9 agement in the Federal Service), without regard
10 to section 4 of such Order”.

11 (2) OTHER NATIONAL SERVICE PARTICI-
12 PANTS.—

13 (A) IN GENERAL.—Part III of subtitle C
14 of title I of the National and Community Serv-
15 ice Act of 1990 (42 U.S.C. 12591 et seq.) is
16 amended by adding at the end the following
17 new section:

18 **“SEC. 142. NONCOMPETITIVE ELIGIBILITY FOR NATIONAL**
19 **SERVICE PARTICIPANTS.**

20 “Participants in a national service program who are
21 eligible to receive a national service educational award
22 under section 141, and who the Chief Executive Officer
23 determines have successfully completed their terms of
24 service, shall be eligible for noncompetitive appointment
25 in a position in the competitive service (as defined in sec-

1 tion 2101 of title 5, United States Code) for a period of
2 36 months beginning on the date on which their required
3 term of service ends. The Chief Executive Officer shall
4 make the determination about successful completion in ac-
5 cordance with the requirements of Executive Order 11103
6 (22 U.S.C. 2504 note, relating to Providing for the Ap-
7 pointment of Former Peace Corps Volunteers to the Civil-
8 ian Career Services), as amended by Executive Order
9 12107 (44 Fed. Reg. 1055; relating to the Civil Service
10 Commission and Labor-Management in the Federal Serv-
11 ice), without regard to section 4 of such Order.”.

12 (B) CONFORMING AMENDMENT.—The
13 table of contents of the National and Commu-
14 nity Service Act of 1990 is amended by insert-
15 ing after the item relating to section 141 the
16 following:

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

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

21 “(q)(1) Volunteers and volunteer leaders shall be eli-
22 gible for a noncompetitive appointment in a position in
23 the competitive service (as defined in section 2101 of title
24 5, United States Code) for a term of 3 years if—

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

3 “(B) the Director determines that they have
4 successfully completed their terms of service under
5 this Act.

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

9 “(3) The Director shall make each determination
10 under paragraph (1)(B) in accordance with sections 1, 2,
11 3, and 5 of Executive Order 11103 (22 U.S.C. 2504 note,
12 relating to Providing for the Appointment of Former
13 Peace Corps Volunteers to the Civilian Career Services),
14 as amended by Executive Order 12107 (44 Fed. Reg.
15 1055; relating to the Civil Service Commission and Labor-
16 Management in the Federal Service).”

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

19 (1) who is—

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

23 (B) a participant, in a national service pro-
24 gram, to whom section 141 of the National and

1 Community Service Act of 1990 (42 U.S.C.
2 12595) applies; or

3 (C) a volunteer or volunteer leader under
4 the Peace Corps Act (22 U.S.C. 2501 et seq.);
5 and

6 (2) who has not completed the corresponding
7 required term of service as of the date of the enact-
8 ment of this Act.

9 **SEC. 5436. PENSION SERVICE CREDIT FOR FEDERAL SERV-**
10 **ICE CORPS PARTICIPANTS.**

11 (a) CREDITABLE SERVICE.—Section 8411(h) of title
12 5, United States Code, is amended by inserting “as a Na-
13 tional Civilian Community Corps member or leader under
14 subtitle E of title I of the National and Community Serv-
15 ice Act of 1990 (42 U.S.C. 12611 et seq.), as a member
16 of a program under title I of the Act entitled ‘An Act to
17 establish a pilot program in the Departments of the Inte-
18 rior and Agriculture designated as the Youth Conservation
19 Corps, and for other purposes’, approved August 13, 1970
20 (commonly known as the ‘Youth Conservation Corps Act
21 of 1970’; 16 U.S.C. 1701 et seq.) or the Public Lands
22 Corps Act of 1993 (16 U.S.C. 1721 et seq.),” after “Do-
23 mestic Volunteer Service Act of 1973,”.

