

INSPIRED *to* SERVE

Legislative Annex



**The Final Report of the National Commission on
Military, National, and Public Service**

March 2020

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This Legislative Annex contains the legislative proposals of the National Commission on Military, National, and Public Service, as required by section 555(e)(1) of the National Defense Authorization Act of Fiscal Year 2017 (Public Law 114–328), and supplements the March 2020 Final Report of the Commission. These proposals are presented in the form of a consolidated bill, the *Inspire to Serve Act* of 2020. The proposals, along with section-by-section analysis and redlines against existing law, are available on the Commission’s website, www.inspire2serve.gov.

Table of Contents

The Inspire to Serve Act of 2020	1
Title I—Prioritization of Civic Education and Service Learning	3
Title II—Elevation and Integration of All Forms of Service	24
Title III—Advancement of Military, National, and Public Service	55
Subtitle A—Advancement of Military Service	55
Subtitle B—Advancement of National Service	64
Subtitle C—Advancement of Public Service: Modernizing Federal Personnel Systems	97
Subtitle D—Advancement of Public Service: Students, Recent Graduates, Critical Skills	120
Title IV—Strengthening of National Mobilization	161
Section-by-Section Analysis	176
Cross-References to Commission Recommendations	202
Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020	206

The Inspire to Serve Act of 2020

A BILL

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

1 *Be it enacted by the Senate and House of Representatives of the United*
2 *States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE**

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

5 **SEC. 2. TABLE OF CONTENTS**

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

Sec. 1. Short title.
Sec. 2. Table of contents.

TITLE I—PRIORITIZATION OF CIVIC EDUCATION AND SERVICE LEARNING

Sec. 101. Civic Education Fund.
Sec. 102. Service-Learning Fund.
Sec. 103. National civics assessment.
Sec. 104. Excellence in civics award.
Sec. 105. Development of material on civic education and effective citizenship.
Sec. 106. Sense of Congress regarding the importance of teachers in inspiring civic engagement.

TITLE II—ELEVATION AND INTEGRATION OF ALL FORMS OF SERVICE

Sec. 201. Council on Military, National, and Public Service.
Sec. 202. Internet-based service platform.
Sec. 203. Pilot program to coordinate military, national, and public service recruitment.
Sec. 204. Joint market research and recruiting program to advance military and national service.
Sec. 205. Information sharing to advance military and national service.
Sec. 206. Transition opportunities for military servicemembers and national service participants.
Sec. 207. Joint report to Congress on initiatives to integrate military and national service.

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

Subtitle A—Advancement of Military Service

Sec. 301. New personnel management structure for military specialists.
Sec. 302. Pre-service tuition grant program.
Sec. 303. Pilot program on technical civilian professional credentials.

The Inspire to Serve Act of 2020

- Sec. 304. Expansion of Junior Reserve Officers' Training Corps program.
- Sec. 305. Expansion of Cyber Institutes program.
- Sec. 306. Temporary authority for targeted recruitment incentives.
- Sec. 307. Multiyear appropriations for marketing and advertising.

Subtitle B—Advancement of National Service

- Sec. 321. National service fellowships.
- Sec. 322. Expansion of YouthBuild, Youth Conservation Corps, and National Guard Youth Challenge Programs.
- Sec. 323. National service public awareness campaign.
- Sec. 324. Recognition of corporate contributions to national service.
- Sec. 325. Corporation for National and Community Service demonstration projects.
- Sec. 326. Peace Corps remote demonstration projects.
- Sec. 327. National Service living allowance increases.
- Sec. 328. Senior Corps stipend increases.
- Sec. 329. Wraparound support services for certain national service participants.
- Sec. 330. National service educational award increases.
- Sec. 331. Expanded use of national service educational award.
- Sec. 332. Discounted end-of-service cash stipend for national service members.
- Sec. 333. Exclusion of national service educational award from gross income.
- Sec. 334. Transferability of national service educational award.
- Sec. 335. Noncompetitive eligibility for full-time national service participants.
- Sec. 336. Pension service credit for Federal service corps participants.
- Sec. 337. Senior Corps competitive grant model.

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

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

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

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

- Sec. 368. Aggregate number of hires of recent college graduates and post-secondary students.
- Sec. 369. Demonstration project to hire recent college graduates and post-secondary students with critical skills.
- Sec. 370. Noncompetitive eligibility for Federal developmental positions.
- Sec. 371. Facilitation of Federal employee reskilling.
- Sec. 372. Civilian Cybersecurity Reserve.
- Sec. 373. Expansion of Cyber Talent Management System.
- Sec. 374. Personnel policy demonstration project for Federal agencies with employees in science, technology, engineering, and mathematics fields.
- Sec. 375. Simplified personnel system for Veterans Health Administration.
- Sec. 376. Portability of health care licensure for Federal employees.

TITLE IV—STRENGTHENING OF NATIONAL MOBILIZATION

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

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

3 **SEC. 101. CIVIC EDUCATION FUND.**

4 (a) DEFINITIONS.—In this section:

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

9 (2) CIVIC EDUCATION.—The term “civic education” means an
10 educational program that provides participants with knowledge of law,
11 government, and the rights and responsibilities of citizens and skills that
12 enable participants to participate responsibly in democracy.

The Inspire to Serve Act of 2020

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

5 (4) ELIGIBLE ENTITY.—The term “eligible entity” means—

6 (A) any local educational agency;

7 (B) any State educational agency;

8 (C) any educational service agency;

9 (D) any institution of higher education;

10 (E) any community-based organization;

11 (F) any nonprofit, nongovernmental organization; or

12 (G) any consortium of entities described in subparagraphs

13 (A) through (F).

14 (5) HIGH-NEED SCHOOL.—The term “high-need school” means any
15 public elementary school or secondary school that is located in an area in
16 which the percentage of students from families with incomes below the
17 poverty line is 30 percent or more as determined by the Secretary.

18 (6) INSTITUTION OF HIGHER EDUCATION.—The term “institution of
19 higher education” has the meaning given that term in section 8101 of the
20 Elementary and Secondary Education Act of 1965 (20 U.S.C. 7801).

21 (7) LOCAL EDUCATIONAL AGENCY.—The term “local educational
22 agency” has the meaning given that term in section 8101 of the
23 Elementary and Secondary Education Act of 1965 (20 U.S.C. 7801) and

1 includes any tribally sanctioned educational authority as defined in section
2 3201 of that Act (20 U.S.C. 7011).

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

4 (A) any elementary school or secondary school as
5 those terms are defined in section 8101 of the Elementary
6 and Secondary Education Act of 1965 (20 U.S.C.7801);
7 and

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

11 (9) SECRETARY.—The term “Secretary” means the Secretary of
12 Education.

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

16 (11) STATE.—The term “State” means each of the several States,
17 the District of Columbia, the Commonwealth of Puerto Rico, and any
18 other territory or possession of the United States.

19 (b) PROGRAM AUTHORIZED.—

20 (1) IN GENERAL.—The Secretary shall establish and administer a
21 Civic Education Fund from which the Secretary makes grants under this
22 section to eligible entities, on a competitive basis, to support the
23 development and evaluation of civic education programs in schools.

The Inspire to Serve Act of 2020

1 (2) PURPOSE.—The purposes of grants awarded from the Civic

2 Education Fund are—

3 (A) to promote and expand civic education by supporting

4 the development and implementation of high-quality civic

5 education, applied civics, and service-learning programming in

6 schools;

7 (B) to promote the development and implementation of

8 evidence-based curricula and educational standards, and to provide

9 teacher development, with respect to civic education, applied

10 civics, and service-learning programming in schools; and

11 (C) to support State and local educational agencies,

12 institutions of higher education, and nonprofit organizations in

13 their efforts to support civic education, applied civics, and service-

14 learning in schools.

15 (c) TEACHER DEVELOPMENT IN CIVIC EDUCATION, APPLIED CIVICS, AND

16 SERVICE LEARNING.—

17 (1) IN GENERAL.—An eligible entity may apply for a grant under

18 this section for the purpose of teacher development in civic education,

19 applied civics, and service learning in schools. Such grant may only be

20 used—

21 (A) to train teachers in effective strategies for instructing

22 students in civic education, applied civics, and service learning;

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

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

6 (D) to coordinate with other local organizations and
7 community-based services and programs to provide hands-on civic
8 learning development opportunities; or

9 (E) to support any other programs designed to ensure that
10 teachers have the requisite knowledge and skills to successfully
11 teach civic education and applied civics.

12 (2) GRANTS.—

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

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

22 (d) DEVELOPMENT AND IMPLEMENTATION OF EFFECTIVE CIVIC
23 EDUCATION, APPLIED CIVICS, AND SERVICE-LEARNING PROGRAMS.—

The Inspire to Serve Act of 2020

1 (1) IN GENERAL.—An eligible entity may apply for a grant under
2 this section for activities to support effective civic education, applied
3 civics, and service-learning programs in schools. Such grant may only be
4 used—

5 (A) to establish a new, or improve an existing, civic
6 education, applied civics, or service-learning program;

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

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

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

13 (iii) critical thinking and media literacy;

14 (iv) interest in employment, and careers, in military,
15 national, and public service; and

16 (v) the ability of participants to collaborate and
17 compromise with others to solve problems;

18 (C) to develop and modify curricula relating to civic
19 education, applied civics, and service learning;

20 (D) to create and administer classroom activities, thesis
21 projects, individual or team projects, internships, or community
22 service activities related to civics education;

1 (E) to collaborate with government entities, nonprofit
2 organizations, or consortia of such entities and organizations to
3 provide students with experiences related to civic education; or

4 (F) to develop and support any other programs the
5 Secretary deems crucial to the efficacy of civic education, applied
6 civics, or service-learning programs.

7 (2) GRANTS.—

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

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

18 (e) MATCHING FUNDS REQUIREMENTS.—

19 (1) REQUIREMENTS.—Except for grants for high-need schools
20 under subsections (c)(2)(A) and (d)(2)(A), the Federal share of the cost of
21 a program that receives a grant under this section, whether the grant is
22 provided directly or as a subgrant from the original recipient of the grant,
23 may not exceed 50 percent of such cost.

1 (2) CALCULATION.—In providing for the remaining share of the
2 cost of carrying out the program receiving the grant, the recipient—

3 (A) may provide for such share through contributions in
4 cash or in kind, fairly evaluated, including facilities, equipment, or
5 services; and

6 (B) may provide for such share through non-Federal
7 sources or from other Federal sources (other than funds made
8 available under Federal programs administered by the Secretary).

9 (3) WAIVER.—The Secretary may waive in whole or in part the
10 requirements of paragraph (1) with respect to a recipient in any fiscal year
11 if the Secretary determines that such a waiver would be equitable due to a
12 lack of available financial resources at the local level.

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

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

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

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

8 (2) An evaluation of the successes of all programs for which grants
9 are awarded under this section, noting in particular the successes of such
10 programs in achieving—

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

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

19 (3) An assessment of the potential need for additional funding for
20 programs under this section.

21 (4) Information regarding each recipient of a grant under this
22 section that uses Federal funds to carry out the program for which the

1 grant is provided, other than funds made available under programs
2 administered by the Secretary.

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

5 (1) procedures for eligible entities to apply for grants under this
6 section;

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

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

10 (4) reporting requirements by recipients of such grants.

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

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

17 (a) ELIGIBLE ENTITY.—Section 119(a)(1) of the National and Community
18 Service Act of 1990 (42 U.S.C. 12563(a)(1)) is amended—

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

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

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

4 “(b) SERVICE-LEARNING FUND.—

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

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

13 “(A) all students in kindergarten through grade 12 receive
14 in-class service-learning experiences;

15 “(B) at least 1 million students in grades 6 through 12
16 participate in a summer of service program each year; and

17 “(C) at least 1 million students in grades 9 through 12
18 participate in a semester of service program each year.

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

21 “(A) 20 percent shall be reserved for service-learning
22 programs in public schools under paragraphs (1) through (7), (9),
23 and (11) of subsection (c), of which amount—

The Inspire to Serve Act of 2020

1 “(i) 80 percent shall be reserved for programs in
2 elementary and secondary schools, of which amount not less
3 than 50 percent shall be reserved for programs in low-
4 income communities; and

5 “(ii) 20 percent shall be reserved for programs at
6 institutions of higher education;

7 “(B) 40 percent shall be reserved for summer of service
8 programs under paragraph (8) of subsection (c), of which amount
9 not less than 50 percent shall be reserved for programs in low-
10 income communities; and

11 “(C) 40 shall be reserved for semester of service programs
12 under paragraph (10) of subsection (c), of which amount not less
13 than 50 percent shall be reserved for programs in low-income
14 communities.”.

15 (c) SUMMER OF SERVICE COMPLETION AWARDS.—Section
16 119(c)(8)(B)(iii) of such Act (42 U.S.C. 12563(c)(8)(B)(iii)) is amended—

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

18 (2) by striking “educational award of \$500 or \$750 as described in
19 sections 146(a)(2)(C) and 147(d)” and inserting “completion award of
20 \$500 (or, at the discretion of the Chief Executive Officer, of \$750 in the
21 case of a participant who is economically disadvantaged)”.

22 (d) SEMESTER OF SERVICE PROGRAMS.—Section 119(c)(10)(A) of such
23 Act (42 U.S.C. 12563(c)(10)(A)) is amended—

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

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

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

7 (f) MATCHING FUND REQUIREMENT.—Subsection 119(f) of such Act (42
8 U.S.C. 12563(f)) is amended—

9 (1) in paragraph (3), by striking “Serve America Act” and
10 inserting “Inspire to Serve Act of 2020”; and

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

12 “(4) MATCHING FUND REQUIREMENT.—

13 “(A) REQUIREMENT.—Except for programs that will be
14 undertaken in low-income communities, the Federal share of the
15 cost of a program that receives assistance under subsection (b),
16 whether the assistance is provided directly or as a subgrant from
17 the original recipient of the assistance, may not exceed 50 percent
18 of such cost.

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

1 “(i) shall provide for such share through payment in
2 cash or in kind, fairly evaluated, including facilities,
3 equipment, or services; and

4 “(ii) may provide for such share through State
5 sources, local sources, or other Federal sources.

6 “(C) WAIVER.—The Chief Executive Officer may waive in
7 whole or in part the requirements of this paragraph with respect to
8 a recipient in any fiscal year if the Chief Executive Officer
9 determines that such waiver would be equitable due to a lack of
10 available financial resources at the local level.”.

11 (g) AUTHORIZATION OF APPROPRIATIONS.—Section 119 of such Act (42
12 U.S.C. 12563) is amended by adding at the end the following new subsection:

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

15 **SEC. 103. NATIONAL CIVICS ASSESSMENT.**

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

17 (1) STATE PLANS.—Section 1111 of the Elementary and Secondary
18 Education Act of 1965 (20 U.S.C. 6311) is amended—

19 (A) in subsection (g)(2)(D), by striking “reading and
20 mathematics” and inserting “reading, mathematics, and civics”;
21 and

22 (B) in subsection (h)(1)(C)(xii), by striking “reading and
23 mathematics” and inserting “reading, mathematics, and civics”;

1 (2) LOCAL EDUCATIONAL AGENCY PLANS.—Section 1112(c)(3) of
2 such Act (20 U.S.C. 6312(c)(3)) is amended by striking “reading and
3 mathematics” and inserting “reading, mathematics, and civics”;

4 (b) NATIONAL ASSESSMENT OF EDUCATIONAL PROGRESS.—Section 303 of
5 the National Assessment of Educational Progress Authorization Act (20 U.S.C.
6 9622) is amended—

7 (1) in subsection (b)—

8 (A) in paragraph (2)—

9 (i) in subparagraphs (B) and (E), by striking
10 “reading and mathematics” and inserting “reading,
11 mathematics, and civics”;

12 (ii) in subparagraph (D), by striking “civics.”;

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

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

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

18 “(I) ensure that achievement data from the civics
19 assessments described in subparagraphs (B) and (E) are made
20 available both in the aggregate for the United States and separately
21 for each State.”; and

1 (B) in paragraph (3), in subparagraphs (A)(i) and (C)(ii), by
2 striking “reading and mathematics” and inserting “reading,
3 mathematics, and civics”; and

4 (2) in subsection (d)(3), in subparagraphs (A) and (B), by striking
5 “reading and mathematics” and inserting “reading, mathematics, and
6 civics”.

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

8 (a) DEFINITIONS.—In this section:

9 (1) APPLIED CIVICS.—The term “applied civics” means an
10 educational program applying service-learning methods to provide
11 students with practical and experiential opportunities to apply their civic
12 knowledge and skills.

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

17 (3) SECRETARY.—The term “Secretary” means the Secretary of
18 Education.

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

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

4 (b) IN GENERAL.—The Secretary may annually award to States, school
5 districts, schools, teachers, and students or groups of students the Excellence in
6 Civics Award to highlight excellence in the delivery and teaching of civic
7 education, applied civics, and service-learning, especially programs that address
8 community needs.

9 (c) APPLICATIONS.—

10 (1) IN GENERAL.—To be eligible for an award under subsection
11 (b), a State, school district, school, teacher, student, or group of students
12 shall submit an application or be nominated to the Department of
13 Education at such time, in such manner, and containing such information
14 as the Secretary of Education may require.

15 (2) CONTENTS.—At a minimum, applications or nominations
16 submitted to the Secretary or the committee created under subsection (d)
17 shall include information specifying—

18 (A) the types of innovative civic education, applied civics,
19 or service-learning programs or projects previously administered
20 or completed;

21 (B) for awards given for service-learning programs or
22 projects, the impact on measurable civics outcomes and learning,
23 or the impact of the project on addressing community or national

1 needs, including disaster relief, education, poverty reduction, ex-
2 offender reintegration, and senior citizen aid; and

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

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

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

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

15 **SEC. 105. DEVELOPMENT OF MATERIAL ON CIVIC EDUCATION**
16 **AND EFFECTIVE CITIZENSHIP.**

17 (a) COORDINATION.—

18 (1) IN GENERAL.—The Librarian of Congress, the Director of the
19 Institute of Museum and Library Services, and the Archivist of the United
20 States shall work jointly to develop and distribute to the public educational
21 materials and teaching resources on civic education and effective
22 citizenship, including by enhancing existing online resources and

1 supporting the distribution of hard copy and digital materials to local
2 libraries, polling locations, and schools, especially in rural areas.

3 (2) CIVIC EDUCATION DEFINED.—In this subsection, the term “civic
4 education” means an educational program that provides participants with
5 knowledge of law, government, and the rights and responsibilities of
6 citizens and skills that enable participants to participate responsibly in
7 democracy.

8 (b) REPORTING.—The Librarian of Congress, the Director of the Institute
9 of Museum and Library Services, and the Archivist of the United States shall
10 submit as part of the budget request for each fiscal year an update on the
11 development and distribution efforts outlined under subsection (a).

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

14 **SEC. 106. SENSE OF CONGRESS REGARDING THE IMPORTANCE OF**
15 **TEACHERS IN INSPIRING CIVIC ENGAGEMENT.**

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

17 (1) Parents have a critical voice in ensuring their children receive
18 an education that will help them to be engaged and productive members of
19 American society, and members of the teaching profession are crucial to
20 helping them achieve that goal.

21 (2) The United States suffers from a lack of consistently effective
22 civic education that imparts knowledge about government, democratic
23 engagement, and the Constitution.

The Inspire to Serve Act of 2020

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

5 (4) Every State, the District of Columbia, the Commonwealth of
6 Puerto Rico, and any other territory or possession of the United States
7 reported a lack of qualified teachers in at least one academic subject
8 during the 2017-18 school year.

9 (5) The Learning Policy Institute reported a teacher shortage of
10 about 64,000 teachers during the 2015-16 academic year and estimated
11 that, beginning in 2020, 300,000 new teachers will be needed each year.

12 (6) Teachers often do not receive full support for classroom
13 activities or for advancing their contributions to the education system
14 through career development.

15 (7) A survey by the Department of Education found that 94 percent
16 of public school teachers in the United States paid for their own classroom
17 supplies and materials without reimbursement during the 2014-15 school
18 year, with the average teacher spending \$479 out-of-pocket.

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

1 (9) Teachers in all subjects and at all grade levels play a crucial
2 role in educating youth about service options and the ways youth can
3 engage in their communities.

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

7 (b) SENSE OF CONGRESS.—It is the sense of Congress that—

8 (1) teachers of all subjects and at all grade levels, including those
9 in public, private, and homeschool settings, are essential in inspiring civic
10 knowledge and engagement in their students;

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

14 (3) teachers are crucial in inspiring their students to contribute to
15 their Nation and communities through all forms of service;

16 (4) the profession of teaching is a noble endeavor and one that is
17 vital to the civic education of American youth;

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

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

1 (7) more Americans will be called to the teaching profession when
2 government officials at all level demonstrate value for the essential role of
3 teachers in our society by providing teachers with resource support,
4 adequate compensation, and career development opportunities.

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

7 **SEC. 201. COUNCIL ON MILITARY, NATIONAL, AND PUBLIC**
8 **SERVICE.**

9 (a) DEFINITIONS.—In this section:

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

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

17 (3) NATIONAL SERVICE.—

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

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

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(ii) is funded or facilitated by—

(I) an organization described in section 501(c)(3) of the Internal Revenue Code of 1986 and exempt from tax under section 501(a) of such Code;

(II) an institution of higher education as defined in section 101 of the Higher Education Act of 1965 (22 U.S.C. 1001); or

(III) the Federal Government or a State, tribal, or local government.

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

(i) the programs authorized in—

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

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

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

(IV) subtitles C (relating to the National Service Trust Program; 42 U.S.C. 12571 et seq.)

The Inspire to Serve Act of 2020

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

4 (ii) any other program that is consistent with
5 subparagraph (A), as determined by the Director of the
6 Council on Military, National, and Public Service
7 established in section 201.

8 (4) PUBLIC SERVICE.—The term “public service” means civilian
9 employment in the Federal Government or a State, tribal, or local
10 government.

11 (5) SERVICE.—The term “service” means a personal commitment
12 of time, energy, and talent to a mission that contributes to the public good
13 by protecting the Nation and its citizens, strengthening communities, or
14 promoting the general social welfare.

15 (b) ESTABLISHMENT.—

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

19 (2) FUNCTIONS.—The Council shall—

20 (A) advise the President with respect to promoting and
21 expanding opportunities for military service, national service, and
22 public service for all Americans; and

1 (B) coordinate policies and initiatives of the executive
2 branch to promote and expand opportunities for military service,
3 national service, and public services; and

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

7 (c) COMPOSITION.—

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

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

15 (A) the Secretary of State;

16 (B) the Secretary of Defense;

17 (C) the Attorney General;

18 (D) the Secretary of the Interior;

19 (E) the Secretary of Commerce;

20 (F) the Secretary of Labor;

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

22 (H) the Secretary of Education;

23 (I) the Secretary of Veterans Affairs;

The Inspire to Serve Act of 2020

- 1 (J) the Secretary of Homeland Security;
- 2 (K) the Director of the Office of Management and Budget;
- 3 (L) the Director of National Intelligence;
- 4 (M) the Director of the Office of Personnel Management;
- 5 (N) the Director of the Peace Corps;
- 6 (O) the Chief Executive Officer of the Corporation for
7 National and Community Service; and
- 8 (P) such other officers as the President may designate.

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

11 (d) RESPONSIBILITIES OF THE COUNCIL.—In addition to performing such
12 other functions as the President may direct, the Council shall do the following:

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

16 (2) Develop and recommend to the President and the heads of
17 Executive agencies policies of common interest to Executive agencies for
18 increasing the participation and propensity of Americans to participate in
19 military, national, and public service in order to address national security
20 and other current and future needs of the Nation.

21 (3) Serve as the interagency lead for identifying critical skills to
22 address national security and other needs of the Nation, with responsibility
23 for coordinating Government-wide efforts to address gaps in critical skills

1 and identifying methods to recruit and retain individuals possessing such
2 critical skills.

3 (4) Serve as a forum for Federal officials responsible for military,
4 national, and public service programs to coordinate and develop
5 interagency, cross-service initiatives.

6 (5) Lead the effort of the Federal Government to develop joint
7 awareness and recruitment, retention, and marketing initiatives involving
8 military, national, and public service, including the sharing of marketing
9 and recruiting research between and among service agencies.

10 (6) Coordinate and oversee the development and implementation
11 of recruitment, retention, marketing, and public outreach initiatives for the
12 Federal civilian service and national service programs, including—

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

17 (B) efforts to develop pathways to service for college
18 students and recent college graduates.

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

21 (8) Consult with such representatives of non-Federal entities,
22 including State, local, and tribal governments, State and local educational
23 authorities, institutions of higher education, nonprofit organizations,

The Inspire to Serve Act of 2020

1 philanthropic organizations, and the private sector, as the Council
2 considers advisable, in order to promote and develop initiatives to foster
3 and reward military, national, and public service.

4 (9) Oversee the implementation of the recommendations of the
5 National Commission on Military, National, and Public Service
6 established under section 553 of the National Defense Authorization Act
7 for Fiscal Year 2017 (Public Law 114–328).

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

12 (A) a review of programs and initiatives of the Federal
13 Government relating to the Council’s mandate;

14 (B) notable initiatives by State, local, and tribal
15 governments and by nongovernmental entities to increase
16 awareness of and participation in service programs;

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

19 (D) a program for addressing any deficiencies identified by
20 the Council, together with recommendations for legislation.

21 (11) Prepare and submit to the President and the Congress a
22 Quadrennial Report on Cross-Service Participation on the basis of the

1 activities carried out under section 207, with the first such Report
2 submitted not later than 4 years after the date of the enactment of this Act.

3 (12) Prepare, for inclusion in the President’s annual budget
4 submission to Congress under section 1105 of title 31, United States Code,
5 a detailed, separate analysis, by budget function, by agency, and by
6 initiative area for the preceding fiscal year, the current fiscal year, and the
7 fiscal years for which the budget is submitted, identifying the amounts of
8 gross and net appropriations or obligational authority and outlays for
9 initiatives consistent with the priorities of the President under the
10 Quadrennial Military, National, and Public Service Strategy, with separate
11 displays for mandatory and discretionary amounts.

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

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

19 (1) coordinate with the Assistant to the President for National
20 Security Affairs for any matter that may affect national security;

21 (2) at the President’s discretion, serve as spokesperson of the
22 executive branch on issues related to military, national, and public service;
23 and

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

5 (f) ORGANIZATIONAL MATTERS.—

6 (1) ASSISTANT TO THE PRESIDENT FOR MILITARY, NATIONAL, AND
7 PUBLIC SERVICE.—The Assistant to the President for Military, National,
8 and Public Service shall be compensated at the rate payable for level II of
9 the Executive Schedule under section 5313 of title 5, United States Code.

10 (2) STAFF.—The Council may employ such officers and employees
11 as may be necessary to carry out its functions. Staff of the Council shall be
12 compensated at a rate no higher than the rate payable for level IV of the
13 Executive Schedule under section 5315 of title 5, United States Code.

14 (3) EXPERTS AND CONSULTANTS.—The Council may employ and
15 fix the compensation of such experts and consultants as may be necessary
16 for carrying out of its functions, in accordance with section 3109 of title 5,
17 United States Code.

18 (4) ADVISORY COMMITTEES.—The Council may, in carrying out its
19 functions, establish advisory committees composed of representatives
20 from outside the Federal Government.

21 (5) AUTHORITY TO ACCEPT GIFTS.—The Council may accept, use,
22 and dispose of gifts or donations of services, goods, and property, except

1 for cash, from non-Federal entities for the purposes of aiding and
2 facilitating the work of the Council.

3 (6) AUTHORITY TO ACCEPT VOLUNTARY SERVICES.—

4 Notwithstanding section 1342 of title 31, United States Code, the Council
5 may accept and employ voluntary and uncompensated services in
6 furtherance of the purposes of the Council.

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

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

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

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

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

22 (a) DECLARATION OF POLICY.— It is the policy of the United States, in
23 promoting a culture of service in the United States and meeting the recruiting

The Inspire to Serve Act of 2020

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

5 (b) DEFINITIONS.—In this section:

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

10 (2) DIRECTOR.—The term “Director” means the Director of the
11 Office of Management and Budget.

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

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

16 (5) MILITARY DEPARTMENT.—The term “military department” has
17 the meaning given that term in section 102 of title 5, United States Code.

18 (6) MILITARY SERVICE.—The term “military service” means active
19 service (as defined in subsection (d)(3) of section 101 of title 10, United
20 States Code) or active status (as defined in subsection (d)(4) of such
21 section) in one of the uniformed services (as defined in subsection (a)(5)
22 of such section).

23 (7) NATIONAL SERVICE.—

1 (A) IN GENERAL.—The term “national service” means
2 participation, other than military or public service, in a program
3 that—

4 (i) is designed to enhance the common good and
5 meet the needs of communities, the States, or the United
6 States; and

7 (ii) is funded or facilitated by—

8 (I) an organization described in section
9 501(c)(3) of the Internal Revenue Code of 1986 and
10 exempt from tax under section 501(a) of such Code;

11 (II) an institution of higher education as
12 defined in section 101 of the Higher Education Act
13 of 1965 (22 U.S.C. 1001); or

14 (III) the Federal Government or a State,
15 tribal, or local government.

16 (B) INCLUDED PROGRAMS.—The term “national service”
17 includes—

18 (i) the programs authorized in—

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

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

1 (III) part A of title I of the Domestic
2 Volunteer Service Act of 1973 (relating to the
3 Volunteers in Service to America; 42 U.S.C. 4951
4 et seq); and
5 (IV) subtitles C (relating to the National
6 Service Trust Program; 42 U.S.C. 12571 et seq.)
7 and E (relating to the National Civilian Community
8 Corps; 42 U.S.C. 12611 et seq.) of the National and
9 Community Service Act of 1990; and
10 (ii) any other program that is consistent with
11 subparagraph (A), as determined by the Director of the
12 Council on Military, National, and Public Service.

13 (8) PUBLIC SERVICE.—The term “public service” means civilian
14 employment in the Federal Government or a State, tribal, or local
15 government.

16 (9) SERVICE.—The term “service” means a personal commitment
17 of time, energy, and talent to a mission that contributes to the public good
18 by protecting the Nation and its citizens, strengthening communities, or
19 promoting the general social welfare.

20 (10) SERVICE MISSION.—The term “service mission” means the
21 objectives of a service organization or a service opportunity.

22 (11) SERVICE OPPORTUNITY.—The term “service opportunity”
23 means any paid, volunteer, or other position with a service organization.

1 (12) SERVICE ORGANIZATION.—The term “service organization”
2 means any military service, national service, or public service organization
3 that participates in the Service Platform.

4 (13) SERVICE PLATFORM.—The term “Service Platform” means the
5 interactive and integrated Internet-based platform established under this
6 section.