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

4 (1) by inserting “as a National Civilian Com-
5 munity Corps member or leader under subtitle E of
6 title I of the National and Community Service Act
7 of 1990 (42 U.S.C. 12611 et seq.), as a member of
8 a program under title I of the Act entitled ‘An Act
9 to establish a pilot program in the Departments of
10 the Interior and Agriculture designated as the Youth
11 Conservation Corps, and for other purposes’, ap-
12 proved August 13, 1970 (commonly known as the
13 ‘Youth Conservation Corps Act of 1970’; 16 U.S.C.
14 1701 et seq.) or the Public Lands Corps Act of 1993
15 (16 U.S.C. 1721 et seq.),” after “Domestic Volun-
16 teer Service Act of 1973,” the first place the term
17 appears;

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

20 (3) by striking “for each period of service as
21 such a volunteer or volunteer leader” and inserting
22 “or of the living allowance paid to the National Ci-
23 vilian Community Corps member or leader under
24 subtitle E of title I of the National and Community
25 Service Act of 1990 (42 U.S.C. 12611 et seq.), or

1 to the member of a program under title I of the Act
2 entitled ‘An Act to establish a pilot program in the
3 Departments of the Interior and Agriculture des-
4 ignated as the Youth Conservation Corps, and for
5 other purposes’, approved August 13, 1970 (com-
6 monly known as the ‘Youth Conservation Corps Act
7 of 1970’; 16 U.S.C. 1701 et seq.) or the Public
8 Lands Corps Act of 1993 (16 U.S.C. 1721 et seq.),
9 for each period of service as such a volunteer, volun-
10 teer leader, member, or leader”.

11 **SEC. 5437. SENIOR CORPS COMPETITIVE GRANT MODEL.**

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

15 (1) in subsection (e)—

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

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

20 (B) in paragraph (2)(B)—

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

23 (ii) by striking clause (iv) and redesign-
24 nating clause (v) as clause (iv); and

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

3 (b) MULTIYEAR GRANTS OR CONTRACTS.—Section
4 227(a) of the Domestic Volunteer Service Act of 1973 (42
5 U.S.C. 5027(a)) is amended—

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

7 (2) in paragraph (1)—

8 (A) by striking “(1) Subject to paragraph
9 (2) and” and inserting “Subject to”; and

10 (B) by redesignating subparagraphs (A)
11 and (B) as paragraphs (1) and (2), respectively.

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

16 (1) in paragraph (1), by adding “and” after the
17 semicolon; and

18 (2) by striking paragraphs (2) and (3) and re-
19 designating paragraph (4) as paragraph (2).

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

4 **SEC. 5441. 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. 5442. RESPONSIBILITY FOR DETERMINING ELIGI-**
15 **BILITY FOR HIRING PREFERENCES AND SPE-**
16 **CIAL 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 5435(a)(1) of this Act.

13 (6) Section 142 of the National and Community
14 Service Act of 1990, as added by section 5435(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 5435(b) of this Act.

19 (8) Section 5444 of this Act.

20 (9) Section 5470 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. 5443. 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. 5444. 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. 5445. 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. 5446. CRITERIA FOR GRANTING DIRECT-HIRE AU-**
12 **THORITY 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. 5447. 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. 5448. 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. 5449. 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. 5450. 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. 5451. 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. 5452. 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. 5453. PROPOSALS FOR MODERN TALENT-MANAGE-**
9 **MENT 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. 5454. 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. 5455. 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. 5461. 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 5301 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-

1 soring agency to meet workforce requirements of the
2 sponsoring agency, especially in critical skill areas;

3 (3) develop a standard application for fellow-
4 ships and scholarships for use by applicants and
5 sponsoring agencies, which may be supplemented by
6 additional requirements of a sponsoring agency; and

7 (4) ensure that an individual who successfully
8 completes a fellowship or scholarship program is
9 able to utilize the noncompetitive eligibility for em-
10 ployment in the competitive service provided under
11 section 5470(b).

12 (e) VIRTUAL STUDENT FEDERAL SERVICE.—

13 (1) IN GENERAL.—The Executive Director shall
14 establish and operate a Virtual Student Federal
15 Service, an online platform through which Executive
16 agencies may solicit for interns to work approxi-
17 mately 10 hours per week during the academic
18 school year.

19 (2) INTERN RESPONSIBILITIES.—An intern ap-
20 pointed by an Executive agency under paragraph
21 (1)—

22 (A) shall communicate with and submit
23 work to the Executive agency electronically; and

24 (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. 5462. PUBLIC SERVICE CORPS.**

21 (a) DEFINITIONS.—In this section:

22 (1) TERMS DEFINED IN SECTION 5461.—The
23 terms “civil service”, “Center”, “covered agency”,
24 “Director”, and “Executive Director” have the
25 meanings given those terms in section 5461.

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. 5463. 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. 5464. 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. 5465. 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. 5466. 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(e)(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. 5467. ENHANCED HIRING FOR RECENT COLLEGE**
20 **GRADUATES AND POST-SECONDARY STU-**
21 **DENTS.**

22 (a) RECENT GRADUATE HIRING AUTHORITY.—Sec-
23 tion 3115(e) of title 5, United States Code, is amended—

1 (1) in paragraph (1), by striking all that follows
2 “exceed” and inserting the following: “the greater
3 of—

4 “(A) the number equal to 15 percent of
5 the number of individuals that the agency head
6 appointed during the previous fiscal year to per-
7 manent employment; or

8 “(B) the number equal to 1 percent of the
9 average number of permanent employees in the
10 agency during the previous fiscal year.”; and

11 (2) by striking paragraph (2) and inserting the
12 following:

13 “(2) TEMPORARY CAP INCREASE.—

14 “(A) IN GENERAL.—Under a regulation
15 prescribed under subsection (f), the Director
16 shall increase the limit on the number of indi-
17 viduals that may be appointed by the head of
18 an agency under paragraph (1) of this sub-
19 section during a fiscal year as necessary to
20 meet the target under section 368 of the In-
21 spire to Serve Act of 2020 (relating to aggre-
22 gate number of hires of recent college graduates
23 and post-secondary students).

1 “(B) DURATION.—The increased limit
2 under subparagraph (A) shall terminate not
3 later than September 30, 2031.”.

4 (b) POST-SECONDARY STUDENT HIRING AUTHOR-
5 ITY.—Section 3116 of title 5, United States Code, is
6 amended—

7 (1) in subsection (d)—

8 (A) in paragraph (1), by striking all that
9 follows “exceed” and inserting the following:
10 “the greater of—

11 “(A) the number equal to 15 percent of
12 the number of individuals that the agency head
13 appointed during the previous fiscal year to per-
14 manent employment; or

15 “(B) the number equal to 1 percent of the
16 average number of permanent employees in the
17 agency during the previous fiscal year.”; and

18 (B) by striking paragraph (2) and insert-
19 ing the following:

20 “(2) TEMPORARY CAP INCREASE.—

21 “(A) IN GENERAL.—Under a regulation
22 prescribed under subsection (g), the Director
23 shall increase the limit on the number of indi-
24 viduals that may be appointed by a head of an
25 agency under paragraph (1) of this subsection

1 during a fiscal year as necessary to meet the
2 target under section 368 of the Inspire to Serve
3 Act of 2020 (relating to aggregate number of
4 hires of recent college graduates and post-sec-
5 ondary students).

6 “(B) DURATION.—The increased limit
7 under subparagraph (A) shall terminate not
8 later than September 30, 2031.”; and

9 (2) in subsection (e)(2), by striking “640” and
10 inserting “400”.