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

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

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

21 (d) COORDINATION AND OVERSIGHT.—The development and maintenance
22 of the Service Platform shall be subject to the oversight of the Director of the
23 Council on Military, National, and Public Service who shall be responsible for

1 ensuring that the Service Platform achieves the policy objectives set forth in this
2 section.

3 (e) USE OF THE SERVICE PLATFORM.—

4 (1) PUBLIC ACCESSIBILITY.—The Director shall determine, and
5 make accessible by the public, information about service organizations
6 and service opportunities, without any requirement that a person seeking
7 such access become a member of the Service Platform.

8 (2) MEMBERS.—Any individual meeting criteria established by the
9 Director by regulation may become a member of the Service Platform.
10 Registering as a member shall entitle the member to access information
11 about service organizations and service opportunities available through the
12 Service Platform.

13 (3) PROCEDURE FOR REGISTRATION OF MEMBERS.—An individual
14 seeking to become a member shall provide to the Director such
15 information as the Director may determine is necessary to facilitate the
16 functionality of the Service Platform.

17 (4) ADDITIONAL REQUIREMENTS.—In addition to the requirements
18 under paragraph (3), each prospective member—

19 (A) shall, unless specifically electing not to do so, consent
20 to share any information entered into the Service Platform with,
21 and to be contacted by, any public service or national service
22 organization that participates in the Service Platform;

1 (B) may consent to share any information entered into the
2 Service Platform with and to be contacted by any uniformed
3 service that participates in the Service Platform;

4 (C) may consent to be contacted for potential service with
5 any national or public service organization in the event of a
6 national emergency; and

7 (D) may consent to be contacted to join the armed forces on
8 a voluntary basis during an emergency requiring national
9 mobilization.

10 (5) VERIFICATION.—The Director shall register an individual as a
11 member when the Director verifies that the individual has not previously
12 registered as a member. The Director shall, by written notice (including by
13 electronic communication), notify the member of such registration.

14 (6) ADDITIONAL INFORMATION BY MEMBERS.—The Service
15 Platform shall enable members to provide additional information to
16 improve the functionality of the Service Platform, as determined by the
17 Director. Such additional information may include information
18 regarding—

19 (A) educational background;

20 (B) employment background;

21 (C) professional skills, training, licenses, and certifications;

22 (D) service organization preferences;

23 (E) service type preferences;

The Inspire to Serve Act of 2020

1 (F) service mission preferences; and

2 (G) geographic preferences.

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

5 (8) REQUEST REGARDING MILITARY SERVICE.—The Director shall
6 send to any member who consents under paragraph (4)(D) to voluntarily
7 join the armed forces during an emergency requiring national mobilization
8 an annual request to confirm the member’s continued willingness to so
9 serve.

10 (9) WITHDRAWAL OF MEMBERS.—Each member may withdraw as a
11 member by submitting to the Service Platform a request to so withdraw.
12 Within 30 days after the request to withdraw is made, all records regarding
13 that member shall be removed from the Service Platform and any other
14 data storage locations the Service Platform may use, notwithstanding any
15 obligations under the Federal Records Act (44 U.S.C. 3101 et seq.).

16 (f) SERVICE ORGANIZATIONS.—

17 (1) EXECUTIVE AGENCIES AND MILITARY DEPARTMENTS.—All
18 Executive agencies and military departments shall participate in the
19 Service Platform as service organizations.

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

1 (A) procedures that enable State, local, and tribal
2 government agencies to participate in the Service Platform as
3 service organizations;

4 (B) procedures that enable nongovernmental organizations
5 that undertake national service programs to participate in the
6 Service Platform as service organizations; and

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

9 (3) INFORMATION ON SERVICE ORGANIZATIONS.—Each service
10 organization shall make available on the Service Platform—

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

14 (B) information on the availability of service opportunities
15 by service type;

16 (C) Internet links to the service organization’s hiring and
17 recruiting websites; and

18 (D) such additional information as the Director may
19 determine.

20 (4) ADDITIONAL PLATFORMS NOT PRECLUDED.—Nothing in this
21 subsection shall prevent any service organization from creating or
22 maintaining its own Internet-based system or platform to recruit
23 individuals for employment or for volunteer or other service opportunities.

The Inspire to Serve Act of 2020

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

3 (1) Provide the public with access to information on service
4 organizations and service opportunities through an Internet-based system
5 that is user-friendly, interactive, accessible, and fully functional through
6 mobile applications and other widely-used communications media,
7 without a requirement that any person seeking such access register as a
8 member.

9 (2) Provide individuals with the ability to register as members in
10 order to customize their experience in accordance with subsection (e)(6),
11 include mechanisms to connect members with service organizations and
12 service opportunities that match the interests of the members, and ensure
13 robust search capabilities to facilitate the ability of members to explore
14 service organizations and service opportunities.

15 (3) Include mechanisms to enable service organizations to connect
16 with members who have consented to be contacted and meet the needs of
17 the service organizations.

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

22 (5) Ensure compatibility with relevant information systems of
23 Executive agencies and military departments.

1 (6) Use state-of-the-art technology and analytical tools to facilitate
2 the efficacy of the Service Platform in connecting members with service
3 opportunities and service organizations.

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

11 (h) DEVELOPMENT OF SERVICE PLATFORM PLAN.—

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

16 (2) CONSULTATION REQUIRED.—In developing the plan under this
17 subsection, the Director shall consult with the Secretary of Defense, the
18 Chief Executive Officer of the Corporation for National and Community
19 Service, the Director of the Office of Personnel Management, the head of
20 the United States Digital Service and, as needed, the heads of other
21 Executive agencies. Such consultation may include seeking assistance in
22 the design, development, and creation of the Service Platform.

The Inspire to Serve Act of 2020

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

9 (4) INFORMATION COLLECTION AUTHORIZED.—In developing the
10 plan under this subsection, the Director may collect information from the
11 public through focus groups, surveys, and other mechanisms, without
12 regard to subchapter I of chapter 35 of title 44, United States Code
13 (commonly known as the “Paperwork Reduction Act”).

14 (i) REGULATIONS.—The Director shall issue regulations to carry out this
15 section not later than 12 months after the date of the enactment of this Act.

16 (j) SELECTIVE SERVICE SYSTEM.—Section 10 of the Military Selective
17 Service Act (50 U.S.C. 3809), is amended by adding at the end the following:

18 “(i) SERVICE PLATFORM.—The Selective Service System shall provide to
19 all registrants, on its website and in communications with registrants relating to
20 registration, information about the Service Platform established under section 202
21 of the Inspire to Serve Act of 2020. The Selective Service System shall provide to
22 each registrant, at the time of registration, an option to transfer to the Service
23 Platform the information the registrant has provided to the Selective Service

1 System. The Director of Selective Service shall consult with the Director of the
2 Office of Management and Budget to ensure that information provided by the
3 Selective Service System is compatible with the information requirements of the
4 Service Platform.”.

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

9 (1) Details on the status of implementation of the Service Platform
10 and plans for further development of the Service Platform.

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

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

16 (4) Any cybersecurity or privacy concerns.

17 (5) The results of any surveys or studies undertaken to increase the
18 use and efficacy of the Service Platform.

19 (6) Any additional information the Director or the President
20 considers appropriate.

21 (l) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be
22 appropriated to the Office of Management and Budget for each fiscal year such

1 funds as may be necessary for the development, maintenance, improvement, and
2 promotion of the Service Platform.

3 **SEC. 203. PILOT PROGRAM TO COORDINATE MILITARY,**
4 **NATIONAL, AND PUBLIC SERVICE RECRUITMENT.**

5 (a) DEFINITIONS.—In this section:

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

10 (2) MILITARY SERVICE.—The term “military service” means active
11 service (as defined in subsection (d)(3) of section 101 of title 10, United
12 States Code) or active status (as defined in subsection (d)(4) of such
13 section) in one of the armed forces (as defined in subsection (a)(4) of such
14 section).

15 (3) NATIONAL SERVICE.—

16 (A) IN GENERAL.—The term “national service” means
17 participation, other than military or public service, in a program
18 that—

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

22 (ii) is funded or facilitated by—

- 1 (I) an organization described in section
- 2 501(c)(3) of the Internal Revenue Code of 1986 and
- 3 exempt from tax under section 501(a) of such Code;
- 4 (II) an institution of higher education as
- 5 defined in section 101 of the Higher Education Act
- 6 of 1965 (22 U.S.C. 1001); or
- 7 (III) the Federal Government or a State,
- 8 tribal, or local government.

9 (B) INCLUDED PROGRAMS.—The term “national service”
10 includes—

- 11 (i) the programs authorized in—
- 12 (I) sections 5 and 6 of the Peace Corps Act
- 13 (22 U.S.C. 2504 and 2505);
- 14 (II) section 171 of the Workforce Innovation
- 15 and Opportunity Act (relating to the YouthBuild
- 16 Program; 29 U.S.C. 3226);
- 17 (III) part A of title I of the Domestic
- 18 Volunteer Service Act of 1973 (relating to the
- 19 Volunteers in Service to America; 42 U.S.C. 4951
- 20 et seq); and
- 21 (IV) subtitles C (relating to the National
- 22 Service Trust Program; 42 U.S.C. 12571 et seq.)
- 23 and E (relating to the National Civilian Community

1 (d) DURATION.— The pilot program under this section shall terminate no
2 earlier than 2 years after its commencement.

3 (e) STATUS REPORTS.—Not later than 12 months after the initiation of any
4 pilot program authorized by this section, and not later than 12 months thereafter,
5 the Director of the Council on Military, National, and Public Service shall submit
6 to Congress reports evaluating any pilot program carried out under this section.

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

9 **SEC. 204. JOINT MARKET RESEARCH AND RECRUITING PROGRAM**
10 **TO ADVANCE MILITARY AND NATIONAL SERVICE.**

11 (a) PROGRAM AUTHORIZED.—The Secretary of Defense, the Chief
12 Executive Officer of the Corporation for National and Community Service, and
13 the Director of the Peace Corps may carry out a joint market research, market
14 studies, recruiting, and advertising program to complement the existing programs
15 of the military departments, the national service programs administered by the
16 Corporation, and the Peace Corps.

17 (b) INFORMATION SHARING PERMITTED.—Section 503 of title 10, United
18 States Code, shall not be construed to prohibit sharing of information among, or
19 joint marketing efforts of, the Department of Defense, the Corporation for
20 National and Community Service, and the Peace Corps to carry out this section.

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

1 **SEC. 205. INFORMATION SHARING TO ADVANCE MILITARY AND**
2 **NATIONAL SERVICE.**

3 (a) ESTABLISHMENT OF PLAN.—The Secretary of Defense, the Chief
4 Executive Officer of the Corporation for National and Community Service, and
5 the Director of the Peace Corps shall establish a joint plan to provide applicants
6 who are either ineligible or otherwise not selected for service in the armed forces,
7 in a national service program administered by the Corporation, or in the Peace
8 Corps, with information about the forms of such service for which they have not
9 applied.

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

15 **SEC. 206. TRANSITION OPPORTUNITIES FOR MILITARY**
16 **SERVICEMEMBERS AND NATIONAL SERVICE**
17 **PARTICIPANTS.**

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

21 (b) EMPLOYMENT ASSISTANCE, JOB TRAINING ASSISTANCE, AND OTHER
22 TRANSITIONAL SERVICES: DEPARTMENT OF LABOR.—Section 1144 of title 10,
23 United States Code, is amended—

1 (1) in the heading, by inserting “**and the Corporation for**
2 **National and Community Service**” after “**Department of Labor**”;

3 (2) in subsection (a)—

4 (A) in paragraph (1)—

5 (i) by striking “and the Secretary of Veterans
6 Affairs,” and inserting “the Secretary of Veterans Affairs,
7 and the Chief Executive Officer of the Corporation for
8 National and Community Service.”; and

9 (ii) by inserting “or the Chief Executive Officer, as
10 the case may be,” after “the Secretary concerned”;

11 (B) in paragraph (2), by striking “and the Secretary of
12 Veterans Affairs” and inserting “the Secretary of Veterans Affairs,
13 and the Chief Executive Officer of the Corporation for National
14 and Community Service”;

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

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

18 “(11) Provide information on public service opportunities, training
19 on public service job recruiting, and the advantages of careers with the
20 Federal Government.”;

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

The Inspire to Serve Act of 2020

1 the Chief Executive Officer of the Corporation for National and
2 Community Service,”;

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

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

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

11 “(1) Provide information concerning national service opportunities,
12 including—

13 “(A) opportunities to acquire and enhance technical skills
14 available through national service;

15 “(B) certifications and verifications of job skills and
16 experience available through national service;

17 “(C) support services and benefits available during terms of
18 service; and

19 “(D) job analysis techniques, job search techniques, and job
20 interview techniques specific to national service positions.

21 “(2) Inform such members that the Department of Defense and the
22 Department of Homeland Security are required, under section 1143(a), to
23 provide proper certification or verification of job skills and experience

1 acquired while on active duty that may have application to service in
2 programs of the Corporation for National and Community Service.

3 “(3) Work with military and veterans' service organizations and
4 other appropriate organizations in promoting and publicizing job fairs for
5 such members.

6 “(4) Provide information about disability-related employment and
7 education protections.”.

8 (c) AUTHORITIES AND DUTIES OF THE CHIEF EXECUTIVE OFFICER.—

9 Section 193A(b) of the National and Community Service Act of 1990 (42 U.S.C.
10 12651d(b)) is amended—

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

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

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

15 “(26) ensure that individuals completing a partial or full national
16 service term receive information about military and public service
17 opportunities for which they may qualify or in which they may be
18 interested.”.

19 **SEC. 207. JOINT REPORT TO CONGRESS ON INITIATIVES TO**

20 **INTEGRATE MILITARY AND NATIONAL SERVICE.**

21 (a) REPORTING REQUIREMENT.—Not later than 4 years after the date of the
22 enactment of this Act, and not later than the end of each 4-year period thereafter,
23 the Director of the Council on Military, National, and Public Service established

The Inspire to Serve Act of 2020

1 under section 201, in coordination with the Secretary of Defense, the Chief
2 Executive Officer of the Corporation for National and Community Service, and
3 the Director of the Peace Corps, shall submit to Congress a joint report on cross-
4 service recruitment, including recommendations for increasing joint advertising
5 and recruitment initiatives, for the armed forces, programs administered by the
6 Corporation for National and Community Service, and the Peace Corps.

7 (b) CONTENTS OF REPORT.—Each report under subsection (a) shall include
8 the following:

9 (1) The number of Peace Corps volunteers and participants in
10 national service programs administered by the Corporation for National
11 and Community Service who previously served as a member of the armed
12 forces.

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

16 (3) An assessment of existing joint recruitment and advertising
17 initiatives undertaken by the Department of Defense, the Peace Corps, or
18 the Corporation for National and Community Service.

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

21 (5) An assessment of ways to improve the ability of the reporting
22 agencies to recruit individuals from the other reporting agencies.

1 (c) CONSULTATION.—The Director of the Council on Military, National,
2 and Public Service established under section 201, the Secretary of Defense, the
3 Chief Executive Officer of the Corporation for National and Community Service,
4 and the Director of the Peace Corps shall—

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

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

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

11 **Subtitle A—Advancement of Military Service**

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

14 (a) PLAN FOR PERSONNEL MANAGEMENT.—The Secretary of each military
15 department (as defined in section 102 of title 5, United States Code) shall develop
16 a plan to implement a new personnel management structure in that military
17 department for the purpose of recruiting and retaining personnel for specific
18 military occupational specialties requiring skills that are critical to meet current
19 and future military requirements, including specialties involving science,
20 technology, cyber security, and engineering.

21 (b) PLAN REQUIREMENTS.—Each plan under subsection (a) shall—

22 (1) be based on the exercise of existing authorities;

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

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

7 (A) methods for servicemembers to transition more easily
8 between active and reserve components; and

9 (B) methods for servicemembers to transition more easily
10 between military service, Federal civilian service, and
11 nongovernmental civilian service.

12 (c) SUBMISSION TO CONGRESSIONAL COMMITTEES.—Not later than 120
13 days after the date of the enactment of this Act, the Secretary of each military
14 department shall submit to the Committees on Armed Services of the Senate and
15 the House of Representatives the Secretary’s plan developed under this section.

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

17 (a) PRE-SERVICE TUITION GRANTS AUTHORIZED.—The Secretary of each
18 military department (as defined in section 102 of title 5, United States Code) may
19 provide a grant, for a period of not more than 3 years, to pay all or a portion of the
20 charges of an educational institution for the tuition of an individual who is
21 enrolled in such educational institution for a technical degree, certificate, or
22 certification program to meet a critical need in that military department, and who
23 makes a commitment to military service in an armed force under the jurisdiction

1 of the Secretary. Each Secretary shall create a list of degrees, certificates, and
2 certifications that qualify for grants under this section and shall update that list at
3 least once every 5 years.

4 (b) REQUIREMENTS FOR RECEIPT OF GRANT.—The Secretary concerned
5 may not provide grant funds under subsection (a) to an individual unless the
6 individual signs an enlistment contract for military service upon completion of the
7 educational program for which the funds were provided, for such period as is
8 determined by the Secretary. Upon signing such enlistment contract, the
9 individual shall be placed in the Delayed Entry Program of that armed force. If, at
10 the time the individual is expected to begin military training, the individual no
11 longer qualifies for service or is otherwise unable or unwilling to serve, the
12 individual shall, subject to subsection (c), repay the funds received, or serve a
13 period equal to the military service commitment in a Federally sponsored national
14 service program.

15 (c) WAIVERS.—The Secretary of each military department may reduce or
16 waive the service obligation of an individual under this section in exigent
17 circumstances, as determined by the Secretary.

18 (d) RELATION TO OTHER PERSONNEL AUTHORITIES.—A grant under
19 subsection (a) may be provided—

20 (1) without regard to the lack of authority for the grant under title
21 10 or 37, United States Code; and

22 (2) notwithstanding any provision of such titles, or any regulation
23 prescribed under such provision, relating to methods of providing

The Inspire to Serve Act of 2020

1 incentives to individuals to accept appointments or enlistments in the
2 armed forces, including the provision of group individual bonuses, pay, or
3 other incentives.

4 (e) NOTICE AND WAIT REQUIREMENT.—The Secretary of a military
5 department may not provide a grant under subsection (a) until—

6 (1) the Secretary submits to the Committees on Armed Services of
7 the Senate and the House of Representatives a plan regarding the
8 provision of grants under subsection (a), which includes—

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

11 (B) a description of the provisions of titles 10 and 37,
12 United States Code, that require reporting of incentives to
13 individuals to accept appointment or enlistments in the armed
14 forces, including the provision of group individual bonuses, pay, or
15 other incentives;

16 (C) a statement of the anticipated outcomes as a result of
17 providing grants under the grant program; and

18 (D) a description of the methods and metrics to be used to
19 evaluate the effectiveness of the grant program; and

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

22 (f) LIMITATION ON NUMBER OF INCENTIVES.—The Secretary of a military
23 department may not provide to an individual more than two incentives, described

1 in subsection (d)(2), to encourage the individual to enlist in an armed force under
2 the jurisdiction of the Secretary, in addition to a grant under subsection (a).

3 (g) LIMITATION ON NUMBER OF INDIVIDUALS RECEIVING TUITION
4 GRANTS.—The number of individuals who receive tuition grant funds under
5 subsection (a) by the Secretary of a military department during a fiscal year for an
6 armed force under the jurisdiction of the Secretary may not exceed 20 percent of
7 the number of enlistments for that fiscal year that is the objective of that armed
8 force.

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

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

16 (2) an assessment of the impact of all such the grants on the
17 recruitment of individuals for an armed force under the jurisdiction of the
18 Secretary.

19 (i) DEFINITION—A Federally sponsored national service program referred
20 to in subsection (b) includes the programs authorized in—

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

1 educational programs created through this pilot program shall be open to
2 participation by members of the armed forces (including recruits) and any other
3 students at the selected community colleges and vocational schools.

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

9 (c) REPORTS.—

10 (1) INITIAL REPORT.—Not later than 180 days after the date of the
11 enactment of this Act, the Secretary of Defense shall submit to the
12 Committees on Armed Services of the Senate and the House of
13 Representatives a report on the pilot program under this section. The
14 report shall include—

15 (A) a comprehensive framework for the education and
16 credentials to be provided under the pilot program;

17 (B) metrics to be used to assess the effectiveness of the
18 pilot program; and

19 (C) a description of mechanisms to be used to cover the
20 costs of the technical education programs created under the pilot
21 program.

22 (2) FINAL REPORT.—Not later than 180 days after completion of
23 the pilot program, the Secretary of Defense shall submit to the committees

1 of Congress referred to in paragraph (1) a final report on the pilot
2 program. The report shall include—

3 (A) an evaluation of the pilot program using the metrics of
4 assessment set forth in the initial report;

5 (B) an assessment of the effects of the pilot program on
6 recruitment and retention of military personnel; and

7 (C) an assessment on the feasibility and advisability of
8 extending the term of the pilot program and expanding its scope.

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

11 **SEC. 304. EXPANSION OF JUNIOR RESERVE OFFICERS’ TRAINING**
12 **CORPS PROGRAM.**

13 (a) EXPANSION OF JROTC CURRICULUM.—Section 2031(a)(2) of title 10,
14 United States Code, is amended by inserting after “service to the United States,”
15 the following: “including an introduction to service opportunities in military,
16 national, and public service,”.

17 (b) PLAN TO INCREASE NUMBER OF JROTC UNITS.—The Secretary of
18 Defense, in consultation with the Secretaries of the military departments (as
19 defined in section 102 of title 5, United States Code), shall develop and
20 implement a plan to establish and support not less than 6,000 units of the Junior
21 Reserve Officers’ Training Corps by September 30, 2031.

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

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

2 Section 1640 of the John S. McCain National Defense Authorization Act
3 for Fiscal Year 2019 (10 U.S.C. 2200 note) is amended by adding at the end the
4 following:

5 “(g) REPORT TO CONGRESSIONAL COMMITTEES.—The Secretary of
6 Defense shall, not later than September 30, 2021, submit to the Committees on
7 Armed Services of the Senate and the House of Representatives a report on the
8 effectiveness of the Cyber Institutes and on opportunities to expand the Cyber
9 Institutes to additional select institutions of higher learning that have a Reserve
10 Officers’ Training Corps program.

11 “(h) AUTHORIZATION OF APPROPRIATIONS.—In addition to funds
12 otherwise available to carry out this section, there are authorized to be
13 appropriated to the Department of Defense such sums as may be necessary to
14 prepare the report under subsection (g) and to expand the Cyber Institutes
15 program under this section after September 30, 2021.”.

16 **SEC. 306. TEMPORARY AUTHORITY FOR TARGETED**
17 **RECRUITMENT INCENTIVES.**

18 Section 522(h) of the National Defense Authorization Act for Fiscal
19 Year 2016 (10 U.S.C. 503 note) is amended—

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

21 (2) by striking “2020” and inserting “2023”.

22 **SEC. 307. MULTIYEAR APPROPRIATIONS FOR MARKETING AND**
23 **ADVERTISING.**

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

3 “(A) improve education in schools for economically
4 disadvantaged students;

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

6 “(C) improve energy efficiency and conserve natural
7 resources;

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

10 “(E) improve disaster preparedness and response; or

11 “(F) support the reintegration of ex-offenders.

12 “(2) DISADVANTAGED YOUTH.—The term ‘disadvantaged youth’
13 has the meaning given that term in section 101(13).

14 “(3) ELIGIBLE FELLOWSHIP APPLICANT.—The term ‘eligible
15 fellowship applicant’ means an individual who is selected by the
16 Corporation through a randomized lottery and, as a result of such
17 selection, is eligible for a national service fellowship.

18 “(4) FELLOW.—The term ‘fellow’ means an eligible fellowship
19 applicant who is awarded a national service fellowship and is designated a
20 fellow under subsection (e)(2).

21 “(5) STATE.—The term ‘State’ means each of the several States,
22 the District of Columbia, the Commonwealth of Puerto Rico, and any
23 other territory or possession of the United States.

1 “(b) FELLOWSHIP AWARDS AND POSITIONS.—

2 “(1) IN GENERAL.—From the amounts appropriated to carry out this
3 section, the Corporation shall award national service fellowships in
4 accordance with this section.

5 “(2) ALLOTMENT OF POSITIONS.—

6 “(A) ALLOTMENT BY CONGRESSIONAL DISTRICT.—The
7 Corporation shall allot 80 percent of the eligible fellowship
8 positions supported under this section in a fiscal year on a formula
9 basis to be distributed evenly among the congressional districts in
10 each of the States, to include districts of nonvoting delegates to the
11 Congress, in accordance with the selection process described in
12 subsection (c)(1). The Corporation shall, to the extent practicable,
13 reserve a percentage of eligible fellowship positions approximately
14 equal to the percentage of disadvantaged youth residing in that
15 district. In any district in which one or more Indian tribes are
16 located, a portion of the positions shall be reserved for applicants
17 who are members of any such Indian tribe.

18 “(B) ALLOTMENT TO SPECIFIC ORGANIZATIONS.—The
19 Corporation shall allot 20 percent of the eligible fellowship
20 positions supported under this section in a fiscal year to service
21 sponsor organizations, regardless of congressional district, that
22 have targeted service strategies for utilizing fellows, in accordance
23 with the selection processes described in subsections (c)(2) and

1 (f)(2). The Corporation shall, to the extent practicable, reserve a
2 percentage of eligible fellowship positions approximately equal to
3 the nationwide percentage of disadvantaged youth.

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

5 “(A) establish the number of approved positions under this
6 section at 25,000 for the first fiscal year that begins after the date
7 of the enactment of the Inspire to Serve Act of 2020; and

8 “(B) increase the number of such approved positions by
9 25,000 for each fiscal year thereafter until the number of approved
10 positions is at least 250,000.

11 “(c) SELECTION BY LOTTERY.—

12 “(1) IN CONGRESSIONAL DISTRICTS.—For positions described in
13 subsection (b)(2)(A), the Corporation shall select, from the applications
14 received under this section, the number of eligible fellowship applicants
15 that may be supported for that fiscal year based on the amount of funds
16 appropriated for that fiscal year to carry out this section. Such selection
17 shall be done by randomized lottery for all applicants, except that—

18 “(A) for those positions reserved for disadvantaged youth
19 applicants under such subsection, selection shall be done by
20 randomized lottery for disadvantaged youth applicants; and

21 “(B) for those positions reserved for Indian tribal applicants
22 under such subsection, selection shall be done by randomized
23 lottery for Indian tribal applicants.

1 “(2) OTHER POSITIONS.—For positions described in subsection
2 (b)(2)(B), the Corporation shall select, from the applications received, the
3 number of eligible fellowship applicants that may be supported for that
4 fiscal year based on the amount of funds appropriated for that fiscal year
5 to carry out this section. Such selection shall be done by randomized
6 lottery for all applicants, except that for those positions reserved for
7 disadvantaged youth applicants under such subsection, selection shall be
8 done by randomized lottery for disadvantaged youth applicants.

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

11 “(A) establish the randomized lottery system for positions
12 described in subsection (b)(2)(A) and (b)(2)(B);

13 “(B) establish preference for those individuals who have
14 not previously been an eligible fellowship applicant or a fellow;
15 and

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

19 “(d) ELIGIBLE FELLOWSHIP APPLICANTS.—

20 “(1) IN GENERAL.—An applicant desiring to become an eligible
21 fellowship applicant shall submit an application to the Corporation at such
22 time and in such manner as the Corporation may require and containing
23 information on the applicant’s age, educational status, disadvantaged

1 youth status, Indian tribal status, and contact information, and stating
2 whether the applicant elects to be considered for placement in a position in
3 a congressional district under subsection (b)(2)(A) or in a position
4 described in subsection (b)(2)(B). Each applicant may apply for only one
5 national service fellowship for any fiscal year.

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

8 “(A) is not less than age 18 and not more than age 25 on the
9 date on which the application is made; and

10 “(B) holds a high school diploma or recognized equivalent
11 or will be working towards such diploma or recognized equivalent
12 during the applicant’s term of service as a fellow.

13 “(e) FELLOWS.—

14 “(1) IN GENERAL.—An eligible fellowship applicant is eligible to
15 participate in a service project as a fellow and receive a national service
16 fellowship if—

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

20 “(i) with which the applicant is interested in serving
21 under this section; and

22 “(ii) with which the applicant would serve in a
23 position that is located in the congressional district in

1 which the fellow resides or a district adjoining the district
2 in which the fellow resides, for a position allotted under
3 subsection (b)(2)(A), or would serve in a position allotted
4 under subsection (b)(2)(B);

5 “(B) enters into an agreement with the organization—

6 “(i) that specifies the service the applicant will
7 provide if the placement is approved; and

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

14 “(C) submits such agreement to the Corporation.

15 “(2) DESIGNATION.—Upon receiving the eligible fellowship
16 applicant's agreement under paragraph (1), the Corporation shall award a
17 national service fellowship to the applicant and designate the applicant as
18 a fellow.

19 “(3) FELLOWSHIP AMOUNT.—

20 “(A) IN GENERAL.—The Corporation shall award to each
21 fellow a stipend equal to the living allowance under section 199K.

22 “(B) PRORATION OF AMOUNT.—In the case of a fellow who
23 is authorized to serve on a part-time basis under paragraph

1 (1)(B)(ii), the amount provided to a fellow under this paragraph
2 shall be prorated accordingly.

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

12 “(f) SERVICE SPONSOR ORGANIZATIONS.—

13 “(1) IN GENERAL.—An organization is eligible to be a service
14 sponsor organization if the organization—

15 “(A) is a nonprofit organization, a local government
16 agency, a State government agency, or an agency of an Indian
17 tribe;

18 “(B) satisfies qualification criteria established by the
19 Corporation, including standards relating to organizational
20 capacity, financial management, and programmatic oversight; and

21 “(C) at the time of registration with a State Commission,
22 enters into an agreement with the State Commission providing that
23 the service sponsor organization shall—

The Inspire to Serve Act of 2020

1 “(i) abide by all program requirements;

2 “(ii) be responsible for certifying the number of
3 hours served by each fellow and whether each fellow
4 serving with the organization successfully completes the
5 national service fellowship;

6 “(iii) provide supervision, supplies, and training for
7 fellows, including a quarterly performance review;

8 “(iv) provide educational resources, funding for
9 coursework, and other necessary resources to support
10 fellows working towards their high school equivalency
11 degrees; and

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

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

19 “(A) satisfies the requirements of this subsection;

20 “(B) submits an application to the Corporation that includes
21 a detailed description of the area of national need that fellows will
22 address with the organization, along with other requirements that
23 the Corporation may establish; and

1 “(C) is selected by the Corporation in accordance with a
2 selection process established by the Corporation.

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

5 “(4) REGISTRATION.—

6 “(A) REQUIREMENT.—A service sponsor organization may
7 not receive a fellow under this section until the organization
8 registers with the State Commission of any State in which a fellow
9 will be serving with the organization.

10 “(B) CLEARINGHOUSE.—Each State Commission shall
11 maintain on a public website a list of service sponsor organizations
12 registered with that State Commission.

13 “(5) NONCOMPLIANCE.—If the Corporation determines that a
14 service sponsor organization is in violation of any of the applicable
15 provisions of this subsection, or a State Commission determines that a
16 service sponsor organization is in violation of any requirement for
17 registration under paragraph (4)—

18 “(A) the State Commission shall revoke the registration of
19 the organization;

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

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

3 “(g) GRANTS FOR ANCILLARY SERVICES.—

4 “(1) IN GENERAL.—The Corporation may award grants to service
5 sponsor organizations to offset the costs of providing ancillary services in
6 support of fellows serving with those service sponsor organizations,
7 including costs for—

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

9 “(B) courses and exams necessary to obtain a high school
10 diploma or recognized equivalent;

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

12 “(D) other activities approved by the Corporation.

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

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

22 “(i) BRANDED ATTIRE.—The Corporation may provide fellows with
23 branded attire to wear where appropriate.

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

6 “(k) COMPLIANCE WITH INELIGIBLE SERVICE CATEGORIES.—Service under
7 a national service fellowship shall comply with section 132(a). For purposes of
8 applying that section to this subsection, a reference to assistance shall be
9 considered to be a reference to assistance provided under this section.

10 “(l) PUBLIC SERVICE INTEGRATION.—The Chief Executive Officer shall
11 consult with the Council on Military, National, and Public Service established
12 under section 201 of the Inspire to Serve Act of 2020 regarding opportunities to
13 place fellows in public service positions at the State, local, and tribal levels.

14 “(m) SURVEYS OF FELLOWS.—The Corporation may survey fellows about
15 their experiences as fellows, and shall make data acquired from any such survey
16 publicly available.

17 “(n) REGULATIONS.—The Corporation shall promulgate such regulations
18 as may be necessary to carry out this section.

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

21 (b) CONFORMING AMENDMENTS.—

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

4 “Sec. 198B. National Service Fellowships.”.

5 (2) Section 123(7) of the National and Community Service Act of
6 1990 (42 U.S.C. 12573(7)) is amended by striking “ServeAmerica” and
7 inserting “National Service”.

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

10 **SEC. 322. EXPANSION OF YOUTHBUILD, YOUTH CONSERVATION**
11 **CORPS, AND NATIONAL GUARD YOUTH CHALLENGE**
12 **PROGRAMS.**

13 (a) YOUTHBUILD PROGRAM.—

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

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

24 (b) YOUTH CONSERVATION CORPS.—

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

7 (2) REPORTS TO CONGRESS.—The Secretaries of Agriculture and
8 the Interior shall submit to Congress, not later than December 31 of each
9 of the years 2023, 2026, 2029, and 2031, a report on the level of
10 participation in the Youth Conservation Corps since the end of fiscal year
11 2020 and on the efforts taken to achieve the goal described in paragraph
12 (1).

13 (c) YOUTH CHALLENGE PROGRAM.—

14 (1) EXPANSION.—The Secretary of Defense shall take the
15 necessary steps to double, by December 31, 2031, the number of
16 participants in the National Guard Youth Challenge Program established
17 under section 509 of title 32, United States Code, from the number of such
18 participants in fiscal year 2020.

19 (2) REPORTS TO CONGRESS.—The Secretary of Defense shall
20 submit to Congress, not later than December 31 of each of the years 2023,
21 2026, 2029, and 2031, a report on the level of participation in the National
22 Guard Youth Challenge Program since the end of fiscal year 2020 and on
23 the efforts taken to achieve the goal described in paragraph (1).

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

3 **SEC. 323. NATIONAL SERVICE PUBLIC AWARENESS CAMPAIGN.**

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

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

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

4 **SEC. 324. RECOGNITION OF CORPORATE CONTRIBUTIONS TO**
5 **NATIONAL SERVICE.**

6 The Corporation for National and Community Service may annually
7 designate not more than 25 corporations, whether publicly-owned or privately-
8 held, with an award for their significant contributions to national service. The
9 Corporation shall promulgate regulations describing evaluation criteria for the
10 award under this section and may conduct a ceremony or give a symbolic medal
11 or plaque to recipients. This section does not authorize any monetary award.

12 **SEC. 325. CORPORATION FOR NATIONAL AND COMMUNITY**
13 **SERVICE DEMONSTRATION PROJECTS.**

14 (a) DEFINITIONS.—

15 (1) EX-OFFENDER.—The term “ex-offender” means an individual
16 who requires assistance in overcoming barriers to employment resulting
17 for a record of arrest or conviction for a crime under Federal, State, local,
18 or tribal law.

19 (2) PLACE-BASED MODEL.—The term “place-based model” means
20 an investment initiative that seeks to leverage national service programs to
21 expand the services available within a specific geographic location, to
22 build the capacity of community organizations to provide those services,
23 and to establish a community-wide culture of service and volunteerism.

1 (b) PRIORITY PILOTS.—The Chief Executive Officer of the Corporation for
2 National and Community Service may conduct, during the 3-year period
3 beginning on October 1, 2020, up to five demonstration projects to assess the
4 feasibility and advisability of novel approaches to and focus areas of national
5 service, with at least one demonstration project focused on developing a place-
6 based model and at least one demonstration project supporting the reintegration of
7 ex-offenders.

8 (c) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be
9 appropriated such sums as may be necessary to carry out the demonstration
10 projects under subsection (b), including for salaries and expenses related to such
11 projects.

12 **SEC. 326. PEACE CORPS REMOTE DEMONSTRATION PROJECTS.**

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

16 **SEC. 327. NATIONAL SERVICE LIVING ALLOWANCE INCREASES.**

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

20 “(7) ADJUSTMENTS.—The Chief Executive Officer shall review the
21 amounts of living allowances under this subsection on an annual basis and,
22 subject to paragraph (2), make adjustments as necessary to reflect changes

1 in inflation, cost-of-living, and the geographical areas in which the
2 national service programs are carried out.”.

3 (b) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be
4 appropriated such sums as may be necessary to carry out the amendment made by
5 subsection (a).

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

7 (a) GRANTS AND CONTRACTS FOR INDIVIDUAL SERVICE PROJECTS.—
8 Section 211(d) of the Domestic Volunteer Service Act of 1973 (42 U.S.C.
9 5011(d)) is amended by striking “\$3.00 per hour” and inserting “60 percent of the
10 Federal minimum wage under section 6 of the Fair Labor Standards Act of 1938
11 (29 U.S.C. 206)”.

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

15 **SEC. 329. WRAPAROUND SUPPORT SERVICES FOR CERTAIN**
16 **NATIONAL SERVICE PARTICIPANTS.**

17 (a) WRAPAROUND SUPPORT SERVICES FOR NATIONAL SERVICE
18 PARTICIPANTS.—

19 (1) IN GENERAL.—Section 140 of the National and Community
20 Service Act of 1990 (42 USC 12594) is amended by adding at the end the
21 following:

22 “(g) WRAPAROUND SUPPORT SERVICES.—

The Inspire to Serve Act of 2020

1 “(1) PROVISION OF ADDITIONAL SUPPORT SERVICES.—In addition to
2 the living allowance and other benefits provided under this section, and
3 subject to the availability of appropriations to carry out this subsection, a
4 State or other recipient of assistance under section 121 shall provide
5 support services under this subsection (in this subsection referred to as
6 ‘wraparound support services’) to those individuals who—

7 “(A) are participants in a national service program carried
8 out or supported by the recipient using the assistance; and

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

11 “(2) GUIDELINES FOR WRAPAROUND SUPPORT SERVICES.—Not later
12 than 180 days after the date of the enactment of this subsection, the
13 Corporation shall establish guidelines regarding the circumstances under
14 which wraparound support services shall be made available under
15 paragraph (1) and the types of wraparound support services that shall be
16 made so available. Wraparound support services may include career
17 counseling, transportation assistance, training and certification programs,
18 and mental health assistance. In developing such guidelines, the
19 Corporation shall consider the availability of philanthropic investment and
20 the cost-per-member to grantees who support participants described in
21 paragraph (1).

1 “(3) EXEMPTION FROM LIVING ALLOWANCE.—Wraparound support
2 services shall not be considered in determining the maximum living
3 allowance under subsection (a)(2).”.

4 (2) LIMITATION ON PROGRAM COSTS.—Section 189(c) of the
5 National and Community Service Act of 1990 (42 USC 12645c(c)) is
6 amended to read as follows:

7 “(c) COSTS NOT SUBJECT TO LIMITATION.—The limitation under
8 subsection (a), and the increased limitation under subsection (e)(1), shall not
9 apply to—

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

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

15 (b) WRAPAROUND SUPPORT SERVICES FOR VISTA PARTICIPANTS.—
16 Section 105(b) of the Domestic Volunteer Service Act of 1973 (42 USC 4955(b))
17 is amended by adding at the end the following:

18 “(4)(A) In addition to the stipend and other assistance provided under this
19 subsection, and subject to the availability of appropriations to carry out this
20 paragraph, the Director shall provide support services under this paragraph (in this
21 paragraph referred to as ‘wraparound support services’) for volunteers who—

22 “(i) are disadvantaged youth of ages 17 through 26,

23 “(ii) are located in Indian lands, or

The Inspire to Serve Act of 2020

1 “(iii) are located in rural communities.

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

5 “(B) Not later than 180 days after the date of the enactment of this
6 paragraph, the Corporation shall establish guidelines regarding the circumstances
7 under which wraparound support services shall be made available to volunteers
8 under subparagraph (A), and the types of wraparound support services that shall
9 be made so available. Wraparound support services may include career
10 counseling, transportation assistance, training and certification programs, and
11 mental health assistance. In developing such guidelines, the Corporation shall
12 consider the availability of funds and the cost-per-volunteer to grantee who
13 support such volunteers.”.

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

18 (d) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be
19 appropriated to the Corporation for National and Community Service such sums
20 as may be necessary to provide wraparound support services under the
21 amendments made by this section.

22 **SEC. 330. NATIONAL SERVICE EDUCATIONAL AWARD INCREASES.**

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

7 (b) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be
8 appropriated such sums as may be necessary for carrying out section 147(a) of the
9 National and Community Service Act of 1990, as amended by subsection (a) of
10 this section.

11 **SEC. 331. EXPANDED USE OF NATIONAL SERVICE EDUCATIONAL**
12 **AWARD.**

13 (a) DISBURSEMENT OF EDUCATIONAL AWARDS.—Section 148(a)(4) of the
14 National and Community Service Act of 1990 (42 U.S.C. 12604(a)(4)) is
15 amended by inserting after “Secretary of Veterans Affairs” the following: “,
16 regardless of whether the individual is an eligible veteran for purposes of such
17 chapter 38”.

18 (b) TREATMENT OF CERTAIN PROVISIONS OF LAW.—Any individual who
19 receives an educational award under section 146 of the National and Community
20 Service Act of 1990 (42 U.S.C. 12602) may use the award for expenses described
21 in section 148(a)(4) of that Act (42 U.S.C. 12604(a)(4)), by virtue of the
22 amendment made by subsection (a) of this section, notwithstanding the provisions

1 of any appropriations Act that would not permit such use by virtue of such
2 amendment.

3 **SEC. 332. DISCOUNTED END-OF-SERVICE CASH STIPEND FOR**
4 **NATIONAL SERVICE MEMBERS.**

5 (a) STIPEND; LIMITATION; PAYMENT UPON COMPLETION OF TERM.—

6 (1) DEFINITIONS.—In this subsection:

7 (A) CHIEF EXECUTIVE OFFICER.—The term “Chief
8 Executive Officer” means the Chief Executive Officer of the
9 Corporation for National and Community Service.

10 (B) FULL-TIME SERVICE.—The term “full-time service”
11 means “full-time service” within the meaning of section 139(b)(1)
12 of the National and Community Service Act of 1990 (42 U.S.C.
13 12593(b)(1)).

14 (C) NATIONAL SERVICE PARTICIPANT.—The term “national
15 service participant” means a participant in a national service
16 program who is described in section 137(a) of that Act (42 U.S.C.
17 12591(b)).

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

21 (2) STIPEND FOR NATIONAL SERVICE PARTICIPANTS.—

22 (A) AUTHORITY.—

1 (i) Subject to clause (ii), the Chief Executive
2 Officer may provide to each national service participant
3 who is performing full-time service, a stipend for any
4 period in which such participant is in training or
5 performing the participant's assignments.

6 (ii) The Chief Executive Officer may, on a case-by-
7 case basis, provide, to a national service participant who is
8 performing part-time service, a stipend during any period
9 described in clause (i).

10 (B) AMOUNT OF STIPEND.—

11 (i) Subject to clauses (ii) and (iii), the amount of the
12 stipend under subparagraph (A) shall be set at a rate that is
13 not less than \$200 per month and not more than \$280 per
14 month.

15 (ii) The Chief Executive Officer may set the amount
16 of the stipend under subparagraph (A) at a rate that does
17 not exceed \$380 per month in the case of an individual
18 who—

19 (I) has completed a term of service as
20 required under subtitle D of the National and
21 Community Service Act of 1990 (42 U.S.C. 12601
22 et seq.); and

1 (II) has, in accordance with standards that
2 the Chief Executive Officer shall establish in
3 regulations, been designated a leader on the basis of
4 experience among other national service
5 participants.

6 (iii) The amount of the stipend under this
7 subparagraph is subject to the availability of funds for such
8 stipend.

9 (C) RESTRICTION ON CERTAIN INDIVIDUALS.— The Chief
10 Executive Officer may not provide a stipend under this subsection
11 to an individual who elects to receive a national service
12 educational award under subtitle D of title I of the National and
13 Community Service Act of 1990 (42 U.S.C. 12601 et seq.).

14 (3) STIPEND FOR NATIONAL CIVILIAN COMMUNITY CORPUS
15 MEMBERS.—

16 (A) AUTHORITY.—The Chief Executive Officer may
17 provide, to each member of the National Civilian Community
18 Corps who is enrolled in a national service program under section
19 153 of the National and Community Service Act of 1990 (42
20 U.S.C. 12613), a stipend for any period in which such member is
21 in training or performing the member’s assignment.

22 (B) AMOUNT OF STIPEND.—

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

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

9 (I) has completed a term of service as
10 required under subtitle D of the National and
11 Community Service Act of 1990 (42 U.S.C. 12601
12 et seq.); and

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

17 (iii) The amount of the stipend under this
18 subparagraph is subject to the availability of funds for such
19 stipend.

20 (C) RESTRICTION ON CERTAIN INDIVIDUALS—The Chief
21 Executive Officer may not provide a stipend under this subsection
22 to an individual who elects to receive a national service

The Inspire to Serve Act of 2020

1 educational award under section 158 of the National and
2 Community Service Act of 1990 (42 U.S.C. 12618).

3 (4) ELIGIBILITY FOR STIPEND.—A stipend under paragraph (2) or
4 (3) shall be payable to an individual only upon completion of a period of
5 service, except that under such circumstances as the Chief Executive
6 Officer shall determine, in accordance with regulations which the Chief
7 Executive Officer shall prescribe, the accrued stipend, or any part of the
8 accrued stipend, may be paid to the individual, or on behalf of the
9 individual, to members of the individual’s family or others during the
10 period of the individual’s service. In the event of the death of an individual
11 during service, the amount of any unpaid stipend shall be paid in
12 accordance with the provisions of section 5582 of title 5, United States
13 Code.

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

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

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

18 and

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

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

22 (c) AUTHORIZED BENEFITS FOR CORPS MEMBERS.—Section 158(f) of the
23 National and Community Service Act of 1990 (42 U.S.C. 12618(f)) is amended—

- 1 (1) in paragraph (1), by striking “and”;
- 2 (2) in paragraph (2), by striking the period and inserting “; and”;
- 3 and
- 4 (3) by adding at the end the following:
- 5 “(3) has not accepted the stipend authorized under section 332 of
- 6 the Inspire to Serve Act of 2020.”.

7 **SEC. 333. EXCLUSION OF NATIONAL SERVICE EDUCATIONAL**

8 **AWARD FROM GROSS INCOME.**

9 (a) IN GENERAL.— Paragraph (2) of section 117(c) of the Internal Revenue

10 Code of 1986 is amended—

- 11 (1) by striking “or” at the end of subparagraph (B),
- 12 (2) by striking the period at the end of subparagraph (C) and
- 13 inserting “, or”, and
- 14 (3) by adding at the end the following new subparagraph:
- 15 “(D) a national service educational award under subtitle D
- 16 of title I of the National and Community Service Act of 1990 (42
- 17 U.S.C. 12601 et seq.).”.

18 (b) EXCLUSION OF DISCHARGE OF STUDENT LOAN DEBT.— Subsection (f)

19 of section 108 of such Code is amended by adding at the end the following new

20 paragraph:

21 “(6) PAYMENTS UNDER NATIONAL SERVICE

22 EDUCATIONAL AWARD PROGRAMS.—In the case of an individual,

23 gross income shall not include any amount received under a national

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

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

5 **SEC. 334. TRANSFERABILITY OF NATIONAL SERVICE**

6 **EDUCATIONAL AWARD.**

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

9 (1) in paragraph (2)(A)(i), by striking “in a national service
10 program that receives a grant under subtitle C” and inserting “in a position
11 specified under section 123”; and

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

14 “(C) who meets such other requirements that the
15 Corporation shall specify in regulations.”.

16 (b) INDIVIDUALS ELIGIBLE TO RECEIVE AN EDUCATIONAL AWARD FROM
17 THE TRUST.—Section 146(d)(3) of the National and Community Service Act of
18 1990 (42 U.S.C. 12602(d)(3)) is amended by striking “a 10-year period” and all
19 that follows through “basis of the award” and inserting “a 7-year period that
20 begins on the date on which the designated individual who received the
21 transferred educational award becomes 18 years of age”.

22 **SEC. 335. NONCOMPETITIVE ELIGIBILITY FOR FULL-TIME**

23 **NATIONAL SERVICE PARTICIPANTS.**

1 (a) NONCOMPETITIVE ELIGIBILITY FOR AMERICORPS ALUMNI.—

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

5 (A) by striking “appointment in the competitive service”
6 and inserting “noncompetitive appointment in the competitive
7 service for a period of 36 months, beginning on the date on which
8 their required term of service ends,”; and

9 (B) by inserting before the period “, without regard to
10 section 4 of such Order”.

11 (2) OTHER NATIONAL SERVICE PARTICIPANTS.—

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

15 **“SEC. 142. NONCOMPETITIVE ELIGIBILITY FOR NATIONAL**
16 **SERVICE PARTICIPANTS.**

17 “Participants in a national service program who are eligible to receive a
18 national service educational award under section 141, and who the Chief
19 Executive Officer determines have successfully completed their terms of service,
20 shall be eligible for noncompetitive appointment in the competitive service for a
21 period of 36 months beginning on the date on which their required term of service
22 ends. The Chief Executive Officer shall make such determination in accordance

The Inspire to Serve Act of 2020

1 with the requirements of Executive Order Number 11103 of April 10, 1963,
2 without regard to section 4 of such Order.”.

3 (B) CONFORMING AMENDMENT.—The table of contents of
4 the National and Community Service Act of 1990 is amended by
5 inserting after the item relating to section 141 the following:

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

7 (b) NONCOMPETITIVE ELIGIBILITY FOR RETURNED PEACE CORPS
8 VOLUNTEERS AND VOLUNTEER LEADERS.—Section 5 of the Peace Corps Act (22
9 U.S.C. 2504) is amended by adding at the end the following new subsection:

10 “(q) NONCOMPETITIVE ELIGIBILITY.—Volunteers and volunteer leaders
11 who have completed a term of service of 2 years or more under this Act and who
12 the Director determines have successfully completed their periods of service shall
13 be eligible for noncompetitive appointment in the competitive service for a period
14 of 36 months beginning on the date on which their required term of service ends.
15 The Director shall make such determination in accordance with the requirements
16 of Executive Order Number 11103 of April 10, 1963, without regard to section 4
17 of such Order.”.

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

20 (1) any volunteer under the Domestic Volunteer Service Act of
21 1973,

22 (2) any participant in a national service program to whom section
23 141 of the National and Community Service Act of 1990 applies, and

24 (3) any volunteer or volunteer leader under the Peace Corps Act,

1 who has not completed a required term of service as of the date of the enactment
2 of this Act.

3 **SEC. 336. PENSION SERVICE CREDIT FOR FEDERAL SERVICE**

4 **CORPS PARTICIPANTS.**

5 (a) CREDITABLE SERVICE.—Section 8411(h) in title 5, United States Code,
6 is amended by inserting after “Domestic Volunteer Service Act of 1973,” the
7 following: “as a National Civilian Community Corps member or leader under
8 subtitle E of title I of the National and Community Service Act of 1990 (42
9 U.S.C. 12611 et seq.), as a member of a program under title I or title II of the Act
10 commonly referred to as the ‘Youth Conservation Corps Act of 1970’ (16 U.S.C.
11 1701-1730),”.

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

14 (1) by inserting after “Domestic Volunteer Service Act of 1973,”
15 the first place it appears the following: “as a National Civilian Community
16 Corps member or leader under subtitle E of title I of the National and
17 Community Service Act of 1990 (42 U.S.C. 12611 et seq.), as a member
18 of a program under title I or title II of the Act commonly referred to as the
19 ‘Youth Conservation Corps Act of 1970’ (16 U.S.C. 1701-1730),”;

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

21 (3) by striking “for each period of service as such a volunteer or
22 volunteer leader” and inserting the following: “or of the living allowance
23 paid to the National Civilian Community Corps member or leader under

1 subtitle E of title I of the National and Community Service Act of 1990, or
2 to the member of a program under title I or title II of the Act commonly
3 referred to as the ‘Youth Conservation Corps Act of 1970’, for each period
4 of service as such a volunteer, volunteer leader, member, or leader”.

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

6 (a) GRANTS AND CONTRACTS FOR VOLUNTEER SERVICE PROJECTS.—

7 Section 201 of the Domestic Volunteer Service Act of 1973 (42 U.S.C. 5001) is
8 amended—

9 (1) in subsection (e)—

10 (A) in paragraph (1), by striking subparagraph (A) and
11 inserting the following:

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

13 and

14 (B) in paragraph (2)(B)—

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

17 (ii) by striking clause (iv) and redesignating clause

18 (v) as clause (iv); and

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

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

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

1 (2) in paragraph (1)—

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

4 (B) by redesignating subparagraphs (A) and (B) as
5 paragraphs (1) and (2), respectively.

6 (c) NOTICE AND HEARING PROCEDURES FOR SUSPENSION AND

7 TERMINATION OF FINANCIAL ASSISTANCE.—Section 412(a) of the Domestic
8 Volunteer Service Act of 1973 (42 U.S.C. 5052) is amended—

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

10 (2) by striking paragraphs (2) and (3) and redesignating paragraph
11 (4) as paragraph (2).

12 **Subtitle C—Advancement of Public Service:**
13 **Modernization of Federal Personnel**
14 **Systems**

15 **SEC. 341. ENHANCED AWARENESS OF THE VALUE OF FEDERAL**
16 **PUBLIC SERVICE.**

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

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

20 “Subject to guidance issued by the Comptroller General, any Executive
21 agency or military department may use appropriated funds to educate and inform
22 the public about the role of Federal employees, the value of Federal employment,
23 and the mission of the agency or department. The use of funds pursuant to the

1 guidance issued by the Comptroller General under this section shall not constitute
2 self-aggrandizement, publicity, or propaganda that is otherwise prohibited under
3 any other provision of law enacted before, on, or after the date of the enactment of
4 this section.”.

5 (b) CONFORMING AMENDMENT.—The table of sections at the beginning of
6 chapter 3 of title 5, United States Code, is amended by inserting after the item
7 relating to section 306 the following new item:
8 “307. Enhanced awareness of the value of Federal public service.”.

9 (c) GUIDANCE.—The Comptroller General shall, not later than 120 days
10 after the date of the enactment of this Act, issue the guidance required under
11 section 307 of title 5, United States Code, as added by subsection (a) of this
12 section.

13 (d) EFFECTIVE DATE.—Except as provided in subsection (c), section 307
14 of title 5, United States Code, as added by subsection (a), shall take effect 180
15 days after the date of the enactment of this Act.

16 **SEC. 342. RESPONSIBILITY FOR DETERMINING ELIGIBILITY FOR**
17 **HIRING PREFERENCES AND SPECIAL HIRING**
18 **OPTIONS.**

19 (a) DEFINITIONS.—In this section:

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

22 (2) PREFERENCE ELIGIBLE.—The term “preference eligible” has the
23 meaning given that term in section 2108(3) of title 5, United States Code.

1 (b) AUTHORITY TO DETERMINE ELIGIBILITY.—The Director of the Office
2 of Personnel Management shall be responsible for determining whether an
3 individual is a preference eligible, or whether an individual is eligible for
4 appointment to a position in an Executive agency under any of the following
5 authorities:

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

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

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

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

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

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

14 (7) Section 5(q) of the Peace Corps Act, as added by section
15 335(b) of this Act.

16 (8) Section 344 of this Act.

17 (9) Section 370 of this Act.

18 (c) COORDINATION.—The Director of the Office of Personnel
19 Management shall coordinate with the Secretary of Defense, the Secretary of
20 Veterans Affairs, the Director of the Peace Corps, and the Chief Executive Officer
21 of the Corporation for National and Community Service in developing the process
22 for making determinations under subsection (b).

1 (d) REGULATIONS.—Not later than 24 months after the date of the
2 enactment of this Act, the Director of the Office of Personnel Management shall
3 issue regulations setting forth the manner in which applicants for employment in
4 Executive agencies may access determinations under subsection (b) and the
5 procedures to appeal such determinations.

6 (e) PREPARATION OF CERTIFICATES OF ELIGIBILITY.—Executive agencies
7 shall rely on the eligibility determinations of the Director of the Office of
8 Personnel Management under subsection (b) in preparing lists, registers, and
9 certificates of such eligibility. The Director shall issue guidance to Executive
10 agencies on Office of Personnel Management policies and procedures established
11 under this section.

12 (f) OTHER REMEDIES AVAILABLE TO PREFERENCE ELIGIBLES NOT
13 AFFECTED.—Nothing in this section shall be construed to limit the rights of
14 preference eligibles to seek administrative or judicial remedies under sections
15 3330a and 3330b of title 5, United States Code.

16 **SEC. 343. ENHANCEMENT OF SPECIAL HIRING AUTHORITIES FOR**
17 **MILITARY VETERANS.**

18 (a) EXCEPTION TO PREFERENCE ELIGIBILITY.—Section 2108 of title 5,
19 United States Code, is amended by striking paragraph (4) and inserting the
20 following:

21 “(4) except for the purposes of chapters 43 and 75 of this title,
22 ‘preference eligible’ does not include—

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

1 “(i) the individual is a disabled veteran; or
2 “(ii) the individual retired below the rank of major
3 or its equivalent;
4 “(B) a veteran who has been discharged or released from
5 active duty for more than 10 years; or
6 “(C) a veteran who is an employee who has been in the
7 competitive service for more than 2 years; and”.

8 (b) VETERANS’ PREFERENCE AS A TIEBREAKER AMONG EQUALLY
9 QUALIFIED CANDIDATES.—

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

12 **“§3313. Competitive service; registers of eligibles**

13 “The names of applicants who have qualified in examinations for the
14 competitive service shall be entered on appropriate registers or lists of eligibles in
15 the order of their ratings, including points added under section 3309 of this title.
16 The names of preference eligibles shall be entered ahead of others having the
17 same rating.”.

18 (2) ALTERNATIVE RANKING AND SELECTION PROCEDURES.—

19 Section 3319(b) of title 5, United States Code, is amended by striking “For
20 other than scientific” and all that follows through “highest quality
21 category.”.

22 (c) VETERANS RECRUITMENT APPOINTMENT IMPROVEMENTS.—

1 (1) DEFINITION OF RECENTLY SEPARATED VETERAN.—Section
2 4211(6) of title 38, United States Code, is amended by striking “three-
3 year” and inserting “10-year”.

4 (2) DEFINITION OF QUALIFIED COVERED VETERAN.—Section
5 4214(a)(2)(B) of title 38, United States Code, is amended to read as
6 follows:

7 “(B) The term ‘qualified covered veteran’ means a veteran
8 described in section 4212(a)(3) of this title, but does not include a
9 retired member of the armed forces unless the individual qualifies
10 for retirement under chapter 61 of title 10.”.

11 **SEC. 344. NONCOMPETITIVE ELIGIBILITY FOR HIGH-**
12 **PERFORMING CIVILIAN EMPLOYEES.**

13 (a) DEFINITIONS.—In this section:

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

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

18 (b) IN GENERAL.—Under such regulations as the Office of Personnel
19 Management shall prescribe, an Executive agency may noncompetitively appoint,
20 for other than temporary employment to a position, in the competitive service any
21 individual who—

1 (1) is certified by the Office of Personnel Management as having
2 been a high-performing employee in a former position in the competitive
3 service;

4 (2) has been separated from such former position for less than 6
5 years; and

6 (3) is qualified for the new position in the competitive service, as
7 determined by the Executive agency making the noncompetitive
8 appointment.

9 (c) LIMITATION ON AUTHORITY.—An individual may not be appointed to a
10 position under subsection (a) more than once.

11 (d) DESIGNATION OF HIGH-PERFORMING EMPLOYEES.—The Office of
12 Personnel Management shall, in the regulations issued under this section, set forth
13 the criteria for certifying an individual as a “high-performing employee” in a
14 former position, based on the individual’s final performance appraisal in such
15 position and a recommendation by the employee’s immediate or other supervisor
16 in such position.

17 **SEC. 345. FLEXIBILITY FOR TEMPORARY AND TERM**
18 **APPOINTMENTS.**

19 (a) TEMPORARY AND TERM APPOINTMENTS.—Subchapter I of chapter
20 31 of title 5, United States Code, is amended by adding at the end the following:

21 **“§3117. Temporary and term appointments**

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

The Inspire to Serve Act of 2020

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

3 “(2) TEMPORARY APPOINTMENT.—The term ‘temporary
4 appointment’ means an appointment in the competitive service for a
5 period of not more than 1 year.

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

9 “(b) APPOINTMENT.—

10 “(1) IN GENERAL.—The head of an Executive agency may make a
11 temporary appointment or term appointment to a position in the
12 competitive service when the need for the services of an employee in the
13 position is not permanent. Appointments made under this section do not
14 affect the authorities granted under section 3109.