11 **SEC. 5468. AGGREGATE NUMBER OF HIRES OF RECENT**
12 **COLLEGE GRADUATES AND POST-SEC-**
13 **ONDARY STUDENTS.**

14 (a) TARGETS.—The Director of the Office of Per-
15 sonnel Management shall ensure that the aggregate num-
16 ber of applicants hired into term or permanent, competi-
17 tive service positions in Federal agencies under section
18 5466 of this Act (relating to the Pathways Program), sec-
19 tion 1106 of the National Defense Authorization Act for
20 Fiscal Year 2017 (10 U.S.C. note prec. 1580; Public Law
21 114–238), and sections 3115 and 3116 of title 5, United
22 States Code (as amended by section 5467 of this Act)—

23 (1) by September 30, 2026, is not less than
24 30,000; and

1 (2) by September 30, 2031, is not less than
2 50,000.

3 (b) PRO RATA SHARE DETERMINATION.—The Direc-
4 tor shall determine the pro rata share, for each fiscal year,
5 of the obligation of each Federal agency to meet the tar-
6 gets under subsection (a), based on the number of com-
7 petitive service positions at the agency as compared with
8 the total number of competitive service positions across
9 all agencies.

10 (c) SHORTFALL DETERMINATION.—Each fiscal year,
11 the Director shall determine the progress of each Federal
12 agency in achieving the targets under subsection (a) by
13 subtracting the number of applicants hired into term or
14 permanent, competitive service positions at the agency
15 during the preceding fiscal year under the provisions of
16 law set forth in subsection (a) from the pro rata share
17 of the agency determined under subsection (b).

18 **SEC. 5469. DEMONSTRATION PROJECT TO HIRE RECENT**
19 **COLLEGE GRADUATES AND POST-SEC-**
20 **ONDARY STUDENTS WITH CRITICAL SKILLS.**

21 (a) DEFINITIONS.—In this section:

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

24 (2) INTERNSHIP PROGRAM.—The term “intern-
25 ship program” has the meaning given the term in

1 section 3111a(c)(1) of title 5, United States Code,
2 as amended by section 5466(g) of this Act.

3 (b) DEMONSTRATION PROJECT.—

4 (1) PURPOSE.—The Director shall, pursuant to
5 section 4703 of title 5, United States Code, carry
6 out a demonstration project described in paragraph
7 (2) of this subsection for the purpose of—

8 (A) assessing the sufficiency of hiring au-
9 thorities to meet the hiring needs of Executive
10 agencies in positions that require critical skills;
11 and

12 (B) determining whether changes are need-
13 ed in methods of establishing qualification re-
14 quirements for, recruitment for, and appoint-
15 ment to, positions described in subparagraph
16 (A).

17 (2) PROJECT DESCRIBED.—Under the dem-
18 onstration project under paragraph (1), an Execu-
19 tive agency shall appoint—

20 (A) students to internship programs for
21 the purpose of acquiring critical skills that ad-
22 dress the needs of the Executive agency; or

23 (B) recent graduates to full-time positions
24 in the Executive agency that require critical
25 skills described in subparagraph (A).

1 (c) REPORT TO CONGRESS.—Not later than 60 days
2 after the date on which the demonstration project under
3 this section terminates, the Director shall submit to Con-
4 gress a report on the project, including the assessment and
5 determination of the Director under subsection (b)(1).

6 (d) AUTHORIZATION OF APPROPRIATIONS.—There
7 are authorized to be appropriated such sums as may be
8 necessary to carry out the demonstration project under
9 this section.

10 **SEC. 5470. NONCOMPETITIVE ELIGIBILITY FOR FEDERAL**
11 **DEVELOPMENTAL POSITIONS.**

12 (a) DEFINITIONS.—In this section:

13 (1) COMPETITIVE SERVICE.—The term “com-
14 petitive service” has the meaning given the term in
15 section 2102 of title 5, United States Code.

16 (2) FELLOWSHIP.—The term “fellowship”
17 means a short-term employment opportunity (other
18 than a post-fellowship service requirement), of not
19 more than 2 years in length, that is intended to pro-
20 vide the recipient with work experience with an Ex-
21 ecutive agency or a military department that pre-
22 pares the recipient for permanent employment with
23 an Executive agency or a military department.