15 “(2) EXTENSION.—Under conditions prescribed by the Director,
16 the head of an Executive agency may—

17 “(A) extend a temporary appointment made under
18 paragraph (1) in increments of not more than 1 year each, up to a
19 maximum of 3 total years of service; and

20 “(B) extend a term appointment made under paragraph (1)
21 in increments determined appropriate by the head of the agency, up
22 to a maximum of 6 total years of service.

1 Section 3304(a)(3)(B) of title 5, United States Code, is amended by
2 striking “shortage of candidates” and all that follows through “highly qualified
3 candidates)” and inserting “shortage of highly qualified candidates”.

4 **SEC. 347. CAFETERIA PLAN FOR FEDERAL EMPLOYEES.**

5 (a) DEFINITIONS.—In this section:

6 (1) CAFETERIA PLAN.—The term “cafeteria plan” has the meaning
7 given that term in section 125(d) of the Internal Revenue Code of 1986.

8 (2) DIRECTOR.—The term “Director” means the Director of the
9 Office of Personnel Management.

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

12 (4) QUALIFIED CARRIER.—The term “qualified carrier” means an
13 insurance company (or consortium of insurance companies) that is
14 licensed to issue disability-income insurance under the laws of 48 of the
15 States and the District of Columbia, taking into account any subsidiaries of
16 such a company (and, in the case of a consortium, considering the member
17 companies and any subsidiaries thereof, collectively).

18 (b) PLAN AUTHORIZED.—The Director shall establish and administer a
19 cafeteria plan through which a Federal employee may select certain benefits from
20 a menu of options, including cash, life insurance, disability-income insurance,
21 flexible spending arrangements for health care, flexible spending arrangements
22 for dependent care, a health savings account, enhanced dental benefits, and
23 enhanced vision benefits.

1 (c) CONTRIBUTION.—Not later than October 1 of each year, the Director
2 shall identify the amount of the Federal Government’s contribution to the
3 cafeteria plan described in subsection (b). The Director shall determine the annual
4 adjustment of the Federal Government’s contribution based on inflation and other
5 appropriate factors as determined by the Director. The Director shall ensure that
6 the amount of the Federal Government’s contribution for the cafeteria plan does
7 not increase or decrease Government-wide spending by Executive agencies on
8 benefits for Federal employees.

9 (d) CONTRACTING AUTHORITY.—The Director may, without regard to
10 subsections (b), (c), and (d) of section 6101 of title 41, United States Code, or any
11 other statute requiring competitive bidding, enter into contracts with one or more
12 qualified carriers for a policy or policies of disability-income insurance, for the
13 cafeteria plan authorized under subsection (b). The Director shall ensure that each
14 such contract is awarded on the basis of contractor qualifications, price, and
15 reasonable competition.

16 (e) NO EFFECT ON ELIGIBILITY FOR OTHER BENEFITS.—Nothing in this
17 section shall be construed to affect the eligibility for insurance and other benefits
18 under subpart G of part III of title 5, United States Code.

19 (f) REGULATIONS.—The Director shall, not later than 1 year after the date
20 of the enactment of this Act, propose for public notice and comment regulations
21 to implement the plan authorized by this section, including regulations for a
22 disability-income insurance program for Federal employees.

1 (g) STATUTORY PROPOSALS.—The Director shall, not later than 180 days
2 after the date of the enactment of this Act, submit to Congress recommendations
3 for legislative proposals that should be made to chapter 87 of title 5, United States
4 Code, (relating to life insurance) that are necessary for the establishment of the
5 cafeteria plan under this section.

6 **SEC. 348. MODERN BENEFITS PILOT PROGRAM.**

7 (a) DEFINITIONS.—In this section:

8 (1) CIVIL SERVICE.—The term “civil service” has the meaning
9 given that term in section 2101 of title 5, United States Code.

10 (2) DIRECTOR.—The term “Director” means the Director of the
11 Office of Personnel Management.

12 (3) ELIGIBLE EMPLOYEE.—The term “eligible employee” means an
13 employee in the civil service, other than a public safety employee, who
14 has completed less than 5 years of civilian service creditable under section
15 8411 of title 5, United States Code.

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

18 (5) PUBLIC SAFETY EMPLOYEE.—The term “public safety
19 employee” means an employee serving an Executive agency as a law
20 enforcement officer, air traffic controller, firefighter, nuclear materials
21 courier, or customs and border protection officer, as those positions are
22 defined in section 8401 of title 5, United States Code.

1 (b) PILOT PROGRAM AUTHORIZED.—The Director shall carry out a pilot
2 program in three Executive agencies to offer eligible employees a benefits
3 package described in subsection (d). In developing the pilot program, the Director
4 shall consult with benefits experts, actuaries, labor unions, and the participating
5 agencies. The pilot program may be carried out without regard to any requirement
6 or limitation under section 4703 of title 5, United States Code (as amended by this
7 Act), except that the pilot program shall be considered to be a demonstration
8 project for purposes of subsection (a) of such section.

9 (c) ELECTION OF BENEFITS PACKAGE BY EMPLOYEES.—An eligible
10 employee who is hired by an Executive agency in the pilot program after the pilot
11 program is established may elect to be covered by the benefits package in the pilot
12 program or the benefits package otherwise applicable to civil service employees
13 in the Executive agency. An eligible employee who is hired during the 5-year
14 period before the pilot program is established may elect to switch coverage to the
15 benefits package in the pilot program. Employees who elect the benefits package
16 in the pilot program shall not be eligible for an annuity or annuitant health care
17 benefits under the Federal Employees' Retirement System.

18 (d) PROGRAM DETAILS.—The Director shall ensure that the benefits
19 package authorized under this section is of equivalent value to the benefits
20 package otherwise applicable to civil service employees in the applicable
21 Executive agency and offers the following:

The Inspire to Serve Act of 2020

1 (1) An enhanced Thrift Savings Plan benefit, including eligibility
2 for a total agency contribution of not less than 10 percent of pay, vested
3 immediately.

4 (2) Not less than 12 weeks of paid parental leave for new mothers
5 and fathers.

6 (3) Immediate eligibility for agency-paid short-term and long-term
7 disability-income insurance that replaces not less than 60 percent of the
8 employee's current salary.

9 (4) Not less than 5 weeks of flexible time off accrued each year, in
10 lieu of annual and sick leave.

11 (5) Such other benefits as the Director of the Office of Personnel
12 Management may authorize.

13 (e) REPORTS.—Not later than 6 years after the date on which the pilot
14 program under this section is established, the Director of the Office of
15 Management and Budget and the Comptroller General shall each submit to the
16 Director and to Congress a report on the pilot program that includes—

17 (1) evaluations of the pilot program; and

18 (2) recommendations on whether to modify, continue, expand, or
19 terminate the pilot program, or to make the program permanent for all
20 Executive agencies.

21 (f) ADDITIONAL REPORT.—Not later than 1 year after the date on which the
22 pilot program under this section is established, the Director shall contract with the
23 National Academy of Public Administration—

- 1 (1) to conduct a study of the pilot program; and
- 2 (2) to submit to the Director, not later than 6 years after the date on
- 3 which the pilot program is established, a report on the pilot program that
- 4 includes the elements set forth subsection (e).

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

8 **SEC. 349. DEMONSTRATION PROJECT FLEXIBILITY FOR THE**
9 **OFFICE OF PERSONNEL MANAGEMENT.**

10 (a) LIMITATION ON DEMONSTRATION PROJECTS.—Section 4703(d)(1) of
11 title 5, United States Code, is amended by striking “demonstration project shall”
12 and all that follows through “5-year period” and inserting “demonstration period
13 shall terminate before the end of the 10-year period”.

14 (b) EVALUATION OF DEMONSTRATION PROJECTS.—Section 4703 of title 5,
15 United States Code, is amended by striking subsection (h) and inserting the
16 following:

17 “(h)(1) The Comptroller General of the United States and the Director of
18 the Office of Management and Budget shall, every 5 years, each evaluate any
19 demonstration project conducted under this section for its impact on improving
20 public management. Such evaluations should, at a minimum, evaluate the
21 following:

22 “(A) The effectiveness of the demonstration project in achieving
23 the purpose identified in the project plan.

The Inspire to Serve Act of 2020

1 “(B) Significant impacts on any other matters important to
2 attracting and maintaining a highly qualified workforce.

3 “(C) The cost-effectiveness of the demonstration project.

4 “(D) Recommendations to the Director of the Office of Personnel
5 Management to continue, cease, or adjust the demonstration project.

6 “(E) Recommendations to the Director of the Office of Personnel
7 Management on whether to make the demonstration project permanent.

8 “(2) The Director of the Office of Personnel Management shall, every 5
9 years, contract with the National Academy of Public Administration—

10 “(A) to conduct a study to evaluate any demonstration project
11 conducted under this section for its impact on improving public
12 management, including an evaluation of the items contained in paragraph
13 (1); and

14 “(B) to submit to the Director of the Office of Personnel
15 Management a report on the results of each such study.

16 “(3) The Director of the Office of Personnel Management may promulgate
17 regulations to make a demonstration project permanent, without requesting
18 separate statutory approval therefor, if at least one of the two officers making the
19 evaluations under paragraph (1) recommend, in their evaluations for the same 5-
20 year period, that a demonstration project be expanded governmentwide. In
21 exercising the authority under this paragraph, the Director of the Office of
22 Personnel Management may consider the reports made under paragraph (2)”.

1 **SEC. 350. ADVANCED ASSESSMENT TOOLS FOR FEDERAL AGENCY**

2 **HIRING.**

3 (a) **ADOPTION OF SKILLS BASED ASSESSMENT TECHNOLOGY.**—The
4 Director of the Office of Personnel Management shall support the distribution to,
5 and use by, Federal agencies in their hiring processes of advanced skills-based
6 assessment technology that the Director of the Office of Personnel Management
7 has validated as effective for the recruitment, qualification, and assessment of
8 candidates. The Office of Personnel Management shall not charge other Federal
9 agencies for the use of advanced skills-based assessment technology that the
10 Office has developed or procured under this subsection.

11 (b) **AUTHORIZATION OF APPROPRIATIONS.**—There are authorized to be
12 appropriated to the Office of Personnel Management such sums as may be
13 necessary to carry out this section, including entering into licensing arrangements,
14 purchasing technology, providing training, and incurring other expenses related to
15 the use and distribution to Federal agencies of the technology described in
16 subsection (a).

17 **SEC. 351. COMPETENCY STANDARDS FOR HUMAN RESOURCES**

18 **SPECIALISTS.**

19 Section 1303(b) of the Homeland Security Act of 2002 (5 U.S.C. 1401
20 note) is amended by inserting before the period the following: “, and to establish
21 competency standards for human resources employees, including technical
22 knowledge, analytical skills, and collaborative skills”.

1 **SEC. 352. EVALUATION OF IMPROVEMENTS TO THE FEDERAL**
2 **CIVIL SERVICE PERSONNEL SYSTEM.**

3 (a) **REPORTS REQUIRED.**—Not later than December 31, 2026, the Director
4 of the Office of Management and Budget and the Comptroller General shall each
5 submit to Congress a report evaluating changes to laws, regulations, and policies
6 governing the Federal civil service personnel system that address or reflect
7 recommendations contained in the March 2020 Final Report of the National
8 Commission on Military, National, and Public Service (in this section referred to
9 as the ‘Commission Report’) established under section 553 of the National
10 Defense Authorization Act for Fiscal Year 2017 (Public Law 114–328).

11 (b) **ADDITIONAL REPORT.**—Not later than 1 year after the date of the
12 enactment of this Act, the Director of the Office of Personnel Management shall
13 contract with the National Academy of Public Administration—

14 (1) to conduct a study evaluating changes to laws, regulations, and
15 policies governing the Federal civil service personnel system that address
16 ore reflect recommendations contained in the Commission Report; and

17 (2) to submit to the Director of the Office of Personnel
18 Management, not later than December 31, 2026, a report on such study,
19 which the Director shall submit to Congress.

20 (c) **ELEMENTS.**—Each report under subsections (a) and (b) shall include
21 the following:

1 (1) A list of all changes to laws, regulations, and policies
2 governing the Federal civil service personnel system that address or reflect
3 recommendations contained in the Commission Report.

4 (2) An evaluation of the changes identified under paragraph (1),
5 including assessments of—

6 (A) the effectiveness of the changes, especially with respect
7 to enabling agencies to attract and retain highly qualified, younger
8 employees and employees with critical skills;

9 (B) the cost of implementing the changes; and

10 (C) the challenges associated with implementing the
11 changes.

12 (3) Additional recommendations from the Commission Report that
13 should be undertaken to attract and retain a highly qualified workforce that
14 meets the needs of Federal agencies.

15 (4) Additional recommendations, as appropriate, to more effectively
16 attract and retain a highly qualified workforce that meets the needs of
17 Federal agencies.

18 **SEC. 353. PROPOSALS FOR MODERN TALENT-MANAGEMENT**
19 **SYSTEM.**

20 (a) REPORTS REQUIRED.—Not later than December 31, 2031, the Director
21 of the Office of Management and Budget and the Comptroller General shall each
22 submit to the Committee on Oversight and Reform of the House of
23 Representatives, the Committee on Homeland Security and Government Affairs

The Inspire to Serve Act of 2020

1 of the Senate, and the Committees on Armed Services of the Senate and the
2 House of Representatives a report setting forth detailed proposals for a modern
3 talent-management system to replace existing civil service personnel systems.

4 (b) ADDITIONAL REPORT.—Not later than 1 year after the date of the
5 enactment of this Act, the Director of the Office of Personnel Management shall
6 contract with the National Academy of Public Administration—

7 (1) to conduct a study of proposals for a modern talent-
8 management system to replace existing civil service personnel systems;
9 and

10 (2) to submit to the Director of the Office of Personnel
11 Management, not later than December 31, 2031, a report on such
12 proposals, which the Director shall submit to the committees of Congress
13 referred to in subsection (a).

14 (c) ELEMENTS.—Each report under subsections (a) and (b) shall include
15 the following:

16 (1) A detailed proposal for a new, comprehensive civil service
17 personnel system designed to replace existing civil service personnel
18 systems in Executive agencies (as defined in section 105 of title 5, United
19 States Code), with particular attention to—

- 20 (A) classification;
- 21 (B) hiring;
- 22 (C) compensation;
- 23 (D) evaluation; and

1 (E) promotion.

2 (2) Evidence from previous changes to civil service personnel
3 systems that supports the proposed design of the new civil service
4 personnel system.

5 (3) Considerations of the views of relevant stakeholders to
6 proposed changes to the existing civil service personnel systems.

7 **SEC. 354. ANNUAL REPORT ON BLENDED FEDERAL WORKFORCE.**

8 Section 1103(c) of title 5, United States Code, is amended—

9 (1) In paragraph (1)—

10 (A) by striking “(c)(1)” and inserting “(c)(1)(A)”; and

11 (B) by adding at the end the following:

12 “(B)(i) The Office of Personnel Management shall collect from Federal
13 agencies, other than elements of the intelligence community (as defined in section
14 3(4) of the National Security Act of 1947 (50 U.S.C. 3003(4)), on at least an
15 annual basis the following:

16 “(I) The total number of persons employed directly by the agency.

17 “(II) The total number of prime contractor employees and
18 subcontractor employees, as those terms are defined in section 8701 of
19 title 41, issued credentials allowing access to agency property or computer
20 systems.

21 “(III) The total number of employees of Federal grant and
22 cooperative agreement recipients, as those legal instruments are described

1 in sections 6304 and 6305 of title 31, United States Code, who are issued
2 credentials allowing access to agency property or computer systems.

3 “(IV) A total count of the workforce, including employees, prime
4 contractor employees, subcontractor employees, grantee employees, and
5 cooperative agreement employees.

6 “(ii) The Office of Personnel Management shall compile the data collected
7 under clause (i) and issue, and post on its website, an annual report containing this
8 data.”; and

9 (2) in paragraph (2), by striking “paragraph (1)” and inserting
10 “paragraph (1)(A)”.

11 **SEC. 355. SENSE OF CONGRESS ON EFFECTIVE AND EFFICIENT**
12 **MANAGEMENT OF THE BLENDED FEDERAL**
13 **WORKFORCE.**

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

15 (1) The implementation of Federal laws and the competent
16 administration of Federal programs require skilled and capable personnel.

17 (2) Federal agencies depend on a blended workforce that includes
18 Federal employees, employees of prime contractors and subcontractors
19 performing services to Federal agencies, and employees of State or local
20 governments, nonprofit organizations, or institutions of higher education
21 performing services to Federal agencies under the terms of grants and
22 cooperative agreements (“grantees”), all of whom make essential

1 contributions to achieving the missions of the Government in service to
2 the American people.

3 (3) Approximately 2 million Federal employees help to execute the
4 laws of the United States, supplemented by an unknown number,
5 estimated to exceed 5 million, of employees of prime contractors,
6 subcontractors, and grantees providing services to Federal agencies.

7 (4) Policymakers, agencies, and observers have often focused on
8 individual components of the blended workforce, such as employees,
9 without considering all components or considering the entire blended
10 workforce and how all three components can work most effectively
11 together.

12 (5) Federal agencies inhibit their own workforce planning and risk
13 making decisions that may reduce the overall efficiency and cost
14 effectiveness of the blended workforce by focusing on only one
15 component in isolation.

16 (6) By establishing artificial limits on headcounts or full-time
17 equivalent positions for Federal employees, administrators and managerial
18 employees of Federal agencies may discourage the employment of interns
19 or entry-level employees to build a balanced employment pipeline and
20 may inadvertently encourage managers to shift work to contractors and
21 grantees for the purpose of complying with such numerical limits, even if
22 those decisions are not justified by an approach to improve the efficiency
23 or cost effectiveness of the agency's work.

1 (7) The Government Accountability Office has identified strategic
2 human capital management as a high-risk area for the Federal
3 Government, adding that critical skills gaps “impede the government from
4 cost-effectively serving the public and achieving results”.

5 (b) SENSE OF CONGRESS.—It is the sense of Congress that—

6 (1) Federal agencies should manage the entire Federal blended
7 workforce, including employees, contractors, and grantees, using a
8 comprehensive and holistic approach to advance their missions as
9 effectively and cost efficiently as possible, within appropriated budgets
10 and without using artificial numerical limits on headcounts or full-time-
11 equivalent positions; and

12 (2) Federal agencies should conduct a holistic review of their
13 blended workforce and develop a comprehensive plan to ensure an
14 efficient and cost-effective blended workforce.

15 **Subtitle D—Advancement of Public Service:**
16 **Students, Recent Graduates, Critical**
17 **Skills**

18 **SEC. 361. FEDERAL FELLOWSHIP AND SCHOLARSHIP CENTER.**

19 (a) DEFINITIONS.—In this section:

20 (1) CRITICAL SKILLS.—The term “critical skills” means any
21 knowledge, skills, abilities, or education that a sponsoring agency
22 determines is necessary to meet critical workforce requirements.

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

3 (3) EXECUTIVE DIRECTOR.—The term “Executive Director” means
4 the Executive Director of the Federal Fellowship and Scholarship Center.

5 (4) FELLOWSHIP.—The term “fellowship” means a short-term
6 employment opportunity (other than a post-fellowship service
7 requirement), of not more than 2 years in length, that is intended to
8 provide the recipient with work experience with an Executive agency that
9 prepares the recipient for permanent employment with an Executive
10 agency.

11 (5) INSTITUTION OF HIGHER EDUCATION.—The term “institution of
12 higher education” has the meaning given that term in section 101 of the
13 Higher Education Act of 1965 (20 U.S.C. 1001).

14 (6) INTERN.—The term “intern” means a student enrolled in an
15 institution of higher education who is providing voluntary services to an
16 Executive agency under section 3111(b) of title 5, United States Code.

17 (7) MILITARY DEPARTMENT.—The term “military department” has
18 the meaning given that term in section 102 of title 5, United States Code.

19 (8) SCHOLARSHIP.—The term “scholarship” means—

20 (A) financial support paid by a Federal agency towards an
21 individual’s cost of attendance, in a course of study leading to a
22 credential in a critical skill or another program that requires the
23 student to demonstrate an interest in or agreement to pursue a

The Inspire to Serve Act of 2020

1 career in public service, at an institution of higher education that is
2 authorized to participate in a Federal student aid program under
3 title IV of the Higher Education Act of 1965 (20 U.S.C. 1070 et
4 seq.); or

5 (B) financial support paid by a Federal agency towards an
6 individual's cost of procuring private instruction in a critical skill.

7 (9) SPONSORING AGENCY.—The term “sponsoring agency” means
8 any entity of the executive branch of the United States Government,
9 including any military department or Executive agency, or any
10 administration, service, board, or bureau part thereof, that operates one or
11 more fellowship or scholarship programs. Scholarships may be paid
12 directly to scholars or directly to institutions of higher education in which
13 individuals are enrolled.

14 (b) ESTABLISHMENT OF FEDERAL FELLOWSHIP AND SCHOLARSHIP
15 CENTER.—The Director of the Office of Personnel Management shall establish
16 and maintain a Federal Fellowship and Scholarship Center to administer, manage,
17 and promote all Government fellowship and scholarship programs within the
18 executive branch in order to attract individuals to serve in the Federal
19 Government in a civilian capacity and facilitate the entry of those individuals into
20 the Federal civil service.

21 (c) MANAGEMENT OF FEDERAL FELLOWSHIP AND SCHOLARSHIP CENTER.—

22 (1) EXECUTIVE DIRECTOR.—The Director of the Office of
23 Personnel Management shall appoint a member of the Senior Executive

1 Service with appropriate expertise to serve a 5-year term as the Executive
2 Director of the Federal Fellowship and Scholarship Center.

3 (2) ASSISTANT TO THE PRESIDENT FOR MILITARY, NATIONAL, AND
4 PUBLIC SERVICE.—The Director of the Council on Military, National, and
5 Public Service established under section 201 shall provide strategic
6 guidance to, and facilitate interagency cooperation with, the Executive
7 Director of the Federal Fellowship and Scholarship Center.

8 (3) REGULATIONS.—The Executive Director shall issue such
9 regulations as may be necessary to implement and manage the Federal
10 Fellowship and Scholarship Center.

11 (d) FUNCTIONS OF THE FEDERAL FELLOWSHIP AND SCHOLARSHIP
12 CENTER.—The Federal Fellowship and Scholarship Center shall do the following:

13 (1) Establish, maintain, and operate an Internet-based platform
14 accessible to the public that contains information regarding every
15 fellowship and scholarship opportunity available in the executive branch
16 of the Federal Government, including information on how individuals may
17 apply for each such opportunity.

18 (2) Approve, promote, and facilitate fellowship and scholarship
19 programs at the request of any sponsoring agency to meet workforce
20 requirements of such sponsoring agency, especially in critical skill areas.

21 (3) Develop a standard application for Federal fellowships and
22 scholarships for use by applicants and sponsoring agencies, which may be
23 supplemented by additional requirements of each sponsoring agency;

1 (4) Ensure that all individuals who successfully complete a
2 fellowship or scholarship program of a sponsoring agency are awarded
3 noncompetitive eligibility for employment in the Federal civil service.

4 (e) VIRTUAL STUDENT FEDERAL SERVICE.—

5 (1) IN GENERAL.—The Executive Director of the Federal
6 Fellowship and Scholarship Center shall establish and operate a Virtual
7 Student Federal Service, an Internet-based platform on which Executive
8 agencies may solicit for interns to work approximately 10 hours per week
9 during the academic school year. The intern shall communicate with and
10 submit work to the Executive agency electronically and is not required to
11 travel.

12 (2) AGENCY RESPONSIBILITIES.—An Executive agency sponsoring
13 an opportunity through the Virtual Student Federal Service shall provide
14 the Federal Fellowship and Scholarship Center with relevant information
15 about the needed intern services.

16 (f) RESPONSIBILITIES OF SPONSORING AGENCIES.—The head of each
17 sponsoring agency shall—

18 (1) establish the terms of each fellowship or scholarship program,
19 including identifying eligibility requirements, compensation, and length of
20 service requirements;

21 (2) provide the Federal Fellowship and Scholarship Center with the
22 necessary information on existing fellowship and scholarship programs to
23 enable the Center to undertake its responsibilities to promote and facilitate

1 those programs through the Internet-based platform and application
2 process;

3 (3) select fellows and scholars in a timely manner from among the
4 applicants identified by the Federal Fellowship and Scholarship Center;
5 and

6 (4) comply with requests from the Federal Fellowship and
7 Scholarship Center for information about the status of the programs of the
8 sponsoring agency.

9 (g) REPORTS TO CONGRESS.—Not later than 12 months after the date of
10 the enactment of this Act, the Executive Director of the Federal Fellowship and
11 Scholarship Center shall submit to Congress a report on the establishment of the
12 Federal Fellowship and Scholarship Center, including the status of the Internet-
13 based platform established in subsection (d)(1), the participation of sponsoring
14 agencies, the number of applicants, and any additional information the Director of
15 the Office of Personnel Management or the President requires.

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

18 **SEC. 362. PUBLIC SERVICE CORPS.**

19 (a) DEFINITIONS.—

20 (1) FEDERAL FELLOWSHIP AND SCHOLARSHIP CENTER.—The term
21 “Federal Fellowship and Scholarship Center” means the organization
22 established under section 361.

The Inspire to Serve Act of 2020

1 (2) PUBLIC SERVICE CORPS HOST.—The term “Public Service
2 Corps host” or “PSC host” means an institution of higher education, as
3 defined in section 101 of the Higher Education Act of 1965 (20 U.S.C.
4 1001), that has been selected by the Federal Fellowship and Scholarship
5 Center to host Public Service Corps members.

6 (3) PUBLIC SERVICE CORPS MEMBER.—The term “Public Service
7 Corps member” or “PSC member” means a student at a Public Service
8 Corps host, who is awarded a Public Service Corps scholarship in
9 exchange for a commitment to work at a sponsoring agency or other
10 Federal agency upon completion of program requirements, as established
11 by the sponsoring agency, and graduation from the student’s PSC host.

12 (4) SPONSORING AGENCY.—The term “sponsoring agency” means
13 an Executive agency or military department, as those terms are defined in
14 sections 102 and 105, respectively, of title 5, United States Code, that
15 funds Public Service Corps scholarships in exchange for a 4-year
16 commitment to serve in the Federal civil service.

17 (b) ESTABLISHMENT.—The Director of the Office of Personnel
18 Management shall establish a Public Service Corps Program, which shall be
19 managed by the Federal Fellowship and Scholarship Center.

20 (c) SELECTION OF PUBLIC SERVICE CORPS HOSTS.—

21 (1) SELECTION.—The Executive Director of the Federal Fellowship
22 and Scholarship Center shall select a PSC host through a competitive
23 process with criteria established by the Director, which should include a

1 demonstrated commitment by the institution of higher education
2 concerned to foster public service careers. The Executive Director of the
3 Federal Fellowship and Scholarship Center shall develop standards for
4 PSC hosts and ensure consistency among PSC host programs.

5 (2) APPLICATION REQUIREMENTS FOR PSC HOSTS.—An institution
6 of higher education that desires to become a PSC host shall apply to the
7 Federal Fellowship and Scholarship Center at such time and in such
8 manner as the regulations issued under this section require.

9 (3) PSC INTERACTION WITH OTHER TRAINING PROGRAMS.—A PSC
10 host that also supports a Senior Reserve Officers’ Training Corps program
11 under section 2102 or title 10, United States Code, or a Defense Civilian
12 Training Corps established under chapter 113 of title 10, United States
13 Code (as added by section 860 of the National Defense Authorization Act
14 for Fiscal Year 2020 (Public Law 116-92)), shall establish joint leadership
15 training opportunities, offer joint courses, and permit PSC members,
16 Senior Reserve Officers’ Training Corps members, and Defense Civilian
17 Training Corps members to enroll in coursework from either of the other
18 two programs, on a space-available basis.

19 (4) INTEGRATION OF STATE, LOCAL, AND TRIBAL GOVERNMENT
20 SERVICE PROGRAMS.—PSC hosts shall consider the establishment of
21 similar public service scholarship programs with State, local, and tribal
22 governments, with the goal of integrating PSC members and State, local,
23 and tribal scholarship students in PSC programs on campus.

The Inspire to Serve Act of 2020

1 (d) SELECTION OF PUBLIC SERVICE CORPS MEMBERS.—

2 (1) APPLICATION REQUIREMENTS.—A student interested in a PSC
3 scholarship shall submit an application to the sponsoring agency at such
4 time and in such manner as the Executive Director of the Federal
5 Fellowship and Scholarship Center may require. The sponsoring agency
6 shall select the PSC members who will be offered a scholarship.

7 (2) ELIGIBILITY.—An applicant may receive a PSC scholarship
8 only if the applicant is enrolled in or admitted to a PSC host.

9 (3) SCHOLARSHIPS.—A sponsoring agency may offer 2-year, 3-
10 year, or 4-year scholarships to PSC members. All scholarships, regardless
11 of length, require a 4-year service commitment to the sponsoring agency
12 or other Federal agency upon completion of educational requirements. To
13 ensure socio-economic diversity, a portion of each sponsoring agency's
14 scholarships shall be reserved for students who meet the eligibility
15 requirements for a Federal Pell Grant under section 401 of the Higher
16 Education Act of 1965 (20 U.S.C. 1070a).

17 (e) REQUIREMENTS FOR PUBLIC SERVICE CORPS MEMBERS.—The
18 sponsoring agency shall enter into a contract with each PSC member requiring the
19 member to serve for the period required by the program and to fulfill the other
20 requirements set forth in the contract. The contract shall require—

21 (1) the PSC member to be enrolled full-time as a student at a PSC
22 host;

1 (2) the sponsoring agency to include any conditions of the
2 scholarship, such as whether the PSC member must complete a specific
3 academic program, major, certificate, or coursework relevant to the
4 sponsoring agency’s needs;

5 (3) any obligations imposed by the sponsoring agency to
6 participate in structured academic and experiential leadership training,
7 community service projects, or an internship with a Federal, State, local or
8 tribal entity; and

9 (4) such other terms and conditions as may be determined by the
10 sponsoring agency.

11 (f) RESPONSIBILITIES AND AUTHORITIES OF SPONSORING AGENCIES.—

12 (1) SELECTION OF SCHOLARSHIP RECIPIENTS.—The sponsoring
13 agency shall interview and select scholarship recipients in accordance with
14 procedures established by the Executive Director of the Federal
15 Fellowship and Scholarship Center.

16 (2) AMOUNT OF SCHOLARSHIP.—The annual amount of each
17 scholarship offered by a sponsoring agency may not be less than the
18 maximum amount of a Federal Pell Grant under section 401 of the Higher
19 Education Act of 1965 (20 U.S.C. 1070a) that a student eligible for such
20 Grant may receive in the aggregate (without regard to whether the funds
21 are provided through discretionary or mandatory appropriations), for the
22 award year for which the PSC scholarship is offered. An individual’s
23 eligibility for Federal student assistance provided under title IV of the

The Inspire to Serve Act of 2020

1 Higher Education Act of 1965 (20 U.S.C. 1070 et seq.) shall not be
2 affected by receipt of a PSC scholarship. The scholarship amount does not
3 include other benefits that may be accrued, such as pay for internships or
4 travel allowances.