1 (3) INTERNSHIP.—The term “internship” has
2 the meaning given the term “internship program” in
3 section 3111a of title 5, United States Code.

4 (4) SCHOLARSHIP.—The term “scholarship”
5 means—

6 (A) financial support paid by an Executive
7 agency or a military department towards an in-
8 dividual’s cost of attendance at an institution of
9 higher education that is authorized to partici-
10 pate in a Federal student aid program under
11 title IV of the Higher Education Act of 1965
12 (20 U.S.C. 1070 et seq.) in a course of study
13 leading to a credential in a critical skill or an-
14 other program that requires the student to
15 demonstrate an interest in or agreement to pur-
16 sue a career in public service; or

17 (B) financial support paid by an Executive
18 agency towards an individual’s cost of procuring
19 private instruction in a critical skill.

20 (5) THIRD-PARTY INTERNSHIP OR FELLOW-
21 SHIP.—The term “third-party internship or fellow-
22 ship” means an internship or a fellowship in the
23 Federal Government that is facilitated and organized
24 through a nongovernmental, third-party organization
25 that has a formal arrangement with 1 or more Exec-

1 (2) FEDERAL RESKILLING PROGRAM.—The
2 term “Federal reskilling program” means a program
3 approved by the Director of the Office of Personnel
4 Management to provide an employee serving in a po-
5 sition in the competitive service or the excepted serv-
6 ice with technical skill or expertise that will enable
7 such employee to continue work in the Federal Gov-
8 ernment in a different position in the competitive or
9 excepted service that requires such skill or expertise.

10 (b) REENTRY AT SAME OR HIGHER CLASS AND
11 GRADE.—Any employee who successfully completes a Fed-
12 eral reskilling program and transfers to a position in the
13 Federal Government in the competitive or excepted service
14 that requires technical skill or expertise provided to the
15 employee in such Federal reskilling program shall, not-
16 withstanding the classification requirements set out in
17 chapter 51 of title 5, United States Code, serve in the
18 new position at a class and grade at or higher than the
19 class and grade of the position from which the employee
20 transferred.

21 (c) GUIDANCE AND REGULATIONS.—Not later than
22 120 days after the date of the enactment of this Act, the
23 Director of the Office of Personnel Management shall
24 issue—

1 (1) guidance on the approval process for Fed-
2 eral reskilling programs; and

3 (2) regulations ensuring the rights of partici-
4 pants described in subsection (b).

5 **SEC. 5472. CIVILIAN CYBERSECURITY RESERVE PILOT**
6 **PROJECT.**

7 (a) DEFINITIONS.—In this section:

8 (1) APPROPRIATE AGENCY HEAD.—The term
9 “appropriate agency head” means—

10 (A) in the case of the Department of
11 Homeland Security, the Secretary of Homeland
12 Security; and

13 (B) in the case of the National Security
14 Agency, the director of the National Security
15 Agency.

16 (2) COMPETITIVE SERVICE.—The term “com-
17 petitive service” has the meaning given that term in
18 section 2102 of title 5, United States Code.

19 (3) COVERED AGENCY.—The term “covered
20 agency” means the Department of Homeland Secu-
21 rity or the National Security Agency.

22 (4) UNIFORMED SERVICES.—The term “uni-
23 formed services” has the meaning given that term in
24 section 2101 of title 5, United States Code.

1 (b) PURPOSE.—The purpose of this section is to es-
2 tablish a Civilian Cybersecurity Reserve as a pilot project
3 to provide to the Federal Government trained and quali-
4 fied civilian personnel who have previously served with the
5 Federal Government or in the uniformed services and pos-
6 sess cybersecurity expertise, in order to address cybersecu-
7 rity needs of the United States to protect the national se-
8 curity of the United States.

9 (c) PILOT PROJECT.—

10 (1) IN GENERAL.—Each appropriate agency
11 head may carry out a pilot project to establish a Ci-
12 vilian Cybersecurity Reserve at the covered agency.

13 (2) NONCOMPETITIVE APPOINTMENT.—Under a
14 pilot project authorized under paragraph (1), the ap-
15 propriate agency head may noncompetitively appoint
16 members of the Civilian Cybersecurity Reserve to
17 temporary positions in the competitive service.

18 (d) ELIGIBILITY; APPLICATION AND SELECTION.—

19 (1) IN GENERAL.—Under a pilot project au-
20 thorized under subsection (c), the appropriate agen-
21 cy head shall establish criteria for—

22 (A) individuals to be eligible for the Civil-
23 ian Cybersecurity Reserve in the covered agen-
24 cy; and

1 (B) the application and selection processes
2 for the Reserve.

3 (2) REQUIREMENTS FOR INDIVIDUALS.—The
4 criteria established under paragraph (1)(A) with re-
5 spect to an individual shall include—

6 (A) previous employment by the Federal
7 Government or within the uniformed services;
8 and

9 (B) cybersecurity expertise.

10 (3) AGREEMENT REQUIRED.—An individual
11 may become a member of the Civilian Cybersecurity
12 Reserve only if the individual enters into an agree-
13 ment with the appropriate agency head to become
14 such a member. The agreement shall set forth the
15 rights and obligations of the individual and the cov-
16 ered agency.

17 (4) EXCEPTION FOR CONTINUING MILITARY
18 SERVICE COMMITMENTS.—A member of the Selected
19 Reserve under section 10143 of title 10, United
20 States Code, may not be a member of the Civilian
21 Cybersecurity Reserve.

22 (e) COMPONENTS OF THE CIVILIAN CYBERSECURITY
23 RESERVE.—The appropriate agency head may consider,
24 in carrying out a pilot project authorized under subsection
25 (c), developing different components of the Civilian Cyber-

1 security Reserve in the covered agency, one with an obliga-
2 tion to respond when called into activation at the direction
3 of the appropriate agency head and one that is not com-
4 pelled to so respond, with appropriate corresponding dif-
5 fering benefits for each such component.

6 (f) SECURITY CLEARANCES.—The appropriate agen-
7 cy head shall ensure that all members of the Civilian Cy-
8 bersecurity Reserve in the covered agency have an active
9 security clearance in accordance with Executive Order
10 12968 (50 U.S.C. 3161 note; relating to access to classi-
11 fied information) and Executive Order 13467 (50 U.S.C.
12 3161 note; relating to reforming processes related to suit-
13 ability for Government employment, fitness for contractor
14 employees, and eligibility for access to classified national
15 security information).

16 (g) PROJECT GUIDANCE.—

17 (1) IN GENERAL.—Not later than 180 days
18 after the date of the enactment of this Act, each ap-
19 propriate agency head may issue guidance estab-
20 lishing and implementing a pilot project authorized
21 under subsection (c) at the covered agency.

22 (2) PENALTIES.—In developing guidance under
23 paragraph (1), an appropriate agency head may pro-
24 vide for penalties for individuals who do not respond
25 to activation when called, such as loss of security

1 clearance, recoupment of pay or benefits earned as
2 a member of the Civilian Cybersecurity Reserve, or
3 recoupment of civilian service creditable under sec-
4 tion 8411 of title 5, United States Code.

5 (h) EVALUATION.—Not later than 5 years after the
6 pilot project authorized under subsection (c) is established
7 in each covered agency, the Comptroller General of the
8 United States shall—

9 (1) conduct a study evaluating the pilot project
10 at that agency; and

11 (2) submit to Congress—

12 (A) a report on the results of the study;
13 and

14 (B) a recommendation with respect to
15 whether the pilot project should be modified,
16 extended in duration, or established as a per-
17 manent program.