5 (3) CONDITIONS OF SCHOLARSHIP.—The sponsoring agency shall
6 include in each contract signed under subsection (e) the conditions of the
7 scholarship, including coursework requirements, and the consequences if a
8 PSC member does not complete the terms and conditions of the
9 scholarship.

10 (4) COORDINATION OF INTERNSHIP OPPORTUNITIES.—The
11 sponsoring agency shall coordinate internship opportunities for PSC
12 members during the term of the scholarship.

13 (5) SECURITY CLEARANCES.—The sponsoring agency shall
14 coordinate, sponsor, and manage the process for PSC members to obtain
15 any necessary security clearances.

16 (g) PUBLIC SERVICE EMPLOYMENT.—

17 (1) NONCOMPETITIVE APPOINTMENTS FOR INTERNSHIPS.—An
18 Executive agency or military department may appoint noncompetitively,
19 for temporary employment, a PSC member for the purpose of completing
20 an internship in accordance with section 3111a of title 5, United States
21 Code.

22 (2) OTHER NONCOMPETITIVE APPOINTMENTS.—A sponsoring
23 agency may noncompetitively appoint to the competitive service, for other

1 than temporary employment, a PSC member who has satisfactorily
2 completed the requirements of the PSC scholarship and graduated from
3 the PSC host.

4 (3) SERVICE COMMITMENT.—Upon satisfactorily completing the
5 requirements of the PSC scholarship and graduating from the PSC host, a
6 PSC member shall accept an offer of employment by the sponsoring
7 agency. If the sponsoring agency does not offer employment, the PSC
8 member shall receive noncompetitive eligibility for 36 months after
9 graduation and may fulfill the PSC member’s service commitment through
10 employment with any Executive agency.

11 (h) FAILURE TO COMPLETE SCHOLARSHIP REQUIREMENTS.—

12 (1) LIABILITY FOR RESTITUTION IN CASE OF NONCOMPLETION OR
13 DECLINATION OF EMPLOYMENT.—A PSC member who does not complete
14 the required course of instruction, who fails to graduate in accordance with
15 the terms of the scholarship, or who fails to complete the 4-year service
16 commitment shall, subject to paragraph (2), repay the dollar amount of the
17 scholarship.

18 (2) WAIVER OF LIABILITY.—The Executive Director of the Federal
19 Fellowship and Scholarship Center may, in extraordinary circumstances,
20 waive some or all of the liability for the 4-year service obligation or the
21 requirements of paragraph (1).

1 (i) REGULATIONS.—The Director of the Office of Personnel Management
2 and the Executive Director of the Federal Fellowship and Scholarship Center shall
3 jointly issue such regulations as may be necessary to carry out this section.

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

6 **SEC. 363. PUBLIC SERVICE ACADEMY GRANTS.**

7 (a) DEFINITIONS.—In this section:

8 (1) ENROLLMENT OF NEEDY STUDENTS.—The term “enrollment of
9 needy students” has the meaning given that term in section 312(d) of the
10 Higher Education Act of 1965 (20 U.S.C. 1058(d)).

11 (2) INSTITUTION OF HIGHER EDUCATION.—The term “institution of
12 higher education” has the meaning given that term in section 101(a) of the
13 Higher Education Act of 1965 (20 U.S.C. 1001(a)).

14 (3) PUBLIC SERVICE.—The term “public service” means civilian
15 employment in the Federal Government or a State, local, or tribal
16 government in the United States.

17 (4) PUBLIC SERVICE ACADEMY.—The term “public service
18 academy” means a leadership development program at an institution of
19 higher education that is designed to prepare students for public service
20 through curricular, extracurricular, experiential learning, and internship
21 programs.

1 (5) PUBLIC SERVICE ACADEMY COST.—The term “public service
2 academy cost” means the cost of developing and administering a public
3 service academy at an institution of higher education.

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

6 (b) PROGRAM AUTHORIZED.—The Secretary of Education shall establish
7 and administer a program to issue grants to up to 50 institutions of higher
8 education, on a competitive basis, to support the development of public service
9 academies—

10 (1) to attract postsecondary students to careers in public service;

11 (2) to promote public service as a career path for younger
12 Americans;

13 (3) to prepare future generations with skills needed in all levels of
14 public service; and

15 (4) to support the Federal Government and State, local, and tribal
16 governments in their efforts to attract exceptional talent from the Nation’s
17 recent graduates.

18 (c) GRANT APPLICATION.—An institution of higher education seeking a
19 grant under this section shall submit an application to the Secretary at such time,
20 in such manner, and containing such information as the Secretary may require.

21 Such application shall include—

22 (1) a plan for the development of a public service academy,

23 including an account of existing curricular, extracurricular, experiential

1 learning, and internship programs at the institution of higher education
2 that would be included in the public service academy, as well as new
3 curricular, extracurricular, experiential learning, and internship programs
4 that would be established with grant funds;

5 (2) an assessment of anticipated costs for the public service
6 academy in each of the first 4 years of operation, including the potential
7 sources of non-Federal funds to be used for the public service academy;
8 and

9 (3) information regarding the enrollment of needy students at the
10 institution of higher education.

11 (d) SELECTION BY COMPETITIVE PROCESS.—

12 (1) IN GENERAL.—The Secretary shall issue grants under this
13 section pursuant to a competitive process and shall establish rules for
14 evaluating applicants and awarding grants under this section.

15 (2) RESERVATION OF FUNDS FOR CERTAIN INSTITUTIONS.—Of the
16 funds made available for grants under this section, the Secretary shall
17 reserve not less than 50 percent for grants to institutions of higher
18 education that have enrollments of needy students.

19 (3) EQUITABLE GEOGRAPHIC DISTRIBUTION OF GRANTS.—To the
20 extent practicable, the Secretary shall ensure an equitable geographic
21 distribution of grants awarded under this section.

22 (e) DURATION AND AMOUNT OF FEDERAL GRANTS.—

1 (1) DURATION.—A grant under this section shall be awarded for a
2 period of not more than 4 years.

3 (2) CERTAIN COSTS EXCLUDED.—A grant under this section shall
4 not include funds for the cost of any curricular, extracurricular,
5 experiential learning, and internship programs maintained or sponsored by
6 the institution of higher education at the time an application for a grant
7 under this section is made.

8 (3) AMOUNT OF GRANT.—The amount of the grant may not
9 exceed—

10 (A) 75 percent of the public service academy cost in the
11 first year; and

12 (B) 50 percent of the public service academy cost in each
13 of the second, third, and fourth years.

14 (f) PERMISSIBLE USES.—An institution of higher education receiving a
15 grant under this section may use funds from the grant—

16 (1) to develop, expand, and modify curricula to prepare students
17 for careers in public service, including experiential learning components
18 of curricula;

19 (2) to create and administer classroom activities, thesis projects,
20 individual or team projects, internships, degree or certificate programs, or
21 community service activities related to promoting public service and
22 preparing students for careers in public service;

The Inspire to Serve Act of 2020

1 (3) to collaborate with government entities, nonprofit
2 organizations, or consortia of such entities and organizations to provide
3 students with public service-related work experiences and introduce
4 students to potential careers upon their graduation;

5 (4) to provide scholarships for students who participate in the
6 public service academy; and

7 (5) to evaluate the effectiveness of the public service academy as it
8 relates to leading participants into careers with local, State, or Federal
9 government agencies.

10 (g) ANNUAL GRANTEE REPORT.—A recipient of a grant under this section
11 shall submit to the Secretary on an annual basis a comprehensive report on the
12 public service academy supported by the grant and the use of the grant funds to
13 support the academy. The Secretary shall provide guidance on what information
14 shall be included in the report.

15 (h) CONGRESSIONAL REPORTS.—The Secretary shall—

16 (1) not later than 12 months after the date of the enactment of this
17 Act and every 12 months thereafter, submit to Congress a report on the
18 results or outcomes of all public service academies provided grants under
19 this section and the potential need for additional funding for such
20 academies; and

21 (2) in the fourth annual report submitted under paragraph (1),
22 include a recommendation to Congress about whether the grant program
23 under this section should receive continued funding.

1 (i) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be
2 appropriated such sums as may be necessary to carry out this section.

3 **SEC. 364. PUBLIC SERVICE CADET PROGRAM AT MILITARY**
4 **SERVICE ACADEMIES.**

5 (a) PLAN FOR PUBLIC SERVICE CADET PROGRAM.—The Superintendent of
6 each military service academy, in consultation with the Secretaries of the military
7 departments (as defined in section 102 of title 5, United States Code) and the
8 Director of the Office of Personnel Management, shall develop a plan to create a
9 program for the instruction of and preparation for public service of certain cadets
10 at such service academy, in accordance with subsection (b).

11 (b) ELEMENTS OF PLAN.—The plan described in subsection (a) shall—

12 (1) provide for the appointment of cadets to a public service cadet
13 program representing at least five percent of the total incoming class at
14 each academy, with no corresponding decline in enrollment of military
15 cadets or midshipmen;

16 (2) require that each graduate of the public service cadet program
17 accept an appointment to the Federal civil service and commit to serve in
18 the Federal civil service for a period of 5 years after such appointment;

19 (3) provide a process for any graduate who does not serve in a
20 position in the Federal civil service or who resigns from a position in the
21 Federal civil service before the expiration of the 5-year service
22 commitment to pay back the cost of the graduate's education at the
23 military service academy, consistent with requirements of military cadets

The Inspire to Serve Act of 2020

1 or midshipmen, along with a process for the Superintendent to issue a
2 waiver to all or part of such requirement;

3 (4) specify the training, curricular, and other requirements for
4 public service cadets;

5 (5) address the applicability of the Uniform Code of Military
6 Justice or alternative disciplinary procedures to public service cadets; and

7 (6) provide a detailed plan for implementing the public service
8 cadet program, including the amount of time needed to implement the
9 plan.

10 (c) SUBMISSION TO CONGRESS.—Not later than 12 months after the date of
11 the enactment of this Act, the Superintendent of each military service academy
12 shall submit, to the Committees on Armed Services of the Senate and the House
13 of Representatives, the plan developed under this section.

14 **SEC. 365. COMPENSATION FOR FEDERAL INTERNS.**

15 (a) FEDERAL AGENCY INTERNS.—Section 3111 of title 5, United States
16 Code, is amended—

17 (1) in subsection (b)(1), by inserting before the semicolon the
18 following: “, but only insofar as the institution provides academic credit to
19 the student for the voluntary service”; and

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

21 “(f) An agency may provide reimbursement for transportation and
22 subsistence expenses for any student who provides voluntary service under

1 subsection (b), pursuant to regulations issued by the Office of Personnel
2 Management.”.

3 (b) INTERNS IN THE UNITED STATES HOUSE OF REPRESENTATIVES.—
4 Section 120 of division B of title I of the Energy and Water, Legislative Branch,
5 and Military Construction and Veterans Affairs Appropriations Act, 2019 (2
6 U.S.C. 5322a) is amended by striking subsection (b) and inserting the following:

7 “(b) REQUIRED PAYMENT.—An office of a Member of the House of
8 Representatives shall pay all interns who serve in the office not less than the
9 minimum wage set out in section 6 of the Fair Labor Standards Act of 1938 (29
10 U.S.C. 206), unless the intern is a student who is participating in a program
11 established by the institution at which the intern is enrolled and the institution
12 provides academic credit to the student for the voluntary service of the intern.”.

13 (c) INTERNS IN THE UNITED STATES SENATE.

14 (1) ESTABLISHMENT OF ALLOWANCE.—There is established for the
15 Senate an allowance which shall be available for the compensation of
16 interns who serve in the offices of Senators during a calendar year.

17 (2) REQUIRED PAYMENT.—An office of a Senator shall pay all
18 interns who serve in the office no less than the minimum wage set out in
19 section 6 of the Fair Labor Standards Act of 1938 (29 U.S.C. 206), unless
20 the intern is a student who is participating in a program established by the
21 institution at which the intern is enrolled and the institution provides
22 academic credit to the student for the voluntary service of the intern.

The Inspire to Serve Act of 2020

1 (3) **BENEFIT EXCLUSION.**—Interns compensated under this section
2 shall be excluded from the operation of the following provisions of title 5,
3 United States Code:

4 (A) Chapter 84 (relating to the Federal Employees’
5 Retirement System).

6 (B) Chapter 87 (relating to life insurance).

7 (C) Chapter 89 (relating to health insurance).

8 (4) **DEFINITION.**—In this subsection, the term “intern” means an
9 individual who serves in the office of the Senator for not more than 120
10 days in a 12-month period and whose service is primarily for the
11 educational experience of the individual.

12 (d) **CONFORMING AMENDMENT FOR CONGRESSIONAL INTERNS.**—Section
13 201(d) of the Congressional Accountability Act of 1995 (2 U.S.C. 1311(d)) is
14 amended—

15 (1) in paragraph (1), by striking “including an intern,”; and

16 (2) by striking paragraph (3).

17 (e) **FEDERAL JUDICIARY INTERNS.**—

18 (1) **COMPENSATION.**—The Director of the Administrative Office of
19 the United States Courts shall issue regulations to provide for the
20 compensation of all interns serving in the Federal Judiciary.

21 (2) **INTERN DEFINED.**—In this subsection, the term “intern” means
22 an individual who serves in a court of the United States or the
23 Administrative Office of the United States Courts for not more than 120

1 days in a 12-month period and whose service is primarily for the
2 educational experience of the individual.

3 (f) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be
4 appropriated such sums as may be necessary to carry out this section and the
5 amendments made by this section.

6 **SEC. 366. ESTABLISHMENT OF PATHWAYS PROGRAM.**

7 (a) DEFINITIONS.—In this section:

8 (1) AGENCY.—The term “agency” means an Executive agency as
9 defined in section 105 of title 5, United States Code, and the Government
10 Printing Office.

11 (2) COMPETITIVE SERVICE.—The term “competitive service” has
12 the meaning given that term in section 2102 of title 5, United States Code.

13 (3) DIRECTOR.—The term “Director” means the Director of the
14 Office of Personnel Management.

15 (4) EXCEPTED SERVICE.—The term “excepted service” has the
16 meaning given that term in section 2103 of title 5, United States Code.

17 (b) ESTABLISHMENT.—The Director shall establish the Pathways Program.
18 The purpose of the Pathways Program is to promote employment opportunities
19 for students and recent graduates in the Federal workforce by excepting
20 participants in the Program from the competitive service for certain positions in
21 the civil service. The Pathways Program shall consist of an Internship Program
22 and a Recent Graduates Program.

The Inspire to Serve Act of 2020

1 (c) REGULATIONS.—The Director shall issue regulations for the Pathways
2 Program, including—

3 (1) a description of the positions that agencies may fill through the
4 Pathways Program because conditions of good administration necessitate
5 excepting those positions from the competitive hiring rules;

6 (2) rules governing whether, to what extent, and in what manner
7 public notice should be provided of job opportunities in the Pathways
8 Program;

9 (3) a description of career-development, training, and mentorship
10 opportunities for participants in the Pathways Program;

11 (4) requirements that managers assess the performance of
12 participants in the Pathways Program to identify those individuals who
13 should be considered for conversion to career civil service positions;

14 (5) a description of oversight by the Office of Personnel
15 Management of the use by agencies of the Pathways Program to ensure
16 that—

17 (A) the Pathways Program serves as a supplement to, and
18 not a substitute for, the competitive hiring process, and

19 (B) agencies are using the Pathways Program in order to
20 develop talent for careers in the civil service;

21 (6) a description of plans by the Office of Personnel Management
22 to evaluate—

1 (A) the effectiveness of agencies in recruiting and retaining
2 talent using the Pathways Program; and

3 (B) the satisfaction of those students and graduates
4 participating in the Pathways Program; and

5 (7) standard naming conventions across agencies, so that students
6 and recent graduates can clearly understand and compare the career
7 pathway opportunities available to them in the Federal Government.

8 (d) INTERNSHIP PROGRAM.—The Internship Program shall provide
9 students in high schools, community colleges, 4-year colleges, trade schools,
10 career and technical education programs, and other qualifying educational
11 institutions and programs, as determined by the Director, with paid opportunities
12 to work in agencies and explore Federal careers while still in school. The
13 following principles and policies shall govern the Internship Program:

14 (1) Participants in the Program shall be students enrolled, or
15 accepted for enrollment, in qualifying educational institutions and
16 programs, as determined by the Director.

17 (2) Subject to such exceptions as may be provided by regulation,
18 agencies shall provide interns with meaningful developmental work and
19 set clear expectations regarding the work experience of the intern.

20 (3) Students employed by third-party internship providers but
21 placed in agencies may, to the extent permitted by regulation, be treated as
22 participants in the Internship Program.

1 (4) Agencies shall participate in the Internship Program for the
2 primary purpose of developing and evaluating entry-level talent for future
3 permanent employment with the Federal Government.

4 (e) RECENT GRADUATES PROGRAM.—The Recent Graduates Program shall
5 provide individuals who have recently graduated from qualifying educational
6 institutions or programs with developmental experiences in the Federal
7 Government intended to promote possible careers in the civil service. The
8 following principles and policies shall govern the Recent Graduates Program:

9 (1) Participants in the program shall have obtained a qualifying
10 degree, or completed a qualifying career or technical education program,
11 as determined by the Director, within the preceding 3-year period, except
12 that any veteran who, due to the veteran’s military service obligation, was
13 precluded from participating in the Recent Graduates Program during the
14 3-year period after obtaining a qualifying degree or completing a
15 qualifying program shall be eligible to participate in the Program within 6
16 years after obtaining a qualifying degree or completing a qualifying
17 program.

18 (2) Responsibilities assigned to a recent graduate shall be
19 consistent with the graduate’s qualifications, educational background, and
20 career interests, the purpose of the Recent Graduates Program, and the
21 needs of agencies.

22 (f) APPOINTMENT AND CONVERSION.—The following requirements shall
23 apply to appointments in the Pathways Program:

1 (1) Appointments to the Pathways Program shall be under the
2 excepted service.

3 (2) Appointments to the Recent Graduates Program may not
4 exceed 2 years, unless extended by the employing agency for up to 120
5 days.

6 (3) Appointments to the Pathways Program shall not confer any
7 right to further Federal employment in either the competitive service or
8 the excepted service upon the expiration of the appointment, except that
9 agencies may convert eligible participants noncompetitively to term,
10 career, or career conditional appointments after satisfying requirements to
11 be established by the Director, and agencies may noncompetitively
12 convert participants who were initially converted to a term appointment
13 under this section to a career or career-conditional appointment before the
14 term appointment expires.

15 (g) DEFINITION OF FEDERAL INTERNSHIP PROGRAM.— Section 3111a(c)(1)
16 of title 5, United States Code, is amended—

17 (1) by redesignating subparagraphs (B), (C), and (D) as
18 subparagraphs (C), (D), and (E), respectively; and

19 (2) by inserting after subparagraph (A) the following:

20 “(B) the Internship Program established under section 366
21 of the Inspire to Serve Act of 2020;”.

22 **SEC. 367. ENHANCED HIRING FOR RECENT COLLEGE GRADUATES**
23 **AND POST-SECONDARY STUDENTS.**

The Inspire to Serve Act of 2020

1 (a) RECENT GRADUATE HIRING AUTHORITY.—Section 3115(e) of title 5,
2 United States Code, is amended—

3 (1) in paragraph (1), by striking all that follows “exceed” and
4 inserting “the greater of either 15 percent of the number of individuals that
5 the agency head appointed during the previous fiscal year to permanent
6 employment or 1 percent of the average number of permanent employees
7 in the agency during the previous fiscal year.”; and

8 (2) by striking paragraph (2) and inserting the following:

9 “(2) TEMPORARY CAP INCREASE.—Under a regulation prescribed
10 under subsection (f), the Director shall increase the limit on the number of
11 individuals that may be appointed by a head of an agency under paragraph
12 (1) during a fiscal year as prescribed under section 368 of the Inspire to
13 Serve Act of 2020 (relating to aggregate number of hires of recent college
14 graduates and post-secondary students). Such an increase shall terminate
15 not later than September 30, 2031.”.

16 (b) POST-SECONDARY STUDENT HIRING AUTHORITY.—Section 3116 of
17 title 5, United States Code, is amended—

18 (1) in subsection (d)—

19 (A) in paragraph (1), by striking all that follows “exceed”
20 and inserting “the greater of either 15 percent of the number of
21 individuals that the agency head appointed during the previous
22 fiscal year to permanent employment or 1 percent of the average

1 number of permanent employees in the agency during the previous
2 fiscal year.”; and

3 (B) by striking paragraph (2) and inserting the following:

4 “(2) TEMPORARY CAP INCREASE.—Under a regulation prescribed
5 under subsection (g), the Director shall increase the limit on the number of
6 individuals that may be appointed by a head of an agency under paragraph
7 (1) during a fiscal year as prescribed under section 368 of the Inspire to
8 Serve Act of 2020 (relating to aggregate number of hires of recent college
9 graduates and post-secondary students). Such an increase shall terminate
10 no later than September 30, 2031.”; and

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

12 **SEC. 368. AGGREGATE NUMBER OF HIRES OF RECENT COLLEGE**
13 **GRADUATES AND POST-SECONDARY STUDENTS.**

14 (a) TARGETS.—The Director of the Office of Personnel Management shall
15 ensure that the aggregate number of applicants hired into term or permanent,
16 competitive service positions in Federal agencies under section 366 of this Act
17 (relating to the Pathways Program), section 1102 of the National Defense
18 Authorization Act for Fiscal Year 2019 (10 U.S.C. note prec. 1580), and sections
19 3115 and 3116 of title 5, United States Code, is not less than 30,000 by September
20 30, 2026, and not less than 50,000 by September 30, 2031.

21 (b) PRO RATA SHARE DETERMINATION.—The Director shall determine the
22 pro rata share, for each fiscal year, of each agency’s obligation to meet the targets
23 under subsection (a), based on the number of competitive service positions at the

1 agency as compared with the total number of competitive service positions across
2 all agencies.

3 (c) **SHORTFALL DETERMINATION.**—The Director shall determine, in each
4 fiscal year, each agency’s progress in achieving the targets under subsection (a)
5 by subtracting the number of applicants hired into term or permanent, competitive
6 service positions at the agency in the preceding fiscal year pursuant to the
7 provisions of law set forth in subsection (a) from the agency’s pro rata share
8 determined under subsection (b).

9 **SEC. 369. DEMONSTRATION PROJECT TO HIRE RECENT COLLEGE**
10 **GRADUATES AND POST-SECONDARY STUDENTS WITH**
11 **CRITICAL SKILLS.**

12 (a) **DEFINITIONS.**—In this section:

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

15 (2) **INTERNSHIP PROGRAM.**—The term “internship program” has the
16 meaning given that term in section 3111a(c)(1) of title 5, United States
17 Code.

18 (b) **DEMONSTRATION PROJECT.**—

19 (1) **PURPOSE.**—The Director of the Office of Personnel
20 Management shall, pursuant to section 4703 of title 5, United States Code,
21 carry out a demonstration project described in paragraph (2) for the
22 purpose of—

1 (A) assessing the sufficiency of hiring authorities to meet
2 the hiring needs of Executive agencies in positions that require
3 critical skills; and

4 (B) determining whether changes are needed in methods of
5 establishing qualification requirements for, recruitment for, and
6 appointment to such positions.

7 (2) PROJECT DESCRIBED.—The demonstration project under
8 paragraph (1) shall appoint students and recent graduates—

9 (A) to internship programs for the purpose of acquiring
10 critical skills that address the needs of Executive agencies; or

11 (B) to full-time positions, in Executive agencies, that
12 require such critical skills.

13 (c) REPORT TO CONGRESS.—The Director of the Office of Personnel
14 Management shall, not later than 60 days after the date on which the
15 demonstration project under this section terminates, submit to Congress a report
16 on the project, including the assessment and determination of the Director under
17 subsection (b)(1).

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

21 **SEC. 370. NONCOMPETITIVE ELIGIBILITY FOR FEDERAL**
22 **DEVELOPMENTAL POSITIONS.**

23 (a) DEFINITIONS.—In this section:

The Inspire to Serve Act of 2020

1 (1) COMPETITIVE SERVICE.—The term “competitive service” has
2 the meaning given that term in section 2102 of title 5, United States Code.

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

5 (3) FELLOWSHIP.—The term “fellowship” means a short-term
6 employment opportunity (other than a post-fellowship service
7 requirement), of not more than 2 years in length, that is intended to
8 provide the recipient with work experience with an Executive agency that
9 prepares the recipient for permanent employment with an Executive
10 agency.

11 (4) INTERNSHIP.—The term “internship” means an internship
12 within the meaning of section 3111a of title 5, United States Code.

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

14 (A) financial support paid by an Executive agency towards
15 an individual’s cost of attendance, in a course of study leading to a
16 credential in a critical skill or another program that requires the
17 student to demonstrate an interest in or agreement to pursue a
18 career in public service, at an institution of higher education that is
19 authorized to participate in a Federal student aid program under
20 title IV of the Higher Education Act of 1965 (20 U.S.C. 1070 et
21 seq.); or

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

4 (6) THIRD-PARTY INTERNSHIP OR FELLOWSHIP.—The term “third-
5 party internship or fellowship” means an internship or a fellowship in the
6 Federal Government that is facilitated and organized through a
7 nongovernmental, third-party organization that has a formal arrangement
8 with one or more Executive agencies, or with the legislative branch, to
9 provide such internships or fellowships.

10 (b) APPOINTMENT IN COMPETITIVE SERVICE.—The head of any Executive
11 agency may appoint in the competitive service any individual who has been
12 certified by the Office of Personnel Management, within the 12-month period
13 preceding the appointment, as having successfully completed any internship,
14 scholarship, or fellowship program, or a third-party internship or fellowship.

15 (c) DOCUMENTATION.—The Director of the Office of Personnel
16 Management, through the Executive Director of the Federal Fellowship and
17 Scholarship Center established under section 361, shall issue such documentation
18 as is necessary to certify individuals under subsection (b) as eligible for
19 noncompetitive appointments in the competitive service.

20 **SEC. 371. FACILITATION OF FEDERAL EMPLOYEE RESKILLING.**

21 (a) DEFINITIONS.—In this section:

22 (1) COMPETITIVE SERVICE; EXCEPTED SERVICE.—The terms
23 “competitive service” and “excepted service” have the meanings given

1 those terms in sections 2102 and 2103, respectively, of title 5, United
2 States Code.

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

10 (b) REENTRY AT SAME OR HIGHER CLASS AND GRADE.—Any employee
11 who successfully completes a Federal reskilling program and transfers to a
12 position in the Federal Government in the competitive or excepted service that
13 requires technical skill or expertise provided to the employee in such Federal
14 reskilling program shall serve in the new position at a class and grade at or higher
15 than the class and grade of the position from which the employee transferred,
16 notwithstanding the classification requirements set out in chapter 51 of title 5,
17 United States Code.

18 (c) GUIDANCE AND REGULATIONS.—Not later than 120 days after the date
19 of the enactment of this Act, the Director of the Office of Personnel Management
20 shall issue guidance on the approval process for Federal reskilling programs, and
21 shall issue regulations ensuring the rights of participants described in subsection
22 (b).

23 **SEC. 372. CIVILIAN CYBERSECURITY RESERVE.**

1 (a) DEFINITIONS.—In this section:

2 (1) AGENCY.—The term “agency” means the Department of
3 Homeland Security and the National Security Agency, unless otherwise
4 specified.

5 (2) DIRECTOR.—The term “Director” means the Director of the
6 National Security Agency.

7 (3) SECRETARY.—The term “Secretary” means the Secretary of
8 Homeland Security.

9 (4) UNIFORMED SERVICES.—The term “uniformed services” has the
10 meaning given that term in section 2101 of title 5, United States Code.

11 (b) PURPOSE.—The purpose of this section is to establish as a pilot project
12 the Civilian Cybersecurity Reserve to provide to the Federal Government trained
13 and qualified civilian personnel who have previously served with the Federal
14 Government in the civil service or in the uniformed services and possess
15 cybersecurity expertise, in order to address cybersecurity needs of the United
16 States to protect the national security of the United States.

17 (c) PILOT PROJECT.—The Secretary and the Director are each authorized
18 to establish a Civilian Cybersecurity Reserve as a pilot project within their
19 respective agencies for the purpose of supplementing the Federal civilian
20 cybersecurity workforce with former Federal Government employees of the
21 agency and former members of the uniformed services who have cybersecurity
22 expertise. As part of the pilot project, the Secretary and the Director may

1 noncompetitively appoint members of the Civilian Cybersecurity Reserve to
2 temporary positions in the competitive service.

3 (d) CIVILIAN CYBERSECURITY RESERVE.—

4 (1) ELIGIBILITY.—

5 (A) IN GENERAL.—The Secretary and the Director shall
6 establish the criteria for individuals to be eligible for the Civilian
7 Cybersecurity Reserve in their respective agencies, and the
8 application and selection processes for the Reserve. The criteria
9 shall include—

10 (i) previous employment at a Federal agency or
11 within the uniformed services; and

12 (ii) cybersecurity expertise.

13 (B) EXCEPTION FOR CONTINUING MILITARY SERVICE

14 COMMITMENTS.—A member of the armed forces who is in the
15 Selected Reserve, as set out in section 10143 of title 10, United
16 States Code, shall not be eligible to be a member of the Civilian
17 Cybersecurity Reserve.

18 (C) AGREEMENT REQUIRED.—An individual may become a
19 member of the Civilian Cybersecurity Reserve only if the
20 individual enters into an agreement with the Secretary or the
21 Director, as appropriate, to become such a member. The agreement
22 shall set forth the rights and obligations of the individual and the
23 agency.

1 (2) COMPONENTS OF THE CIVILIAN CYBERSECURITY RESERVE.—The
2 Secretary and the Director may consider developing different components
3 of the Civilian Cybersecurity Reserve in their respective agencies, one
4 with an obligation to respond when called into activation at the direction
5 of the Secretary or the Director, as the case may be, and one that is not
6 compelled to so respond, with appropriate corresponding differing benefits
7 for each such component.

8 (3) SECURITY CLEARANCES.—The Secretary and the Director, as
9 appropriate, shall ensure that all members of the Civilian Cybersecurity
10 Reserve have an active security clearance in accordance with Executive
11 Orders 12968 and 13467.

12 (e) PROJECT GUIDANCE.—The Secretary and the Director shall, not later
13 than 180 days after the date of the enactment of this Act, each issue guidance
14 establishing and implementing the Civilian Cybersecurity Reserve pilot project in
15 their respective agencies. The Secretary and the Director may provide penalties
16 for individuals who do not respond to activation when called, such as loss of
17 security clearance, recoupment of pay or benefits earned as a member of the
18 Civilian Cybersecurity Reserve, or recoupment of service credit toward the
19 Federal Employees Retirement System pension.

20 (f) EVALUATION.—The Comptroller General shall conduct a study
21 evaluating the pilot project 5 years after the Civilian Cybersecurity Reserve
22 project is established in each agency, and shall report the results of the study to

1 Congress, together with a recommendation on whether the project should be
2 modified, extended in duration, or established as a permanent program.

3 (g) AUTHORIZATION OF APPROPRIATIONS.— There are authorized to be
4 appropriated to the Department of Homeland Security and the National Security
5 Agency such sums as may be necessary to carry out this section.

6 **SEC. 373. EXPANSION OF CYBER TALENT MANAGEMENT SYSTEM.**

7 (a) EXPANSION OF CYBER TALENT MANAGEMENT SYSTEM.—Subject to
8 subsection (b), the head of any Executive agency, as defined in section 105 of title
9 5, United States Code, may exercise the authorities under section 2208 of the
10 Homeland Security Act of 2002 (6 U.S.C. 658) to the same extent as the Secretary
11 of Homeland Security may exercise such authorities.

12 (b) COORDINATION BY SECRETARY OF HOMELAND SECURITY.—The
13 Secretary of Homeland Security shall coordinate with the heads of Executive
14 agencies to facilitate the exercise of authorities under subsection (a).

15 **SEC. 374. PERSONNEL POLICY DEMONSTRATION PROJECT FOR**
16 **FEDERAL AGENCIES WITH EMPLOYEES IN SCIENCE,**
17 **TECHNOLOGY, ENGINEERING, AND MATHEMATICS**
18 **FIELDS.**

19 (a) ESTABLISHMENT.—The Director of the Office of Personnel
20 Management, in consultation with the heads of the agencies specified in
21 subsection (b), shall develop and implement a personnel policy demonstration
22 project to assess innovative approaches to new personnel policies for employees,
23 that may include implementing—

- 1 (1) more flexible job classifications;
- 2 (2) competency-based hiring;
- 3 (3) market-based pay;
- 4 (4) promotion based on experience, skill, and performance; and
- 5 (5) streamlined personnel transfers between agencies.

6 (b) AGENCIES.—The agencies referred to in subsection (a) are—

- 7 (1) the National Aeronautics and Space Administration;
- 8 (2) the Department of Energy;
- 9 (3) the National Science Foundation;
- 10 (4) the Department of Commerce;
- 11 (5) the Department of the Interior;
- 12 (6) the Environmental Protection Agency; and
- 13 (7) up to two additional agencies, which the Director of the Office
- 14 of Personnel Management may designate, that have significant numbers of
- 15 employees in positions that require skills in science, technology,
- 16 engineering, or mathematics.

17 (c) PARTICIPATION.—The head of each agency referred to in subsection

18 (b) may determine whether that agency will participate in the personnel

19 demonstration project under this section, and, if the agency head determines that

20 the agency will so participate, whether the project will apply to current employees

21 of that agency, current employees of one or more components of that agency,

22 newly hired employees of that agency, or newly hired employees of one or more

23 components of that agency.

1 (d) DURATION AND SIZE OF PROJECT.—The demonstration project under
2 this section shall be carried out for a period of 10 years beginning on the date of
3 the enactment of this Act, except that the Director of the Office of Personnel
4 Management may extend the project for an additional period of up to 10 years.
5 The total number of Federal employees included in the demonstration project in
6 any 1-year period may not exceed 10 percent of the total number of Federal
7 civilian employees in all Executive agencies (as defined in section 105 of title 5,
8 United States Code) in the preceding 1-year period.

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

11 **SEC. 375. SIMPLIFIED PERSONNEL SYSTEM FOR VETERANS**

12 **HEALTH ADMINISTRATION.**

13 (a) LEGISLATIVE PROPOSAL.—The Secretary of Veterans Affairs shall
14 develop a legislative proposal to establish, under title 38, United States Code, a
15 single personnel system that applies to all positions in the Veterans Health
16 Administration and that—

17 (1) applies best practices from the private sector to human capital
18 management; and

19 (2) supports pay and benefits that are competitive with private-
20 sector health care delivery systems.

21 (b) RESOURCES; CONSULTATION; AVAILABILITY.—In developing the
22 proposal under subsection (a), the Secretary shall—

1 (1) draw from, in addition to other resources, the applicable
2 research and conclusions of the Commission on Care, established in
3 section 202 of the Veterans Access, Choice, and Accountability Act of
4 2014 (38 U.S.C. 101 note), including Recommendation #15 of the
5 Commission as set forth in the June 30, 2016, Final Report of the
6 Commission on Care;

7 (2) consult with the heads of other Federal agencies that operate
8 health care delivery systems, employees of the Veterans Health
9 Administration, and labor unions that represent employees of the Veterans
10 Health Administration; and

11 (3) ensure that the proposal is available for use by other agencies
12 that operate health care delivery systems.

13 (c) SUBMISSION TO CONGRESS.—The Secretary shall, not later than 12
14 months after the date of the enactment of this Act, submit the legislative proposal
15 developed under this section to the Committees on Veterans’ Affairs of the Senate
16 and the House of Representatives.

17 **SEC. 376. PORTABILITY OF HEALTH CARE LICENSURE FOR**
18 **FEDERAL EMPLOYEES.**

19 (a) PORTABILITY OF LICENSURE FOR FEDERAL HEALTH CARE
20 PROFESSIONALS.—Notwithstanding any other provision of law regarding the
21 licensure of health care providers, a health care professional described in
22 subsection (b) may practice, at any location in any State, the District of Columbia,
23 the Commonwealth of Puerto Rico, or any other territory or possession of the

The Inspire to Serve Act of 2020

1 United States, the health profession or professions for which the health care
2 professional has a license described in subsection (b)(2), regardless of where such
3 health-care professional or the patient involved is located, if the practice is within
4 the scope of the authorized Federal duties of such health-care professional.

5 (b) INDIVIDUALS DESCRIBED.— A health care professional described in
6 this subsection is a Federal employee—

7 (1) who is credentialed and privileged at a Federal health care
8 institution;

9 (2) who has a current license to practice medicine, osteopathic
10 medicine, dentistry, psychology, nursing, therapy, or another health
11 profession; and

12 (3) who is performing authorized duties for the Federal
13 Government to practice the health profession described in paragraph (2)
14 for which such license was issued.

15 (c) DEFINITION OF LICENSE.—As used in this section, the term "license"
16 means a grant of permission by an official agency of a State, the District of
17 Columbia, the Commonwealth of Puerto Rico, or any other territory or possession
18 of the United States to provide health care independently as a health care
19 professional and includes, in the case of such care furnished in a foreign country
20 by any person who is not a national of the United States, a grant of permission by
21 an official agency of that foreign country for that person to provide health care
22 independently as a health care professional.

1 **TITLE IV—STRENGTHENING OF NATIONAL**
2 **MOBILIZATION**

3 **SEC. 401. MODERNIZATION OF THE SELECTIVE SERVICE SYSTEM.**

4 (a) REFERENCE.—Except as expressly provided otherwise, any reference
5 in this section to a section or other provision shall be deemed to be a reference to
6 that section or other provision of the Military Selective Service Act (50 U.S.C.
7 3801 et seq.).

8 (b) PURPOSE OF SELECTIVE SERVICE.— Section 1(b) (50 U.S.C. 3801(b)) is
9 amended—

10 (1) by striking “armed strength” and inserting “military strength”;

11 (2) by striking “insure” and inserting “ensure”; and

12 (3) by inserting before the period at the end the following: “by
13 ensuring adequate personnel with the requisite capabilities to meet the
14 mobilization needs of the Department of Defense during a national
15 emergency and not solely to provide combat replacements”.

16 (c) SOLEMNITY OF MILITARY SERVICE.— Section 3 (50 U.S.C. 3802) is
17 amended by adding at the end the following:

18 “(c) Regulations prescribed pursuant to subsection (a) shall include
19 methods to convey to every person required to register the solemn obligation for
20 military service in the event of a military draft.”.

21 (d) EXPANDED REGISTRATION TO ALL AMERICANS.—

22 (1) Section 3(a) (50 U.S.C. 3802(a)) is amended—

23 (A) by striking “male citizen” and inserting “citizen”;

The Inspire to Serve Act of 2020

1 (B) by striking “male person” and inserting “person”; and

2 (C) by striking “present himself” and inserting “appear”;

3 and

4 (D) by striking “so long as he” and inserting “so long as

5 such alien”.

6 (2) Section 4(e) (50 U.S.C. 3804(e)) is amended by striking

7 “enlisted men” and inserting “enlisted persons”.

8 (3) Section 5 (50 U.S.C. 3805) is amended—

9 (A) in subsection (a)(1)—

10 (i) by striking “race or color” and inserting “race,

11 color, sex, or gender”; and

12 (ii) by striking “call for men” and inserting “call for

13 persons”; and

14 (B) in subsection (b), by striking “men” each place it

15 appears and inserting “persons”.

16 (4) Section 6 (50 U.S.C. 3806) is amended—

17 (A) in subsection (a)(1)—

18 (i) by striking “enlisted men” and inserting “enlisted

19 persons”; and

20 (ii) by striking “accrue to him” and inserting

21 “accrue to such alien”;

22 (B) in subsection (h)—

1 (i) by striking “(other than wives alone, except in
2 cases of extreme hardship)”; and

3 (ii) by striking “wives and children” and inserting
4 “spouses and children”.

5 (5) Section 10(b)(3) (50 U.S.C. 3809(b)(3)) is amended—

6 (A) by striking “the President is requested” and all that
7 follows through “within its jurisdiction” and inserting “the
8 President is requested to appoint the membership of each local
9 board so that each board has both male and female members and,
10 to the maximum extent practicable, it is proportionately
11 representative of the race, national origin, and sex of those
12 registrants within its jurisdiction”; and

13 (B) by striking “race or national origin” and inserting “race,
14 sex, or national origin”.

15 (6) Section 16(a) (50 U.S.C. 3814(a)) is amended by striking
16 “men” and inserting “persons”.

17 (e) MAINTAINING THE HEALTH OF THE SELECTIVE SERVICE SYSTEM.—

18 Section 10(a) (50 U.S.C. 3809(a)) is amended by adding at the end the following
19 new paragraph:

20 “(5) The Selective Service System shall conduct exercises periodically of
21 all mobilization plans, systems, and processes to evaluate and test the
22 effectiveness of such plans, systems, and processes. Once every 4 years, the
23 exercise shall include the full range of internal and interagency procedures to

The Inspire to Serve Act of 2020

1 ensure functionality and interoperability and may take place as part of the
2 Department of Defense mobilization exercise under section 10208 of title 10,
3 United States Code. The Selective Service System shall conduct a public
4 awareness campaign in conjunction with each exercise to communicate the
5 purpose of the exercise to the public.”.

6 (f) DUE PROCESS FOR FAILURE TO REGISTER.—

7 (1) Section 12 (50 U.S.C. 3811) is amended—

8 (A) in subsection (f)—

9 (i) in paragraph (2), by inserting before the period at
10 the end “or proof of registration in accordance with
11 subsection (g)”;

12 (ii) in paragraph (3)—

13 (I) in the first sentence, by striking
14 “compliance” and inserting “compliance or proof of
15 registration”; and

16 (II) in the second sentence, by inserting
17 before the period at the end “or proof of
18 registration”;

19 (iii) in paragraph (4), in the second sentence—

20 (I) by striking “thereunder” and inserting
21 “thereunder, or failure to provide proof of
22 registration in accordance with subsection (g),”; and

1 (II) by inserting before the period at the end
2 “or has registered in accordance with subsection
3 (g)”; and
4 (B) in subsection (g)—
5 (i) in paragraph (1), by striking “; and” and inserting
6 “and the person shows by a preponderance of the evidence
7 that the failure of the person to register was not a knowing
8 and willful failure to register; or”; and
9 (ii) by amending paragraph (2) to read as follows:
10 “(2) the person was provided notice of the person’s
11 failure to register and the person registered within 30 days
12 with the Selective Service System, regardless of the
13 person’s age at the time of registration.”.

14 (g) TECHNICAL AND CONFORMING AMENDMENTS.—The Military
15 Selective Service Act is amended—

16 (1) in section 4—
17 (A) in subsection (a)—
18 (i) in the third undesignated paragraph, by striking
19 “his acceptability in all respects, including his” and
20 inserting “such persons’ acceptability in all respects,
21 including such persons’”; and

The Inspire to Serve Act of 2020

1 (ii) in the third undesignated paragraph, by striking
2 “he may prescribe” and inserting “the President may
3 prescribe”;

4 (B) in subsection (c)—

5 (i) in paragraph (2), by striking “any enlisted
6 member” and inserting “any person who is an enlisted
7 member”;

8 (ii) in paragraphs (3), (4), and (5), by striking “in
9 which he resides” and inserting “in which such person
10 resides”;

11 (C) in subsection (g), by striking “coordinate with him” and
12 inserting “coordinate with the Director”;

13 (D) in subsection (k)(1), by striking “finding by him” and
14 inserting “finding by the President”;

15 (2) in section 5(d), by striking “he may prescribe” and inserting
16 “the President may prescribe”;

17 (3) in section 6—

18 (A) in subsection (c)(2)(D), by striking “he may prescribe”
19 and inserting “the President may prescribe”;

20 (B) in subsection (d)(3), by striking “he may deem
21 appropriate” and inserting “the President may deem appropriate”;

22 and

1 (C) in subsection (h), by striking “he may prescribe” each
2 place it appears and inserting “the President may prescribe”;

3 (4) in section 10—

4 (A) in subsection (b)—

5 (i) in paragraph (3)—

6 (I) by striking “He shall create” and

7 inserting “The President shall create”; and

8 (II) by striking “upon his own motion” and

9 inserting “upon the President’s own motion”;

10 (ii) in paragraph (4), by striking “his status” and

11 inserting “the individual’s status; and

12 (iii) in paragraphs (4), (6), (8), and (9), by striking

13 “he may deem” each place it appears and inserting “the

14 President may deem”; and

15 (B) in subsection (c), by striking “vested in him” and

16 inserting “vested in the President”;

17 (5) in section 13(b), by striking “regulation if he” and inserting

18 “regulation if the President”;

19 (6) in section 15—

20 (A) in subsection (b), by striking “his” each place it appears

21 and inserting “the registrant’s”; and

22 (B) in subsection (d), by striking “he may deem” and

23 inserting “the President may deem”;

The Inspire to Serve Act of 2020

1 (7) in section (16)(g)—

2 (A) in paragraph (1), by striking “who as his regular and
3 customary vocation” and inserting “who, as such person’s regular
4 and customary vocation,”; and

5 (B) in paragraph (2)—

6 (i) by striking “one who as his customary vocation”
7 and inserting “a person who, as such person’s customary
8 vocation,”; and

9 (ii) by striking “he is a member” and inserting “such
10 person is a member”;

11 (8) in section (18)(a), by striking “he is authorized” and inserting
12 “the President is authorized”;

13 (9) in section 21—

14 (A) by striking “he is sooner” and inserting “sooner”;

15 (B) by striking “he” each subsequent place it appears and
16 inserting “such member”; and

17 (C) by striking “his consent” and inserting “such member’s
18 consent”;

19 (10) in section 22(b), in paragraphs (1) and (2), by striking “his”
20 each place it appears and inserting “the registrant’s”; and

21 (11) except as otherwise provided in this section—

22 (A) by striking “he” each place it appears and inserting
23 “such person”;

1 (B) by striking “his” each place it appears and inserting

2 “such person’s”;

3 (C) by striking “him” each place it appears and inserting

4 “such person”; and

5 (D) by striking “present himself” each place it appears in

6 section 12 and inserting “appear”.

7 (h) CONFORMING AMENDMENTS TO OTHER LAWS.—

8 (1) Section 3328 of title 5, United States Code, is amended by

9 striking subsection (a) and inserting the following:

10 “(a) An individual who was required to register under section 3 of the
11 Military Selective Service Act (50 U.S.C. 3803) but failed to meet the registration
12 requirements of section 2 of that Act shall be ineligible for appointment to a
13 position in an Executive agency, unless—

14 “(1) the requirement for the person to so register has terminated or
15 become inapplicable to the person and the person shows by a
16 preponderance of the evidence that the failure of the person to register was
17 not a knowing and willful failure to register; or

18 “(2) the person was provided notice of the person’s failure to
19 register and the person registered within 30 days with the Selective
20 Service System, regardless of the person’s age at the time of registration.

21 (2) Section 484(n) of the Higher Education Act of 1965 (20 U.S.C.
22 1091(n)) is amended by striking “(50 U.S.C. App. 462(f))” and inserting
23 “(50 U.S.C. 3811(f))”.

1 (i) EFFECTIVE DATE.—The amendments made by this section shall take
2 effect on the date of the enactment of this Act, except that the amendments made
3 by subsections (d) and (h)(1) shall take effect 1 year after such date of enactment.

4 **SEC. 402. REPORT ON EXEMPTIONS AND DEFERMENTS FOR A**
5 **POSSIBLE MILITARY DRAFT.**

6 The Director of the Selective Service System, in coordination with the
7 Secretaries of Defense and of Homeland Security, shall submit a report to
8 Congress, not later than 120 days after the date of the enactment of this Act,
9 providing a review of exemptions and deferments from registration, training, and
10 service under the Military Selective Service Act and of proposed revisions to
11 those exemptions and deferments, taking into account amendments to the Military
12 Selective Service Act under section 401(d) of this Act to require registration of all
13 United States citizens and persons residing in the United States.

14 **SEC. 403. RESPONSIBILITIES FOR NATIONAL MOBILIZATION;**
15 **PERSONNEL REQUIREMENTS.**

16 (a) LEAD OFFICIAL FOR NATIONAL MOBILIZATION.—The President shall
17 designate an employee of the National Security Council to serve as lead national
18 mobilization official, whose duties and responsibilities shall include coordinating
19 the planning and execution of any national effort to mobilize government and
20 industry to respond to a national emergency.

21 (b) EXECUTIVE AGENT FOR NATIONAL MOBILIZATION.—The Secretary of
22 Defense shall designate a senior official within the Office of the Secretary of

1 Defense as the Executive Agent for National Mobilization. The Executive Agent
2 for National Mobilization shall be responsible for—

3 (1) developing, managing, and coordinating policy and plans that
4 address the full spectrum of military mobilization readiness, including full
5 mobilization of personnel from volunteers to draftees in the event of a
6 draft activation;

7 (2) providing Congress and the Selective Service System with
8 updated requirements and timelines for obtaining draft inductees in the
9 event of a national emergency requiring mass mobilization and activation
10 of the draft; and

11 (3) providing Congress with a plan, developed in coordination with
12 the Selective Service System, to induct large numbers of volunteers who
13 may respond to a national call for volunteers during an emergency.

14 (c) REPORT REQUIRED.—Not later than 12 months after the date of the
15 enactment of this Act, the Secretary of Defense shall provide to Congress a plan
16 for obtaining draft inductees as part of a mobilization timeline for the Selective
17 Service System. The plan shall include a description of resources, locations, and
18 capabilities of the military services required to train, equip, and integrate drafted
19 personnel into the total force, addressing scenarios that would include 300,000,
20 600,000, and 1,000,000 new volunteer and drafted personnel. The plan may be
21 provided in classified form.

1 **SEC. 404. ENHANCEMENTS TO NATIONAL MOBILIZATION**
2 **EXERCISES.**

3 Section 10208 of title 10, United States Code, is amended by adding at the
4 end the following:

5 “(c) The Secretary shall, beginning in the first fiscal year that begins after
6 the date of the enactment of this subsection, and every 5 years thereafter, as part
7 of the major mobilization exercise under subsection (a), include the processes of
8 the Selective Service System in preparation for a draft, and submit to Congress a
9 report on the results of this exercise. The report may be submitted in classified
10 form.

11 “(d) The exercise under subsection (c)—

12 “(1) shall include a review of national mobilization strategic and
13 operational concepts;

14 “(2) shall include a simulation of a mobilization of all armed forces
15 and reserve units, with plans and processes for incorporating Selective
16 Service System inductees; and

17 “(3) shall involve the Selective Service System, the Department of
18 Homeland Security, the Department of Commerce, the Department of
19 Labor, and other relevant interagency stakeholders.”.

20 **SEC. 405. CRITICAL SKILLS FOR THE DEPARTMENT OF DEFENSE.**

21 (a) FINDINGS.—The Congress finds the following:

1 (1) The Department of Defense needs a workforce of skilled
2 individuals to meet the national security challenges facing the United
3 States.

4 (2) As the Department develops tools to bring individuals with
5 critical skills into civilian and military service, it must identify the type
6 and number of critically skilled personnel that are needed.

7 (b) CRITICAL SKILLS AND SKILLED INDIVIDUALS.—The Secretary of
8 Defense, acting through the Under Secretary of Defense for Personnel and
9 Readiness, shall develop and maintain a list of the critical skills and numbers of
10 skilled individuals needed for the Department of Defense, the armed forces, and
11 the National Guard.

12 (c) RESPONSIBILITY.—

13 (1) IN GENERAL.—The Under Secretary of Defense for Personnel
14 and Readiness shall ensure that the list developed under subsection (b) is
15 updated annually in accordance with paragraph (2). Critical skills are
16 those skills for which the Department of Defense has a critical need, such
17 as medical, dental, and nursing skills, language skills, cyber skills, and
18 science, technology, engineering, and mathematics skills.

19 (2) COORDINATION.—The Under Secretary of Defense for
20 Personnel and Readiness shall develop, maintain, and update the list of
21 critical skills in close consultation with each military department, through
22 its Assistant Secretaries for Manpower and Reserve Affairs, with the Chief
23 of the National Guard Bureau, with the Director of the Selective Service

1 System, and with the Council on Military, National, and Public Service
2 established under section 201.

3 (3) IMPLEMENTATION.—The Under Secretary of Defense for
4 Personnel and Readiness shall implement the list of critical skills under
5 this section not later than January 1, 2022.

6 **SEC. 406. INDIVIDUAL READY RESERVE FOR CRITICAL SKILLS.**

7 (a) IN GENERAL.—Chapter 1005 of title 10, United States Code, is
8 amended by adding at the end the following new section:

9 “**§10155. Ready Reserve: Individual Ready Reserve for Critical Skills**

10 “(a) ESTABLISHMENT.— For the purpose of recruiting personnel with the
11 requisite critical skills, the Secretary of each military department, under the
12 direction of the President, may establish and maintain an Individual Ready
13 Reserve for Critical Skills within the Ready Reserve of each of the reserve
14 components.

15 “(b) MEMBERSHIP REQUIREMENTS.—The Secretary of Defense shall
16 outline the requirements for membership in the Individual Ready Reserve for
17 Critical Skills, including providing guidance on—

18 “(1) a means for each military service to establish qualifying
19 critical skills for inclusion in its Individual Ready Reserve for Critical
20 Skills;

21 “(2) the standards and process for selection of individuals who are
22 not otherwise in a reserve status to qualify for Individual Ready Reserve
23 for Critical Skills of a military service;

1 “(3) requirements for screening and re-evaluation of members in
2 the Individual Ready Reserve for Critical Skills;

3 “(4) the training and obligations required for members in the
4 Individual Ready Reserve for Critical Skills; and

5 “(5) the use of allowances and nonmonetary incentives to retain
6 members in the Individual Ready Reserve for Critical Skills.

7 “(c) MOBILIZATION.—

8 “(1) ACTIVE DUTY.—A member of the Individual Ready Reserve
9 for Critical Skills may be ordered to active duty without the consent of the
10 member in accordance with section 12304, or in accordance with any
11 other provision of law authorizing activation of individual ready reserve
12 members.

13 “(2) ELIGIBILITY FOR BENEFITS.—A member of the Individual
14 Ready Reserve for Critical Skills who is mobilized under paragraph (1)
15 shall be eligible for benefits available to members of the Selected
16 Reserve.”.

17 (b) CONFORMING AMENDMENT.—The table of sections at the beginning of
18 chapter 1005 of title 10, United States Code, is amended by adding at the end the
19 following new item:

20 “Sec. 10155. Ready Reserve: Individual Ready Reserve for Critical Skills.”.

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

Section-by-Section Analysis of the Inspire to Serve Act of 2020

TITLE I—PRIORITIZATION OF CIVIC EDUCATION AND SERVICE LEARNING

SEC. 101. CIVIC EDUCATION FUND.

This section would establish a Civic Education Fund at the Department of Education to provide grants to enhance the quality and delivery of civic education, applied civics, and service learning across the United States. This section proposes \$200 million in annual appropriations to the Civic Education Fund to support grants to State and local educational agencies, institutions of higher education, community-based organizations, and nonprofit organizations. Grants distributed from the Fund would be split evenly between two programs. The first, described in subsection (c), would permit grants focused on teacher development, to be used to train teachers, develop resources for teachers, or coordinate with local organizations for hands-on experiences. The second, described in subsection (d), would permit the development of civic education programming, to be used to establish new programs, evaluate the effectiveness of existing programs, and modify curricula. Both subsections reserve at least 50 percent of available funds for high-need schools. Subsection (e) would require matching funds so that the Federal share does not exceed 50 percent of the cost except in high-need schools. Subsection (f) would require the Secretary to consider geographic distribution when awarding grants.

Subsection (g) requires the Secretary of Education to provide Congress with an annual report containing information on all programs for which grants were awarded as well as an evaluation of the successes of the grantee programs. The report would evaluate success against two overarching goals: exposing all students to robust civic education by 2031 and increasing the number of students in grades 4, 8, and 12 testing at or above the “Proficient” level in the National Assessment of Education Progress assessment in civics.

SEC. 102. SERVICE-LEARNING FUND.

This section would establish a Service-Learning Fund to improve the quality and delivery of service-learning programs at all levels, from kindergarten through college. This section would amend the “Innovative and community-based service-learning programs and research grant” program established by the Edward M. Kennedy Serve America Act and contained in section 119 of the National and Community Service Act of 1990 (NCSA) (42 U.S.C. 12563).

Subsection (a) would authorize the Corporation for National and Community Service (CNCS) to issue grants for three categories of service-learning initiatives: service-learning programs in public schools for grades K-12 and institutions of higher education; Summer of Service programs for students entering grades 6-12; and Semester of Service programs for students in grades 9-12. Subsection (b) identifies overarching objectives for each of the programs

and allocates portions of the Fund for grants in each program category, with 20 percent reserved for service-learning programs, 40 percent for Summer of Service programs, and 40 percent for Semester of Service programs. This section would authorize \$250 million in annual appropriations to the Service-Learning Fund to enable grants for the three authorized programs. Based on the allocation set out in subsection (b), \$50 million would be appropriated for general service-learning programs, \$100 million for Summer of Service programs, and \$100 million for Semester of Service programs.

Subsection (c) would authorize CNCS to provide individuals who complete a Summer of Service program a completion award of \$500, in lieu of the educational award currently authorized by section 119 of the NCSA. This would reduce the administrative burden to CNCS and better align the award with the objectives of the program, which is to permit all individuals, including those who cannot use an educational award in the next few years and those who are impoverished, to be able to participate.

Subsection (d) would amend the requirements for the Semester of Service program currently authorized by section 119 of the NCSA, by specifying the grade levels of eligible participants and increasing the number of hours required under the program to convey a more significant commitment by the student participants.

Subsection (e) would require CNCS to consider the allocation requirements and overarching objectives when reviewing applicants for the grants.

Subsection (f) describes matching fund requirements, ensuring that the Federal share does not exceed 50 percent of the cost, except in low-income communities.

SEC. 103. NATIONAL CIVICS ASSESSMENT.

This section would elevate the civic assessment component of the National Assessment of Educational Progress (NAEP), known as the “Nation’s Report Card,” to the same footing as the assessments for reading and mathematics in order to encourage States to improve civic education for students in grades K-12.

Subsection (a) would amend State and local educational agencies’ requirements for biennial education plans under the Every Student Succeeds Act. This subsection would require State plans to include an assurance that States will participate in the civics assessment of the NAEP and to include results of the civics assessment on State report cards. It would also require local educational agencies to participate, if selected, in the civics assessment.

Subsection (b) would amend section 9622 of title 20, United States Code, which specifies the requirements for the NAEP. It would require that the national assessment conducted every two years in grades 4 and 8 include civics in addition to reading and mathematics and that data for the civics assessment be made available on a State-by-State basis. This section would also require States to participate in the administration of the civics assessment.

SEC. 104. EXCELLENCE IN CIVICS AWARD.

This section would establish the Excellence in Civics Award to highlight achievements in civic education, service learning, and applied civics by States, school districts, schools, teachers, students, and groups of students across the country. This non-monetary recognition program would be carried out by the Department of Education with applications reviewed by a committee assembled for that purpose. Subsection (c) would require applicants to submit information on the impact of their projects and the ability of those projects to be expanded to other classrooms. This feature would enable the Department of Education to disseminate information about innovative projects to administrators, educators, and students across the country.

SEC. 105. DEVELOPMENT OF MATERIAL ON CIVIC EDUCATION AND EFFECTIVE CITIZENSHIP.

This section would direct the Library of Congress, the Institute of Museum and Library Services, and the National Archives to develop and distribute civic education materials and teaching aids across the country. This section would require coordination and annual reporting to Congress.

SEC. 106. SENSE OF CONGRESS REGARDING THE IMPORTANCE OF TEACHERS IN INSPIRING CIVIC ENGAGEMENT.

This section would express the sense of Congress as to the critical role of teachers in inspiring civic engagement through their dedication as public servants, call on more Americans to pursue the teaching profession, and call on officials at all levels of government to provide more support to teachers. This section cites research findings on shortcomings of current civic education across the country and challenges faced by the teaching profession.

TITLE II—ELEVATION AND INTEGRATION OF ALL FORMS OF SERVICE

SEC. 201. COUNCIL ON MILITARY, NATIONAL, AND PUBLIC SERVICE.

This section would create the Council on Military, National, and Public Service (the Council) within the Executive Office of the President to serve a coordinating and lead role in pursuing initiatives that extend across military, national, and public service. This section is modeled on legislation creating other entities within the Executive Office of the President with discrete missions, including the Council of Economic Advisors, the Council on Environmental Quality, the National Security Council, the Office of National Drug Control Policy, and the Office of Science and Technology Policy.