18 (i) AUTHORIZATION OF APPROPRIATIONS.—There
19 are authorized to be appropriated to each appropriate
20 agency head such sums as may be necessary to carry out
21 this section.

22 **SEC. 5473. EXPANSION OF CYBER TALENT MANAGEMENT**
23 **SYSTEM.**

24 (a) EXPANSION OF CYBER TALENT MANAGEMENT
25 SYSTEM.—Subject to subsection (b), the head of any Ex-

1 executive agency, as defined in section 105 of title 5, United
2 States Code, may exercise the authorities under section
3 2208 of the Homeland Security Act of 2002 (6 U.S.C.
4 658) to the same extent as the Secretary of Homeland
5 Security may exercise such authorities.

6 (b) COORDINATION BY SECRETARY OF HOMELAND
7 SECURITY.—The Secretary of Homeland Security shall
8 coordinate with the heads of Executive agencies to facili-
9 tate the exercise of authorities under subsection (a).

10 **SEC. 5474. PERSONNEL POLICY DEMONSTRATION PROJECT**
11 **FOR FEDERAL AGENCIES WITH EMPLOYEES**
12 **IN SCIENCE, TECHNOLOGY, ENGINEERING,**
13 **AND MATHEMATICS FIELDS.**

14 (a) ESTABLISHMENT.—The Director of the Office of
15 Personnel Management, in consultation with the heads of
16 the agencies specified in subsection (b), shall develop and
17 implement a personnel policy demonstration project to as-
18 sess innovative approaches to new personnel policies for
19 employees, that may include implementing—

- 20 (1) more flexible job classifications;
- 21 (2) competency-based hiring;
- 22 (3) market-based pay;
- 23 (4) promotion based on experience, skill, and
24 performance; and

1 (5) streamlined personnel transfers between
2 agencies.

3 (b) AGENCIES.—The agencies referred to in sub-
4 section (a) are—

5 (1) the National Aeronautics and Space Admin-
6 istration;

7 (2) the Department of Energy;

8 (3) the National Science Foundation;

9 (4) the Department of Commerce;

10 (5) the Department of the Interior;

11 (6) the Environmental Protection Agency; and

12 (7) not more than 2 additional agencies, which
13 the Director of the Office of Personnel Management
14 may designate, that have significant numbers of em-
15 ployees in positions that require skills in science,
16 technology, engineering, or mathematics.

17 (c) PARTICIPATION.—The head of each agency re-
18 ferred to in subsection (b) may determine whether the
19 agency will participate in the personnel demonstration
20 project under this section, and, if the agency head deter-
21 mines that the agency will so participate, whether the
22 project will apply to current employees of that agency, cur-
23 rent employees of 1 or more components of that agency,
24 newly hired employees of that agency, or newly hired em-
25 ployees of 1 or more components of that agency.

1 (d) DURATION AND SIZE OF PROJECT.—

2 (1) IN GENERAL.—Except as provided in para-
3 graph (2), the demonstration project under this sec-
4 tion shall be carried out for a 10-year period begin-
5 ning on the date of enactment of this Act.

6 (2) EXTENSION.—The Director of the Office of
7 Personnel Management may extend the demonstra-
8 tion project under this section for an additional 10-
9 year period.

10 (3) TOTAL NUMBER OF EMPLOYEES.—The total
11 number of Federal employees included in the dem-
12 onstration project in any 1-year period may not ex-
13 ceed 10 percent of the total number of Federal civil-
14 ian employees in all Executive agencies (as defined
15 in section 105 of title 5, United States Code) in the
16 preceding 1-year period.

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

20 **SEC. 5475. DEVELOPMENT OF PROPOSAL FOR SIMPLIFIED**
21 **PERSONNEL SYSTEM FOR VETERANS HEALTH**
22 **ADMINISTRATION.**

23 (a) IN GENERAL.—The Secretary of Veterans Affairs
24 shall develop a legislative proposal to establish, under title
25 38, United States Code, a single personnel system that—

1 (1) applies to all positions in the Veterans
2 Health Administration;

3 (2) applies best practices from the private sec-
4 tor to human capital management; and

5 (3) supports pay and benefits that are competi-
6 tive with pay and benefits for health care delivery
7 systems in the private sector.