The Council would be led by a Presidentially appointed, Senate-confirmed Assistant to the President for Military, National, and Public Service. Membership in the Council would include this official, who would serve as the Director, along with the heads of Executive agencies with strong equities in military, national, and public service. The Council would be charged with advising the President on promoting and expanding opportunities for military, national, and public service and coordinating policies and initiatives of the Executive branch to

foster a greater ethos of service and civic responsibility. The Council would meet on a quarterly basis, or more often if needed. Subsection (d) enumerates the responsibilities of the Council. These include preparation of two quadrennial reports—one on service initiatives and the other setting out a service strategy. Additionally, the Council would provide information on cross-service initiatives within the Executive branches as part of the annual fiscal year budget submission. Subsections (e) and (f) address the responsibilities of the Assistant to the President and organizational matters relevant to the Council’s staff.

SEC. 202. INTERNET-BASED SERVICE PLATFORM.

This section would create an integrated, Internet-based platform to provide a centralized resource for Americans to learn about and connect with opportunities and organizations covering the breadth of military, national, and public service. It would also provide a way for organizations in military, national, and public service to educate individuals about potential opportunities.

Subsection (a) describes the policy to support the promotion of a culture of service in the United States and the role of the service platform in furthering this interest by assisting organizations in meeting their recruiting needs, increasing awareness of service opportunities, and connecting individuals to service organizations. Subsection (c) proposes to establish the service platform within the Office of Management and Budget (OMB), under the authority of the Director of OMB, although Congress may identify an alternate agency and official for this endeavor. Subsection (d) provides that the service platform and its host would be subject to the oversight of the Council on Military, National, and Public Service authorized under section 201 of this Act.

Subsection (e) explains that the information on the service platform would be open to the general public and provides guidelines for how individuals could become members of the service platform by providing baseline personal information. The service platform would enable individual members to provide additional information on background, education, experience, and interests to improve the ability of the service platform to connect individuals with appropriate organizations and opportunities. Individuals would also be prompted to indicate interest in opportunities to serve in a civilian or military capacity in a response to a national emergency.

Subsection (f) addresses participation by service organizations. It would require participation by all Executive agencies and military departments and would permit non-Federal service organizations—including State, local, and tribal government agencies, as well as non-governmental organizations—to participate. This subsection also provides detail on the information required of service organizations and makes clear that the service platform does not supplant alternative avenues for recruiting individuals.

Subsection (g) establishes minimum design requirements for the service platform. These are meant to convey the importance of a user friendly, customizable environment for individuals that ensures access to information while also providing data privacy and security controls.

Subsection (j) would amend section 10 of the Military Selective Service Act (50 U.S.C. 3809) to require the Selective Service System to provide information to selective service

registrants about the service platform. It would also require the Selective Service System to allow registrants to “push” their information to the platform at the time of Selective Service registration. This is intended to take advantage of a moment when Americans are considering service to their country to encourage them to explore opportunities in military, national, and public service to contribute to their communities and the Nation.

This section would require the host of the service platform to develop a comprehensive plan within 180 days of enactment and issue implementing regulations within 12 months. Thereafter, reports would be due to Congress on an annual basis.

SEC. 203. PILOT PROGRAM TO COORDINATE MILITARY, NATIONAL, AND PUBLIC SERVICE RECRUITMENT.

This section would authorize a two-year pilot program for military, national, and public service recruiting to be undertaken by the Council for Military, National, and Public Service (the Council) authorized under section 201 of this Act. It would authorize the Council to develop and coordinate recruitment initiatives for military, national, and public service in underserved markets. The Council would assist agencies in focusing recruitment efforts designed to ensure proportional demographic representation in different forms of service in a manner that assists those agencies in meeting their recruiting objectives. In addition, this section requires coordination with agency leaders at the Department of Defense, the Department of Homeland Security, the Corporation for National and Community Service, and the Peace Corps to further the goals of the pilot program and requires the Council to submit a report to Congress with an evaluation of individual initiatives pursued under the authority of this section.

SEC. 204. JOINT MARKET RESEARCH AND RECRUITING PROGRAM TO ADVANCE MILITARY AND NATIONAL SERVICE.

This section would authorize and appropriate funding for a joint advertising, market research, and recruiting program administered by the Department of Defense, the Corporation for National and Community Service, and the Peace Corps. This section would authorize the sharing of market research and other information while ensuring that the Department of Defense maintains its obligations under section 503 of title 10, United States Code, not to disclose student information.

SEC. 205. INFORMATION SHARING TO ADVANCE MILITARY AND NATIONAL SERVICE.

This section would require the Secretary of Defense, the Chief Executive Officer of the Corporation for National and Community Service, and the Director of the Peace Corps to develop a joint plan for providing ineligible and rejected applicants with information about other forms of service and to report to Congress within 12 months.

SEC. 206. TRANSITION OPPORTUNITIES FOR MILITARY SERVICEMEMBERS AND NATIONAL SERVICE PARTICIPANTS.

This section would require certain agencies to provide additional information to transitioning military servicemembers and to transitioning AmeriCorps members to ensure that

these individuals, who have demonstrated commitments to service and served their country, are aware of the opportunities available to continue their service to the United States.

Subsection (a) would amend section 1143 of title 10, United States Code, to authorize the Secretaries of Defense and Homeland Security to provide information about transitioning servicemembers to the Corporation for National and Community Service (CNCS), in addition to civilian entities currently covered by the law, for purposes of employment assistance. Currently, that section authorizes release of such information to a range of other civilian entities.

Subsection (b) would amend section 1144 of title 10, United States Code, to add CNCS to the list of Federal agencies that provide information to transitioning servicemembers and to assist those individuals in their transition. CNCS would be required to provide information on national service opportunities to acquire certifications and enhance technical skills. Under current law, transitioning servicemembers receive information on public service opportunities. This section would also require CNCS to work with military and veterans service organizations to promote job fairs and provide information about employment for people with disabilities.

Subsection (c) would amend section 193A of the National and Community Service Act of 1990 to require the Chief Executive Officer of CNCS to provide information to transitioning AmeriCorps members about military service and public service opportunities.

SEC. 207. JOINT REPORT TO CONGRESS ON INITIATIVES TO INTEGRATE MILITARY AND NATIONAL SERVICE.

This section would require the Director of the Council on Military, National, and Public Service authorized under section 201 of this Act—in coordination with the agency heads of the Department of Defense, the Corporation for National and Community Service, and the Peace Corps—to submit to Congress a quadrennial report on cross-service recruitment and recommendations for improving joint advertising and recruitment initiatives. The report would include, at a minimum, the number of individuals who previously participated in different forms of service, data on public awareness, and a list of cross-service advertising programs.

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

Subtitle A—Advancement of Military Service

SEC. 301. NEW PERSONNEL MANAGEMENT STRUCTURE FOR MILITARY SPECIALISTS.

This section would direct the Secretaries of the military departments to develop a plan to implement new military personnel management structures for military occupational specialties requiring critical skillsets including science, technology, cybersecurity, and engineering. The purpose is to improve recruiting and retention of individuals with these skillsets by improving mechanisms to allow servicemembers to transition into and out of military service, including between the active and reserve components and between military service, Federal civilian

employment, and the private sector. Subsection (b) describes four elements of the proposed plan, including an assessment of prior efforts to recruit and retain personnel for other military occupational specialties requiring specific skills, such as medical workers or attorneys. Subsection (c) requires the Secretaries of the military departments to submit their plans to Congress within 120 days.

SEC. 302. PRE-SERVICE TUITION GRANT PROGRAM.

This section would authorize appropriations for the military departments to provide grants for individuals to obtain civilian certifications and professional degrees at community colleges and vocational schools in exchange for an enlisted service commitment. The tuition grant program is intended to improve the recruitment of individuals with technical skills.

Subsection (a) would require the military departments to maintain a list of eligible degrees, certificates, and certifications in critical need areas that qualify for tuition grants and update this list at least once every five years. Subsection (b) would require the individual to sign an enlistment contract and join the military service's Delayed Entry Program in order to receive a tuition grant. If a grantee is unable or unwilling to join the military upon completion of the certification or degree program, they would be required to repay the tuition grant or serve a period of time equal to the military service commitment in a Federally sponsored national service program. Subsection (e) would require each military department to submit a report to Congress with details of the pre-service tuition grant program before providing any grants. Subsection (f) would limit the number of recruiting incentives an individual could receive in addition to the pre-service tuition grant before enlisting in the military. Subsection (g) would cap the number of individuals who receive a pre-service tuition grant to 20 percent of the accession goal of that armed force for that fiscal year.

SEC. 303. PILOT PROGRAM ON TECHNICAL CIVILIAN PROFESSIONAL CREDENTIALS.

This section would authorize appropriations for the Secretary of Defense to develop a pilot program within one military department for servicemembers to obtain professional civilian certifications and technical degrees at community colleges and vocational schools in areas of critical need to the military. The program would be available to current servicemembers and military recruits as well as civilian students in order to assist the military in recruiting and retaining individuals with technical skills. The pilot program would run for an initial two-year term, with no more than three school partners. The designated military department would contribute at least half of the funding for the educational programs and the partner schools would provide the remaining funding, associated staffing, and facilities. Following the completion of the initial two-year term, the Secretary of Defense would assess the pilot program's performance and report the findings to Congress to determine whether the program should be reauthorized and expanded.

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

This section would amend section 2031(a)(2) of title 10, United States Code, to include in the Junior Reserve Officers' Training Corps (JROTC) curriculum information about the full range of military, national, and public service opportunities available. This section also would direct the Secretary of Defense and the Secretaries of the military departments to develop and implement a plan to expand the number of JROTC programs across the country from approximately 3,475 in FY 2019 to not less than 6,000 by the end of FY 2031. The purpose is to expose more youth to the citizenship and educational opportunities available in the JROTC program and to develop increased propensity among young Americans to serve their Nation and communities.

SEC. 305. EXPANSION OF CYBER INSTITUTES PROGRAM.

This section would require the Secretary of Defense to issue a report to the Committees on Armed Services of the Senate and the House of Representatives on the effectiveness of the Cyber Institutes program, created by section 1640 of the John S. McCain National Defense Authorization Act for Fiscal Year 2019, Public Law 115-232. The report would include opportunities to expand the Cyber Institutes to additional universities with a Reserve Officers' Training Corps program. This section also would authorize additional appropriations for the Cyber Institutes to enhance the military departments' ability to recruit and retain personnel to contribute to the Nation's cyber talent.

SEC. 306. TEMPORARY AUTHORITY FOR TARGETED RECRUITMENT INCENTIVES.

This section would amend section 522(h) of the National Defense Authorization Act for Fiscal Year 2016, Public Law 114-92, by extending the expiration date for the military services to provide additional recruiting incentives to join the military. Extending this authority until December 31, 2023, would allow the military departments additional time to use the recruiting incentives they have developed and assist the military departments in efforts to reach low-propensity areas of the country that require greater investment to recruit for the military.

SEC. 307. MULTIYEAR APPROPRIATIONS FOR MARKETING AND ADVERTISING.

This section would authorize multiyear appropriations for the military services to contract for military marketing and advertising. Under this section, money could be authorized and appropriated in one fiscal year for the expenditures on advertising in the following fiscal year. The purpose is to mitigate the budget instability that has limited the effectiveness and affordability of military advertising over the past decade. Multiyear appropriations would provide sustained and long-term funding for marketing efforts. This section would enable the military services to more efficiently purchase advertising that reaches the public and would increase awareness and propensity to join the military.

Subtitle B—Advancement of National Service

SEC. 321. NATIONAL SERVICE FELLOWSHIPS.

This section would amend section 198B of the National and Community Service Act of 1990 (42 U.S.C. 12653b) to replace an authorized but unfunded program known as the ServeAmerica Fellowship. It would update and modernize the fellowship program by allowing individuals to choose how and where they will undertake their fellowships. This section would require an initial group of 25,000 fellows per year, increasing annually by 25,000 until reaching a goal of 250,000 fellows per year. The fellowship program would be overseen by the Corporation for National and Community Service (CNCS) with assistance from State service commissions.

This section would allocate 80 percent of fellowship positions on a formula basis to congressional districts, including the districts of non-voting delegates (such as the District of Columbia, Puerto Rico, the U.S. Virgin Islands, and the Northern Mariana Islands). The remaining 20 percent of fellowship positions would be distributed to specific service sponsor organizations that have been certified by CNCS based on the organization's targeted service strategy and its ability to address one or more areas of national need. Individuals would be selected for fellowships through a randomized lottery conducted by CNCS for each of the two types of positions. The process would ensure that representative percentages of disadvantaged youth and tribal youth are selected, establish preference to those who have not been previously selected, and create a waitlist.

Applicants selected for a fellowship would be required to identify an eligible service sponsor organization within three months and agree to serve at the service sponsor organization for at least 1700 hours during a year. Similar to AmeriCorps members, fellows would receive a living allowance and, at the completion of service, an educational award or a discounted end-of-service stipend under section 332 of this Act. Fellows who have not yet obtained their high school diploma would take classes towards a high school equivalency degree during the course of the fellowship.

The section would also authorize CNCS to award grants to service sponsor organizations to offset the costs of providing ancillary support services to fellows, including high school equivalency courses and additional training. Other provisions include requirements that service sponsor organizations arrange training and other events for fellows serving in the same congressional district and that CNCS sponsor an annual convention for a sampling of fellows from around the country.

SEC. 322. EXPANSION OF YOUTHBUILD, YOUTH CONSERVATION CORPS, AND NATIONAL GUARD YOUTH CHALLENGE PROGRAMS.

This section would establish targets for doubling, by the end of 2031, the number of national service positions available in three programs targeted towards opportunity or disadvantaged youth and youth in tribal communities. Subsection (a) would require the Secretary of Labor to take steps to increase the number of participants in the Department of Labor's YouthBuild program and provide progress reports to Congress in 2023, 2026, 2029, and 2031. Subsection (b) and (c) would require the Secretaries of Agriculture and the Interior and the

Secretary of Defense to do the same for the Youth Conservation Corps and the National Guard Youth Challenge programs, respectively.

SEC. 323. NATIONAL SERVICE PUBLIC AWARENESS CAMPAIGN.

This section would require the Corporation for National and Community Service (CNCS) to carry out a public awareness campaign on national service. Subsection (a) describes the key influencers of youth to target and the appropriate uses of the funds. This section would also require the Chief Executive Officer of CNCS to submit a report to Congress on the scope and effectiveness of the campaign.

SEC. 324. RECOGNITION OF CORPORATE CONTRIBUTIONS TO NATIONAL SERVICE.

This section would create a non-monetary award for corporations that have made significant contributions to national service and would authorize the Corporation for National and Community Service to designate not more than 25 corporations each year for the honor.

SEC. 325. CORPORATION FOR NATIONAL AND COMMUNITY SERVICE DEMONSTRATION PROJECTS.

This section would authorize the Corporation for National and Community Service (CNCS) to conduct five demonstration projects over a period of three years, with at least one focused on place-based models and one on the reintegration of ex-offenders. Subsection (a) would define “place-based model” as an investment that seeks to leverage national service programs to expand the services already available within a specific geographic location to focus on a critical local issue. This section also would authorize appropriations to support the demonstration projects and allow funds to be used for salary and expense requirements.

Both place-based models and reintegration of ex-offenders are considered new focus areas for CNCS, and demonstration projects would enable the agency to develop best practices in those areas.

SEC. 326. PEACE CORPS REMOTE DEMONSTRATION PROJECTS.

This section would authorize the Peace Corps to conduct demonstration projects to test the feasibility of allowing volunteers to serve in the Peace Corps Response program while working remotely from the United States.

Working professionals have been able to perform short-term assignments in foreign countries since 1996 through Peace Corps’ Response program, which allows them to volunteer for less than the normal 27-month period. This section would authorize the Peace Corps to undertake demonstration projects in which the Response volunteers would serve virtually. Such a project would help ascertain whether such programs would increase the number of individuals with disabilities who can volunteer with the Peace Corps.

SEC. 327. NATIONAL SERVICE LIVING ALLOWANCE INCREASES.

This section would require the Chief Executive Officer of the Corporation for National and Community Service to conduct an annual review of living allowances for AmeriCorps members so as to make adjustments based on changes in inflation, the cost-of-living, and geographic factors. It would also authorize appropriations necessary to carry out the annual increases.

This section would help to address challenges faced by AmeriCorps members, particularly those in areas with a high cost of housing, for whom current living allowances are insufficient to cover basic living expenses.

SEC. 328. SENIOR CORPS STIPEND INCREASES.

This section would authorize an increase in the stipend provided to Senior Corps volunteers. Under current law, set out in section 211(d) of the Domestic Volunteer Service Act of 1973, Senior Corps volunteers may receive a stipend of not less than \$3.00 per hour, subject to the availability of funds. This section would amend section 211(d) to increase the required minimum to 60 percent of the Federal minimum wage.

SEC. 329. WRAPAROUND SUPPORT SERVICES FOR CERTAIN NATIONAL SERVICE PARTICIPANTS.

This section would authorize additional wraparound support services for disadvantaged youth ages 17-26, participants located in Indian lands, and participants in rural communities who participate in the AmeriCorps State and National and Volunteers in Service to America programs. This section would also exempt wraparound support services from the value of the maximum living allowance and from limitations on program grant costs.

SEC. 330. NATIONAL SERVICE EDUCATIONAL AWARD INCREASES.

This section would authorize an increase in the amount of the educational award given to AmeriCorps participants at the completion of their service term—known as the Segal AmeriCorps Education Award—to match the average cost of one year of in-State tuition at a public college or university that awards bachelors' degrees and would authorize appropriations to carry out this increase. Currently, section 147(a) of the National and Community Service Act of 1990 (42 U.S.C. 12603(a)) anchors the educational award to the maximum amount of the Federal Pell Grant.

SEC. 331. EXPANDED USE OF NATIONAL SERVICE EDUCATIONAL AWARD.

This section would authorize all national service alumni to use their educational award at institutions beyond Title IV colleges and universities. Section 148(a)(4) of the National and Community Service Act of 1990 (42 U.S.C. 12604(a)(4)) authorizes educational award recipients to use the award at educational institutions and training establishments that offer education programs, apprenticeships, or on-job trainings for which educational assistance may be provided by the Secretary of Veterans Affairs. In annual appropriation bills, Congress has permitted only military veterans who are also national service alumni to use the educational award in this

fashion. This section would amend section 148(a)(4) to clarify that any individual can use educational awards for expenses under paragraph (4) and emphasize that appropriations language should not be used to limit the use of educational awards for expenses at non-Title IV institutions. This section would not impact military veterans' use of the educational award.

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

This section would allow all AmeriCorps members to choose to receive a discounted end-of-service cash stipend in lieu of an educational award, an option currently only available to Volunteers in Service to America members. The proposal would authorize a cash stipend for AmeriCorps State and National and National Civilian Community Corps members to be set at a rate of between \$200 and \$280 per month, with a maximum of \$380 per month for individuals who have been designated leaders within either AmeriCorps program and have already completed at least one prior term of national service. Only those national service participants who complete their term of service and decline the national service educational award would be eligible.

SEC. 333. EXCLUSION OF NATIONAL SERVICE EDUCATIONAL AWARD FROM GROSS INCOME.

This section would eliminate the taxation of the national service educational award by amending section 117 of the Internal Revenue Code to add national service educational awards to the current list of non-scholarship, education-related payments excluded from gross income. It also would amend section 108(f) of the Internal Revenue Code to include student loan payments from national service educational award programs to the list of circumstances in which student loan discharge is excludable from gross income.

SEC. 334. TRANSFERABILITY OF NATIONAL SERVICE EDUCATIONAL AWARD.

This section would permit national service participants to transfer educational awards to a broader group of transferees to assist in attracting older Americans—many of whom do not use the educational award—to participate in AmeriCorps programs. The proposal would expand the category of individuals who can transfer the award to include all recipients of educational awards and would expand the category of possible recipients to include any individual the Corporation deems an appropriate recipient. The proposal also would authorize transferees to use the educational award within 7 years after turning age 18. This change would allow younger transferees, currently required to use the educational award within 10 years, to use the educational award for college.

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

This section would authorize 36 months of noncompetitive eligibility (NCE) to all full-time AmeriCorps program alumni and Returned Peace Corps Volunteers.

Currently, the AmeriCorps Volunteers in Service to America program and the Peace Corps grant NCE, limited to 12 months, to participants who complete these programs. The

AmeriCorps National Civilian Community Corps and AmeriCorps State and National programs do not grant NCE to program alumni. The change would assist national service participants in transitioning into public service careers and enhance the Federal Government's ability to hire individuals who have cultivated skills and experiences that prepare them for careers in public service. Affording 36 months of NCE rather than a shorter term would permit national service members to seek Federal employment after pursuing graduate studies or other opportunities following the end of their national service term. This section would have no effect on NCE afforded to Peace Corps employees, who are distinct from Peace Corps Volunteers and already have 36 months of NCE.

SEC. 336. PENSION SERVICE CREDIT FOR FEDERAL SERVICE CORPS PARTICIPANTS.

This section would authorize Federal employees who formerly participated in certain national service programs to purchase service credit toward the Federal Employees Retirement System (FERS) pension. The credit would cover the period of time in which the employee participated in an eligible national service program. This section would extend this option to also include Federal employees who previously participated in national service programs that are run by Federal agencies, specifically the National Civilian Community Corps, the Youth Conservation Corps, and the Public Lands Corps programs.

Under current law, Federal employees who are Returned Peace Corps Volunteers or former participants in the Volunteers in Service to America program may purchase FERS service credit covering the time period of participation in these programs by making a payment to the Treasury equal to 3 percent of the readjustment allowance or stipend received, respectively, plus interest.

SEC. 337. SENIOR CORPS COMPETITIVE GRANT MODEL.

This section would authorize the Corporation for National and Community Service (CNCS) to establish a competitive grant model for Senior Corps programs. This section would also improve the ability of CNCS to expand the geographical reach of the Retired Seniors Volunteer Program, currently limited by section 201 of the Domestic Volunteer Service Act of 1973 (42 U.S.C. 5001).

Although first awards of Senior Corps grants are issued on a competitive basis, provisions of the DVSA permit renewal of grants without competition. Requiring competition for each grant would improve accountability of Federal resources and improve the quality of the grantee programs.

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

SEC. 341. ENHANCED AWARENESS OF THE VALUE OF FEDERAL PUBLIC SERVICE.

This section would clarify that agencies have the authority to engage in efforts to educate and inform the public about the role of Federal employees, the value of Federal employment, and the mission of the agency. This section would also require the Comptroller General to issue guidance to provide further direction to Federal agencies consistent with the provision.

SEC. 342. RESPONSIBILITY FOR DETERMINING ELIGIBILITY FOR HIRING PREFERENCES AND SPECIAL HIRING OPTIONS.

This section would require the Director of the Office of Personnel Management (OPM) to establish processes to determine whether applicants for Federal agency jobs are eligible for various preferences and special hiring options. Subsection (b) identifies the relevant hiring authorities that would be subject to OPM determination, including veterans' preference, noncompetitive eligibility (NCE) for military spouses, and authorities authorized in separate sections of this Act, such as NCE for alumni of national service programs, Returned Peace Corps Volunteers, and alumni of Federal Government fellowship and scholarship programs. This section would also require OPM to establish a process by which applicants can access and appeal their determination and would require Executive agencies to rely on OPM's determination when preparing certificates of eligibles as part of the process of hiring employees. It would also require OPM to coordinate with agencies in developing processes for implementing this section.

SEC. 343. ENHANCEMENT OF SPECIAL HIRING AUTHORITIES FOR MILITARY VETERANS.

This section would amend sections 3313 and 3319 of title 5, United States Code, to apply veterans' preference as a tiebreaker among equally qualified candidates.

In addition, this section would amend the definition of "preference eligible" under section 2108 of title 5, United States Code, to exclude certain members of the armed forces who have been discharged from active-duty military service for more than 10 years or who already worked as a competitive service employee for the past two years. This section would authorize veterans who are within two years of their first competitive service appointment to retain their preference eligibility in case their first position is a poor fit or they seek to change jobs to another Federal agency. The section would have no effect on disabled veterans and veterans who retired below the rank of major.

Furthermore, this section would amend sections 4211(6) and 4214(a)(2)(B) of title 38 to expand the definition of "recently separated veteran" under the Veterans Recruitment Appointment (VRA) authority to cover a period of ten years—up from three years—from the date of the veteran's discharge or release from active duty and would eliminate VRA eligibility for military retirees, except individuals who qualify for disability retirement.

Overall, this section would improve the ability of younger, recently discharged military veterans to use veterans' preference and VRA as they seek to transition to their first Federal civilian job.

SEC. 344. NONCOMPETITIVE ELIGIBILITY FOR HIGH-PERFORMING CIVILIAN EMPLOYEES.

This section would authorize the Office of Personnel Management (OPM) to grant a limited period of noncompetitive eligibility (NCE) to high-performing competitive service employees who leave Federal employment to enable them to more easily return to Federal service at a grade commensurate with experience they subsequently obtain in the course of other non-Federal employment. Under current law, former Federal employees may be eligible for reinstatement to a position through an expedited process at their previous grade level, but not a higher grade or a position with promotion potential to a higher grade. This section would establish a process to enable high-performing competitive service employees who leave the Federal Government to obtain other experience and return to a Federal agency through a noncompetitive appointment to a position at any grade level for which they are qualified. Furthermore, this section would require OPM to issue regulations establishing processes for designating certain separating employees as “high performing.” Those separating employees would need to be nominated by the Executive agency that employed them and satisfy additional requirements as set out in the regulations. Like other forms of NCE, this status does not guarantee a job or allow a person to be appointed to a position for which they are not qualified. It does allow agencies to bypass the competitive examining process to appoint qualified candidates to a competitive service position. The duration of NCE for high performing employees would be limited to the shorter of six years after separation or the time of rehire. This status could not be used for more than one appointment.

SEC. 345. FLEXIBILITY FOR TEMPORARY AND TERM APPOINTMENTS.

This section would amend chapter 31 of title 5, United States Code, to authorize Federal agencies to extend an existing temporary or term appointment up to a maximum of three years or six years, respectively, and grant agencies the authority to make noncompetitive temporary and term appointments, for up to 18 months, to meet critical hiring needs.

SEC. 346. CRITERIA FOR GRANTING DIRECT-HIRE AUTHORITY TO AGENCIES.

This section would authorize the Federal agencies to request direct-hire authority from the Office of Personnel Management if they can demonstrate a “severe shortage of highly qualified” candidates. Under current law, OPM may grant direct-hire authority only if an agency can show a shortage of candidates who meet minimal job qualifications.

SEC. 347. CAFETERIA PLAN FOR FEDERAL EMPLOYEES.

This section would require the Office of Personnel Management (OPM) to establish and administer a cafeteria plan, allowing Federal employees to select certain benefits from a menu of options including, but not limited to, cash, life insurance, disability-income insurance, flexible spending arrangements for health care, flexible spending arrangements for dependent care, a health savings account, dental insurance, and vision insurance. This section would authorize each

Federal employee to receive a fixed agency contribution that could be applied toward any of the benefits included in the cafeteria plan and require OPM to identify the amount of the Government's yearly benefits contribution to individuals for the cafeteria plan. This amount would be determined in a manner that ensures no aggregate change in Federal spending on employee benefits. Federal employees would also have an option to select benefits that exceed the amount of the agency contribution at their own expense. OPM would be required to issue regulations to implement the plan within one year.

SEC. 348. MODERN BENEFITS PILOT PROGRAM.

This section would authorize Office of Personnel Management (OPM) to initiate a demonstration project at any three Executive agencies to test a new benefits option, within certain guidelines. Under the demonstration project, participating agencies would offer new employees and employees hired within the previous five years a choice between the existing benefits package and a new benefits option. Employees who select the new benefits option would not be eligible for the Federal Employees Retirement System defined benefit pension or retiree health care; instead, they would receive a benefits package of equivalent value, including fully portable retirement benefits, disability-income insurance, paid parental leave, and flexible time off. The new benefits option would include the same health care benefits as the legacy benefits package.

The retirement benefit under the new option would include an enhanced agency contribution to the Thrift Savings Plan, with an agency contribution no less than 10 percent of employee pay, vested immediately; short- and long-term disability-income insurance replacing at least 60 percent of pay; at least 12 weeks of paid parental leave for new mothers and fathers; and at least five weeks of flexible, paid time off each year, in place of separate annual and sick leave. OPM would be authorized to adjust these parameters as long as the new benefits package complies with these minimums and is of equivalent value to the legacy benefits package. OPM would be required to consult with agencies, actuaries, employee benefits experts, and labor unions when designing the new benefits package.

Within six years of implementation, the Office of Management and Budget and the Government Accountability Office would be required to conduct separate evaluations of the demonstration project and make recommendations on whether to modify, continue, or terminate the benefits pilot, or whether to expand this option to other agencies and make it permanent. In addition, OPM would be required to contract with the National Academy of Public Administration to prepare a similar evaluation with the same deadline.

SEC. 349. DEMONSTRATION PROJECT FLEXIBILITY FOR THE OFFICE OF PERSONNEL MANAGEMENT.

This section would expand the demonstration project authority available to the Office of Personnel Management (OPM) in order to improve the effectiveness of demonstration projects and streamline the process for implementing proven reforms. Specifically, this section would expand the potential number of individuals and agencies that can participate in demonstration projects, extend the length of demonstration projects from 5 to 10 years, require the Office of Management and Budget and the Government Accountability Office to evaluate the

demonstration projects every five years, require OPM to contract with the National Academy of Public Administration to conduct a separate evaluation of the demonstration projects every five years, and enable the Director of OPM to promulgate successful demonstrations government-wide based on the evaluations.

SEC. 350. ADVANCED ASSESSMENT TOOLS FOR FEDERAL AGENCY HIRING.

This section would direct the Director of the Office of Personnel Management (OPM) to share with other Federal agencies the advanced assessment tools developed by OPM and third-party sources for the recruitment, qualification, and assessment of candidates in Federal hiring actions, at no additional cost to the agencies. These tools would assist Federal agencies as they assess the qualifications of candidates for positions that attract a large volume of applicants.

SEC. 351. COMPETENCY STANDARDS FOR HUMAN RESOURCES SPECIALISTS.

This section would require the Chief Human Capital Officer Council (CHCO Council) to establish competency standards for human resources employees covering technical knowledge, analytical skills, collaborative skills, and any additional topics as determined by the CHCO Council.

SEC. 352. EVALUATION OF IMPROVEMENTS TO THE FEDERAL CIVIL SERVICE PERSONNEL SYSTEM.

This section would require the Office of Management and Budget and the Government Accountability Office to conduct separate, comprehensive evaluations of all incremental changes, demonstrations, and special personnel systems made in response to the recommendations made in the March 2020 Final Report of the National Commission on Military, National, and Public Service. Each organization would also be required to propose recommendations on necessary adjustments or additional actions needed to better attract and retain a highly qualified public workforce. The reports would be due to Congress no later than December 26, 2026. In addition, the Office of Personnel Management would be required to contract with the National Academy of Public Administration to prepare a similar report with the same deadline.