8 (b) MATTERS TO CONSIDER.—In developing the pro-
9 posal under subsection (a), the Secretary shall—

10 (1) draw from, in addition to other resources,
11 the applicable research and conclusions of the Com-
12 mission on Care established under section 202 of the
13 Veterans Access, Choice, and Accountability Act of
14 2014 (Public Law 113–146; 38 U.S.C. 1701 note),
15 including recommendation number 15 of the Com-
16 mission as set forth in the final report of the Com-
17 mission submitted under subsection (b)(3)(B) of
18 such section, dated June 30, 2016, and titled,
19 “Final Report of the Commission on Care”; and

20 (2) consult with the heads of other Federal
21 agencies that operate health care delivery systems,
22 employees of the Veterans Health Administration,
23 and labor unions that represent employees of the
24 Veterans Health Administration.

1 (c) AVAILABILITY OF PROPOSAL.—The Secretary
2 shall make the proposal developed under subsection (a)
3 available for use by other Federal agencies that operate
4 health care delivery systems.

5 (d) REPORT.—Not later than one year after the date
6 of the enactment of this Act, the Secretary shall submit
7 to the Committee on Veterans’ Affairs of the Senate and
8 the Committee on Veterans’ Affairs of the House of Rep-
9 resentatives a report containing the proposal developed
10 under subsection (a).

11 **SEC. 5476. PORTABILITY OF HEALTH CARE LICENSURE FOR**
12 **FEDERAL EMPLOYEES.**

13 (a) PORTABILITY OF LICENSURE FOR FEDERAL
14 HEALTH CARE PROFESSIONALS.—Notwithstanding any
15 other provision of law regarding the licensure of health
16 care providers, a health care professional described in sub-
17 section (b) may practice, at any location in any State, the
18 District of Columbia, the Commonwealth of Puerto Rico,
19 or any other territory or possession of the United States,
20 the health profession or professions for which the health
21 care professional has a license described in subsection
22 (b)(2), regardless of where such health care professional
23 or the patient involved is located, if the practice is within
24 the scope of the authorized Federal duties of such health
25 care professional.

1 (b) INDIVIDUALS DESCRIBED.—A health care profes-
2 sional described in this subsection is a Federal employee—

3 (1) who is credentialed and privileged at a Fed-
4 eral health care institution;

5 (2) who has a current license to practice medi-
6 cine, osteopathic medicine, dentistry, psychology,
7 nursing, therapy, or another health profession; and

8 (3) who is performing authorized duties for the
9 Federal Government to practice the health profes-
10 sion described in paragraph (2) for which such li-
11 cense was issued.

12 (c) DEFINITION OF LICENSE.—As used in this sec-
13 tion, the term “license” means a grant of permission by
14 an official agency of a State, the District of Columbia,
15 the Commonwealth of Puerto Rico, or any other territory
16 or possession of the United States to provide health care
17 independently as a health care professional and includes,
18 in the case of such care furnished in a foreign country
19 by any person who is not a national of the United States,
20 a grant of permission by an official agency of that foreign
21 country for that person to provide health care independ-
22 ently as a health care professional.

1 **TITLE IV—STRENGTHENING OF**
2 **NATIONAL MOBILIZATION**

3 **SEC. 5501. 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 (e), 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. 5502. REPORT ON EXEMPTIONS AND DEFERMENTS**
16 **FOR 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 5501(d) of this
2 Act to require registration of all United States citizens
3 and persons residing in the United States.

4 **SEC. 5503. 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 poli-
20 cy 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. 5504. 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. 5505. 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 5301.

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. 5506. 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.