SEC. 353. PROPOSALS FOR MODERN TALENT-MANAGEMENT SYSTEM.

This section would require the Office of Management and Budget and the Government Accountability Office to publish separate, comprehensive proposals for a new civil service personnel system that would cover classification, hiring, compensation, evaluation, promotion, and any other personnel-related topics the authors deem relevant, incorporating evidence from previous changes to personnel systems and considering views of relevant stakeholders. The proposals would be due to congressional oversight committees no later than December 31, 2031. In addition, the Office of Personnel Management would be required to contract with the National Academy of Public Administration to prepare a similar proposal with the same deadline.

SEC. 354. ANNUAL REPORT ON BLENDED FEDERAL WORKFORCE.

This section would require Federal agencies, other than elements of the intelligence community, to prepare and make publicly available reports on the blended Federal workforce, which includes the total number of people employed directly by each agency, the total number of contractor and subcontractor employees who are issued credentials allowing access to agency property or computer systems, and the total number of Federal grantee and cooperative agreement employees who are issued credentials allowing access to agency property or computer systems, as well as a grand total of all employees, credentialed contractors and subcontractors, and credentialed grantees.

SEC. 355. SENSE OF CONGRESS ON EFFECTIVE AND EFFICIENT MANAGEMENT OF THE BLENDED FEDERAL WORKFORCE.

This section would express the sense of Congress that Federal agencies should take a holistic approach in their management of the entire Federal workforce, including employees, contractors, and grantees.

This section cites estimates as to the current make-up of the Federal workforce, which are derived from a 2017 paper published by the Volcker Alliance titled “The True Size of Government.”

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

SEC. 361. FEDERAL FELLOWSHIP AND SCHOLARSHIP CENTER.

This section would create a Federal Fellowship and Scholarship Center within the Office of Personnel Management to administer, manage, and promote all fellowship and scholarship programs within the Executive branch. Subsection (d) would establish the functions of the Federal Fellowship and Scholarship Center, such as hosting an Internet-based platform with information on all Federal agency fellowships and scholarships. The Center would develop a standard application for Federal fellowships and scholarships and would award noncompetitive eligibility for Federal employment to individuals who successfully complete these programs. Subsection (f) reaffirms that sponsoring agencies would retain all responsibility for running their fellowship and scholarship programs, including selecting participants and funding the programs. This section also would create a Virtual Student Federal Service (VSFS) within the Federal Fellowship and Scholarship Center where Federal agencies would post virtual internship opportunities in a single location, modeled on a program currently run by the Department of State.

SEC. 362. PUBLIC SERVICE CORPS.

This section would establish a Public Service Corps (PSC) scholarship program at institutions of higher education pursuant to which students would commit to four years of service at a Federal agency upon graduation. This section would authorize Federal agencies to fund two-year, three-year, or four-year scholarships for a course of study at select institutions of higher

education, called PSC hosts. Subsection (c) establishes requirements for the selection of PSC hosts, as well as some of the requirements for the hosts, including to establish joint leadership training opportunities, joint courses, and offer cross enrollment in courses for Senior Reserve Officers' Training Corps and Defense Civilian Training Corps programs whenever possible. Subsections (d) and (e) establish the application and eligibility requirements for PSC members, as well as their obligations. This section would require PSC members to participate in structured academic and experiential leadership training, community service projects, and internships with their sponsoring Federal agency. Upon graduation, PSC members would be required to complete their service commitment at their sponsoring agency. If a sponsoring agency is unable to offer employment to a PSC member, the member could be granted noncompetitive eligibility and required to find a public service position at a Federal agency. The program would be managed through the Federal Fellowship and Scholarship Center established under section 361 of this Act, within the Office of Personnel Management. The Federal Fellowship and Scholarship Center would have responsibility for selecting PSC host institutions and monitoring the PSC programs.

SEC. 363. PUBLIC SERVICE ACADEMY GRANTS.

This section would authorize the Secretary of Education to oversee and administer a grant program to support the establishment of public service academies at institutions of higher education. The Department of Education would be required to establish evaluation criteria for the grants, which may include the extent to which the program's curriculum would prepare students for public service employment or develop critical skills; how the program would select students so as to include Pell eligible students; whether the program has established partnerships for internships or recruiting efforts with Federal agencies, non-Federal Government agencies, or tribal governments; or how the program would partner with any Senior Reserve Officers' Training Corps programs in the region to provide joint leadership or curriculum opportunities. Further, the Secretary of Education would be required to provide Congress with an annual report evaluating the program's operation and success.

SEC. 364. PUBLIC SERVICE CADET PROGRAM AT MILITARY SERVICE ACADEMIES.

This section would require the Superintendents of the military service academies to develop plans for the training and preparation of a cohort of cadets or midshipmen for public service, rather than military service. The proposal is designed to address the civil-military divide among America's youth and ameliorate the demographic imbalance in the Federal workforce. The Superintendent of each military service academy would be tasked with identifying the curricula, training, and other details of introducing public service cadets into the academies. The plans required by the proposal would provide for the appointment of public service cadets representing at least five percent of the total incoming class at each academy, without any decrease in enrollment of military cadets or midshipmen. The plans would also outline a requirement that public service cadets serve five years upon graduation in a civilian capacity at a Federal agency, procedures for cadets to repay costs in the event they do not satisfy the post-graduation service commitment, and detail the obligations of public service cadets.

SEC. 365. COMPENSATION FOR FEDERAL INTERNS.

This section would establish procedures to compensate all interns in each branch of the Federal Government. In the Executive branch, section 3111(b)(1) of title 5, United States Code, authorizes Executive agencies to accept voluntary, uncompensated student service. Subsection (a) would require the student service to be accompanied by academic credit from the institution and authorize the agency to provide reimbursement for transportation and subsistence expenses.

With respect to the House of Representatives, section 5322a of title 2, United States Code, establishes an allowance available for the compensation of interns. Subsection (b) would strike the cap on compensation existing in the statute and replace it with a requirement that interns are at least paid minimum wage, unless a student intern receives academic credit from their institution. With respect to the Senate, subsection (c) would establish an allowance for interns and require offices to pay all interns, unless a student intern receives academic credit from their institution. Subsection (c) would also ensure that congressional interns are excluded from benefits such as life insurance, health insurance, and retirement.

With respect to the Federal Judiciary, subsection (e) would require the Director of the Administrative Office of the United States Courts to issue regulations providing for the compensation of all Federal Judiciary interns. Subsection (f) would authorize appropriations to provide for intern compensation.

SEC. 366. ESTABLISHMENT OF PATHWAYS PROGRAM.

This section would require the Director of the Office of Personnel Management (OPM) to establish the Pathways Program. Specifically, this section would codify the Internship and Recent Graduates Programs, used by Federal agencies to develop young talent for careers in the civil service in either term or permanent, competitive service positions. Under this new statutory authority, the Director of OPM would be required to issue regulations to govern the Pathways Program, consistent with the statutory guidelines.

Although the proposed legislation is modeled on Executive Order 13562, establishing the Internship and Recent Graduate Programs in statute would improve access to the Programs by a broader range of candidates, ensure stability of the Programs across Presidential administrations, and improve consistency across Federal agencies.

SEC. 367. ENHANCED HIRING FOR RECENT COLLEGE GRADUATES AND POST-SECONDARY STUDENTS.

This section would amend sections 3115 and 3116 of title 5, United States Code, to strengthen hiring authorities for recent college graduates and post-secondary students.

Subsection (a) would expand agency head authority to directly hire individuals who graduated from college in the last two years by permitting them to hire the greater of either 15 percent of the number of individuals that the agency head appointed during the previous fiscal year to permanent employment or 1 percent of the average number of permanent employees in the agency during the previous fiscal year. The section also would strike the Director of the Office of Personnel Management's authority to decrease the cap and add a requirement that the

Director increase the limit on the number of individuals that may be appointed by a head of an agency in accordance with this Commission’s recommendations.

Subsection (b) would perform a similar adjustment to the hiring authority for post-secondary students. This subsection would also reduce the requirements for conversion to permanent appointment in the competitive service from 640 hours to 400 hours of current continuous employment.

SEC. 368. AGGREGATE NUMBER OF HIRES OF RECENT COLLEGE GRADUATES AND POST-SECONDARY STUDENTS.

This section would require the Director of the Office of Personnel Management to ensure that the aggregate number of recent college graduates and post-secondary students hired into term or permanent, competitive service positions in Federal agencies is no fewer than 30,000 by 2026 and no fewer than 50,000 by 2031. The Director would be required to determine the pro rata share of each agency’s obligation to meet these targets and determine each agency’s shortfall.

This section would require agencies to achieve these objectives through (1) the authorities granted in sections 3115 and 3116 of title 5, United States Code; (2) the Internship and Recent Graduates Programs, components of the Pathways Program established under section 366 of this Act, which authorizes conversion of temporary positions into competitive service positions; and (3) as to the Department of Defense, the authority set out in section 1106 of the Fiscal Year 2017 National Defense Authorization Act (NDAA), extended until September 2025 by the Fiscal Year 2019 NDAA.

SEC. 369. DEMONSTRATION PROJECT TO HIRE RECENT COLLEGE GRADUATES AND POST-SECONDARY STUDENTS WITH CRITICAL SKILLS.

This section would authorize a three-year demonstration project to allow expedited hiring of students and recent graduates with critical skills into Federal internship programs and the Federal civil service. The Director of the Office of Personnel Management would submit a report to Congress with an assessment of existing hiring authorities and whether additional authorities are needed to make the hiring process work more effectively.

SEC. 370. NONCOMPETITIVE ELIGIBILITY FOR FEDERAL DEVELOPMENTAL POSITIONS.

This section would authorize one year of noncompetitive eligibility (NCE) to any person who completed a certified federally funded internship, scholarship, or fellowship program. Under current law, fewer than half of federally sponsored internships, fellowships, and scholarships provide NCE or noncompetitive conversion. The Office of Personnel Management—through the Federal Fellowship and Scholarship Center established under section 361 of this Act—would be required to issue NCE documentation after certifying the successful completion of one of these federally funded developmental opportunities. NCE would be available to individuals for up to one year from the certification date.

SEC. 371. FACILITATION OF FEDERAL EMPLOYEE RESKILLING.

This section would authorize the Director of the Office of Personnel Management to approve Federal reskilling programs for competitive and excepted service employees to transfer into different Federal jobs. The Director would be required to issue guidance on a Federal reskilling program and issue regulations to ensure that participants who successfully complete the program and transfer to a different position would serve at a class and grade at or higher than the one they served in prior to the program.

SEC. 372. CIVILIAN CYBERSECURITY RESERVE.

This section would establish a pilot project at the Department of Homeland Security (DHS) and the National Security Agency (NSA) to test a new Civilian Cybersecurity Reserve comprised of former Federal Government cybersecurity experts. The Civilian Cybersecurity Reserve would permit the agencies to quickly expand the Federal civilian workforce with the technical skills, unique platform knowledge, and appropriate clearance necessary to address cybersecurity needs of the United States.

Subsection (c) would authorize the Secretary of Homeland Security and the Director of the National Security Agency to establish the pilot project to supplement their civilian cybersecurity workforce. It would provide specific authority to appoint Reserve members to temporary positions on a noncompetitive basis. Temporary positions are those in which an individual does not serve for more than one year. The Secretary and Director would be required to develop eligibility criteria, including prior Federal employment and cybersecurity expertise. The Civilian Cybersecurity Reserve would not be open to members of the military Selected Reserve in order to avoid a situation in which a servicemember is recalled to military service and therefore unable to meet obligations to the Civilian Cybersecurity Reserve. Members of the Civilian Cybersecurity Reserve would enter into an agreement with the Secretary or the Director detailing rights and obligations of the member and the agency. In addition, this section would authorize development of different components within the Civilian Cybersecurity Reserve with differing obligations and benefits. Further, the agencies would be required to establish procedures to maintain the security clearances of members. Subsection (e) would require the Secretary and the Director to issue guidance within 180 days, to include penalties for individuals who do not complete their obligations as members of the Civilian Cybersecurity Reserve, as well as potential benefits, such as FERS credit. Subsection (f) would require the Comptroller General to conduct an evaluation of the pilot program five years after establishment with the objective of determining whether the project should continue in permanent form.

SEC. 373. EXPANSION OF CYBER TALENT MANAGEMENT SYSTEM.

This section would authorize the heads of all Executive agencies to exercise the authorities available under section 2208 of the Homeland Security Act of 2002 (6 U.S.C. 658), currently available only to the Secretary of Homeland Security. These authorities assist the Secretary of Homeland Security in hiring and retaining individuals for cybersecurity positions. This section would also require the Department of Homeland Security to coordinate and advise other agencies as they implement this system based on its own experience in creating the Cyber Talent Management System.

SEC. 374. PERSONNEL POLICY DEMONSTRATION PROJECT FOR FEDERAL AGENCIES WITH EMPLOYEES IN SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS FIELDS.

This section would require the Office of Personnel Management (OPM), in consultation with agencies that employ a significant number of employees in positions requiring science, technology, engineering, and mathematics (STEM) skills, to design and implement a pilot program to test a new personnel system. The new personnel system would include initiatives such as more flexible job classifications; competency-based hiring; market-based pay; promotion based on experience, skill, and performance, rather than time-in-grade; and streamlined transfer of employees between agencies. The demonstration project would be available to the following agencies: National Aeronautics and Space Administration; the Department of Energy; the National Science Foundation; the Department of Commerce; the Department of the Interior; the Environmental Protection Agency; and up to two additional agencies selected at the discretion of the Director of OPM. The head of each of these agencies may determine whether their agency would participate in the demonstration project and, if so, whether the pilot personnel system would apply only to newly hired employees or to all employees of the agency. This section would limit the demonstration project to no more than 10 percent of the total Federal workforce. It would also limit the duration of the demonstration project to 10 years, with an option to extend the project, at the discretion of the Director of OPM, for an additional 10 years at the end of the first 10-year period.

SEC. 375. SIMPLIFIED PERSONNEL SYSTEM FOR VETERANS HEALTH ADMINISTRATION.

This section would require the Secretary of Veterans Affairs to develop and submit to Congress a legislative proposal for a new personnel system that would combine Veterans Health Administration employees, currently managed in three separate personnel systems—Title 5, Title 38, and Title 38 hybrid—into a single personnel system. The Secretary would be required to consult with other agencies that hire health care professionals, labor unions, and employees in developing a single personnel system with uniform hiring, evaluation, advancement, and compensation policies, and to ensure that those policies are competitive with private-sector health care systems and ensure that such system be usable by other agencies.

Under current law, health care professionals with the Department of Veterans Affairs are managed by either Title 38 or Title 38 hybrid, while civil servants who administer the business operations of the Veterans Health Administration are managed by Title 5. These systems feature different rules and practices for hiring, promotion, pay, evaluation, and dismissal.

SEC. 376. PORTABILITY OF HEALTH CARE LICENSURE FOR FEDERAL EMPLOYEES.

This section would establish portability of licensure for Federal employees who are health care professionals, regardless of where such health care professional or their patient is located, if the practice is within the scope of the authorized Federal duties of such health care professional.

Under current law, health care professionals employed by the Department of Defense or the United States Coast Guard are covered by a statutory preemption of state licensure laws. In practice, this enables military and civilian health care providers to practice in jurisdictions other than where they are licensed (for example, if the employees are sent to respond to health care needs resulting from a natural disaster). This provision would extend this same policy to health care providers employed by all other Federal agencies and is modeled on existing licensure portability laws in the United States Code (*see* 10 U.S.C. 1094; 14 U.S.C. 508).

TITLE IV—STRENGTHENING OF NATIONAL MOBILIZATION

SEC. 401. MODERNIZATION OF THE SELECTIVE SERVICE SYSTEM.

This section would amend the Military Selective Service Act (MSSA), 50 U.S.C. 3801 et seq., to ensure that the Selective Service System is prepared to support the mobilization needs of the Department of Defense if the all-volunteer model is no longer able to recruit enough people during a time of national crisis. Subsection (b) would amend section 3801(b) of the MSSA to clarify that the purpose of the Selective Service System is broader than the limited need to draft combat replacements described in the Supreme Court decision, Rostker v. Goldberg, 453 U.S. 57 (1981), to ensure that the Selective Service System is able to provide the Department of Defense with sufficient numbers of drafted personnel with the requisite capabilities in the event of a national mobilization and would not limit the use of those drafted to combat replacement roles.

Subsection (c) would amend section 3802 of the MSSA to require the Selective Service System to develop methods to ensure that individuals required to register with the Selective Service System understand their solemn obligation to serve the country in the event of a military draft.

Subsection (d) would amend section 3802(a) of the MSSA and make associated conforming edits to require both men and women to register in accordance with the statute. Words in the statute that refer only to males would be replaced with gender-neutral language and would recognize the equal obligation of men and women to serve the country in the event of a draft. This requirement would be effective one year after the enactment of the Act.

Subsection (e) would amend section 3809(a) of the MSSA to require the Selective Service System to conduct exercises periodically to evaluate and test mobilization plans and ensure the effectiveness of their systems and interoperability with the Department of Defense. The Selective Service System would be required, once every four years, to conduct an interagency exercise in coordination with the Department of Defense and other agencies to ensure that mobilization plans operate effectively. The Selective Service System would conduct a public awareness campaign in conjunction with these exercises to communicate their purpose to the public.

Finally, subsection (f) would amend section 3811(f) of the MSSA to permit individuals who failed to register in a timely manner an opportunity to register belatedly, thus allowing them

to become eligible for Federal employment and Federal student aid for which they would otherwise be barred.

SEC. 402. REPORT ON EXEMPTIONS AND DEFERMENTS FOR A POSSIBLE MILITARY DRAFT.

This section would require the Director of the Selective Service System to coordinate with the Secretaries of Defense and Homeland Security to submit to Congress a report that includes a review of existing exemptions and deferments in the Military Selective Service Act (MSSA). The report would consider how the registration of both men and women impacts those exemptions and deferments and would recommend revisions to the exemptions and deferments in the MSSA.

SEC. 403. RESPONSIBILITIES FOR NATIONAL MOBILIZATION; PERSONNEL REQUIREMENTS.

This section would require the President to designate an employee of the National Security Council as the lead national mobilization official responsible for coordinating whole-of-government and industry mobilization planning and execution to respond to a national emergency.

In addition, this section would require the Secretary of Defense to designate a lead national mobilization executive agent within the Office of the Secretary of Defense. This official would have responsibility for managing personnel and resourcing needs across Active and Reserve personnel and providing the Director of the Selective Service System with the number of drafted personnel needed in a draft scenario.

This section would also require the Secretary of Defense to submit to Congress an updated plan for obtaining draft inductees as part of a mobilization timeline for the Selective Service System in the event of a national emergency requiring activation of the draft. The report would describe the plans for the military services to train, equip, and integrate drafted personnel into the total force, considering scenarios that include draft calls for 300,000 new personnel, 600,000 new personnel, and 1 million new personnel.

SEC. 404. ENHANCEMENTS TO NATIONAL MOBILIZATION EXERCISES.

This section would amend section 10208 of title 10, United States Code, to add a new subsection (c) requiring the Secretary of Defense to conduct an exercise of military draft mobilization processes once every five years and report the results of the exercise to Congress. The draft mobilization exercise would include a review of total mobilization strategies and processes for incorporating draft inductees and would involve the Selective Service System, the Department of Homeland Security, Department of Commerce, and Department of Labor in addition to other relevant interagency stakeholders.

SEC. 405. CRITICAL SKILLS FOR THE DEPARTMENT OF DEFENSE.

This section would require the Secretary of Defense to generate and maintain a list of the type and number of currently needed, critically skilled personnel. The Secretary would be

required to coordinate with each military department's Assistant Secretary for Manpower and Reserve Affairs, with the Chief of the National Guard Bureau, with the Director of the Selective Service System, and with the Council on Military, National, and Public Service, which would be established separately to oversee a whole-of-government critical skills effort.

SEC. 406. INDIVIDUAL READY RESERVE FOR CRITICAL SKILLS.

This section would authorize the Secretaries of the military departments to create an Individual Ready Reserve (IRR) of personnel with critical skills within the Ready Reserve of each of the reserve components. A critical skills-focused IRR would enhance Department of Defense preparedness by providing contractually obligated, trained individuals to augment military strength during a full mobilization. This section would enhance the voluntary mechanisms that contribute to the capability of the All-Volunteer Force by allowing skilled individuals who are not otherwise in a reserve status to qualify for this new IRR. A critical skills IRR also would strengthen the strategic capacity of the military, incentivizing both non-prior and prior servicemembers with critical skills to be available in times of emergency.

Cross-References to Commission Recommendations

TITLE I—PRIORITIZATION OF CIVIC EDUCATION AND SERVICE LEARNING	
Rec. 1a	Sec. 101. Civic Education Fund.
Rec. 1b	Sec. 102. Service-Learning Fund.
Rec. 2	Sec. 103. National civics assessment.
Rec. 3	Sec. 104. Excellence in civics award.
Rec. 4	Sec. 105. Development of material on civic education and effective citizenship.
Rec. 6	Sec. 106. Sense of Congress regarding the importance of teachers in inspiring civic engagement.
TITLE II—ELEVATION AND INTEGRATION OF ALL FORMS OF SERVICE	
Rec. 7	Sec. 201. Council on Military, National, and Public Service.
Rec. 8	Sec. 202. Internet-based service platform.
Rec. 30a	Sec. 203. Pilot program to coordinate military, national, and public service recruitment.
Rec. 30a	Sec. 204. Joint market research and recruiting program to advance military and national service.
Rec. 30a	Sec. 205. Information sharing to advance military and national service.
Rec. 30b	Sec. 206. Transition opportunities for military servicemembers and national service participants.
Rec. 30a	Sec. 207. Joint report to Congress on initiatives to integrate military and national service.
TITLE III—ADVANCEMENT OF MILITARY, NATIONAL, AND PUBLIC SERVICE	
<i>Subtitle A—Advancement of Military Service</i>	
Rec. 13a	Sec. 301. New personnel management structure for military specialists.
Rec. 12a	Sec. 302. Pre-service tuition grant program.

Cross-References to Commission Recommendations

Rec. 12a	Sec. 303. Pilot program on technical civilian professional credentials.
Rec. 10a	Sec. 304. Expansion of Junior Reserve Officers' Training Corps program.
Rec. 12b	Sec. 305. Expansion of Cyber Institutes program.
Rec. 9a	Sec. 306. Temporary authority for targeted recruitment incentives.
Rec. 11b	Sec. 307. Multiyear appropriations for marketing and advertising.
<i>Subtitle B—Advancement of National Service</i>	
Rec. 18a	Sec. 321. National service fellowships.
Rec. 17a	Sec. 322. Expansion of YouthBuild, Youth Conservation Corps, and National Guard Youth Challenge Programs.
Rec. 14a	Sec. 323. National service public awareness campaign.
Rec. 19	Sec. 324. Recognition of corporate contributions to national service.
Rec. 18b	Sec. 325. Corporation for National and Community Service demonstration projects.
Rec. 20a	Sec. 326. Peace Corps remote demonstration projects.
Rec. 15a	Sec. 327. National service living allowance increases.
Rec. 15a	Sec. 328. Senior Corps stipend increases.
Rec. 17b	Sec. 329. Wraparound support services for certain national service participants.
Rec. 15b	Sec. 330. National service educational award increases.
Rec. 15b	Sec. 331. Expanded use of national service educational award.
Rec. 15b	Sec. 332. Discounted end-of-service cash stipend for national service members.
Rec. 15b	Sec. 333. Exclusion of national service educational award from gross income.
Rec. 15d	Sec. 334. Transferability of national service educational award.
Rec. 23b	Sec. 335. Noncompetitive eligibility for full-time national service participants.
Rec. 28b	Sec. 336. Pension service credit for Federal service corps participants.
Recs. 16a, 16b	Sec. 337. Senior Corps competitive grant model.

Cross-References to Commission Recommendations

<i>Subtitle C—Advancement of Public Service: Modernization of Federal Personnel Systems</i>	
Rec. 25c	Sec. 341. Enhanced awareness of the value of Federal public service.
Rec. 23c	Sec. 342. Responsibility for determining eligibility for hiring preferences and special hiring options.
Recs. 23a, 23b	Sec. 343. Enhancement of special hiring authorities for military veterans.
Rec. 23b	Sec. 344. Noncompetitive eligibility for high-performing civilian employees.
Rec. 21f	Sec. 345. Flexibility for temporary and term appointments.
Rec. 22c	Sec. 346. Criteria for granting direct-hire authority to agencies.
Rec. 28a	Sec. 347. Cafeteria plan for Federal employees.
Rec. 28a	Sec. 348. Modern benefits pilot program.
Rec. 29a	Sec. 349. Demonstration project flexibility for the Office of Personnel Management.
Rec. 21b	Sec. 350. Advanced assessment tools for Federal agency hiring.
Rec. 25a	Sec. 351. Competency standards for human resources specialists.
Rec. 29c	Sec. 352. Evaluation of improvements to the Federal civil service personnel system.
Rec. 29d	Sec. 353. Proposals for modern talent-management system.
Rec. 25	Sec. 354. Annual report on blended Federal workforce.
Rec. 25	Sec. 355. Sense of Congress on effective and efficient management of the blended Federal workforce.
<i>Subtitle D—Advancement of Public Service: Students, Recent Graduates, Critical Skills</i>	
Rec. 24e	Sec. 361. Federal Fellowship and Scholarship Center.
Rec. 24g	Sec. 362. Public Service Corps.
Rec. 24h	Sec. 363. Public Service Academy grants.
Rec. 24g	Sec. 364. Public service cadet program at military service academies.

Cross-References to Commission Recommendations

Rec. 24c	Sec. 365. Compensation for Federal interns.
Rec. 24a	Sec. 366. Establishment of Pathways Program.
Rec. 24d	Sec. 367. Enhanced hiring for recent college graduates and post-secondary students.
Rec. 24a	Sec. 368. Aggregate number of hires of recent college graduates and post-secondary students.
Rec. 24b	Sec. 369. Demonstration project to hire recent college graduates and post-secondary students with critical skills.
Rec. 23b	Sec. 370. Noncompetitive eligibility for Federal developmental positions.
Rec. 27b	Sec. 371. Facilitation of Federal employee reskilling.
Rec. 27d	Sec. 372. Civilian Cybersecurity Reserve.
Rec. 27a	Sec. 373. Expansion of Cyber Talent Management System.
Rec. 29b	Sec. 374. Personnel policy demonstration project for Federal agencies with employees in science, technology, engineering, and mathematics fields.
Rec. 26	Sec. 375. Simplified personnel system for Veterans Health Administration.
Rec. 26	Sec. 376. Portability of health care licensure for Federal employees.
TITLE IV—STRENGTHENING OF NATIONAL MOBILIZATION	
Recs. 32, 36, 38, 42, 43, 49	Sec. 401. Modernization of the Selective Service System.
Rec. 37	Sec. 402. Report on exemptions and deferments for a possible military draft.
Recs. 44, 45, 46	Sec. 403. Responsibilities for national mobilization; personnel requirements.
Rec. 41	Sec. 404. Enhancements to national mobilization exercises.
Rec. 39	Sec. 405. Critical skills for the Department of Defense.
Rec. 40	Sec. 406. Individual Ready Reserve for Critical Skills.

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 TITLE I—PRIORITIZATION OF CIVIC

2 EDUCATION AND SERVICE LEARNING

3 SEC. 101. CIVIC EDUCATION FUND.

4 *This section would not amend existing law.*

5 SEC. 102. SERVICE-LEARNING FUND.

6 *This section would amend section 119 of the National and Community*
7 *Service Act of 1990 (42 U.S.C. 12563) as follows:*

8 (a) DEFINITIONS.— In this part:

9 (1) ELIGIBLE ENTITY.— The term “eligible entity” means a State
10 educational agency, a State Commission, a territory, an Indian tribe, an
11 institution of higher education, or a public or private nonprofit
12 organization (including community-based entities), ~~a public or private~~
13 ~~elementary school or secondary school~~, a local educational agency, ~~a~~
14 ~~consortium of such entities, or a consortium of 2 or more such entities and~~
15 ~~a for-profit organization~~ or a consortium of such entities.

16 (2) ELIGIBLE PARTNERSHIP.— The term “eligible partnership”
17 means a partnership that—

18 (A) shall include—

19 (i) 1 or more community-based entities that have
20 demonstrated records of success in carrying out service-
21 learning programs with economically disadvantaged
22 students, and that meet such criteria as the Chief Executive
23 Officer may establish; and

- 1 (ii) a local educational agency for which—
- 2 (I) a high number or percentage, as
- 3 determined by the Corporation, of the students
- 4 served by the agency are economically
- 5 disadvantaged students; and
- 6 (II) the graduation rate (as defined in section
- 7 1111(b)(2)(C)(vi) of the Elementary and Secondary
- 8 Education Act of 1965 (20 U.S.C.
- 9 6311(b)(2)(C)(vi)) and as clarified in applicable
- 10 regulations promulgated by the Department of
- 11 Education for the secondary school students served
- 12 by the agency is less than 70 percent; and
- 13 (B) may also include—
- 14 (i) a local government agency that is not described
- 15 in subparagraph (A);
- 16 (ii) the office of the chief executive officer of a unit
- 17 of general local government;
- 18 (iii) an institution of higher education;
- 19 (iv) a State Commission or State educational
- 20 agency; or
- 21 (v) more than 1 local educational agency described
- 22 in subclause (I).

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 (3) YOUTH ENGAGEMENT ZONE.— The term “youth engagement
2 zone” means the area in which a youth engagement zone program is
3 carried out.

4 (4) YOUTH ENGAGEMENT ZONE PROGRAM.— The term “youth
5 engagement zone program” means a service-learning program in which
6 members of an eligible partnership collaborate to provide coordinated
7 school-based or community-based service-learning opportunities—

8 (A) in order to address a specific community challenge;

9 (B) for an increasing percentage of out-of-school youth and
10 secondary school students served by a local educational agency;
11 and

12 (C) in circumstances under which—

13 (i) not less than 90 percent of such students
14 participate in service-learning activities as part of the
15 program; or

16 (ii) service-learning is a part of the curriculum in all
17 of the secondary schools served by the local educational
18 agency.

19 ~~(b) GENERAL AUTHORITY.— From the amounts appropriated to carry out~~
20 ~~this part [this section] for a fiscal year, the Corporation may make grants (which~~
21 ~~may include approved summer of service positions in the case of a grant for a~~
22 ~~program described in subsection (c)(8)) and fixed amount grants (in accordance~~

1 ~~with section 129(1)) to eligible entities or eligible partnerships, as appropriate, for~~
2 ~~programs and activities described in subsection (c).~~

3 (b) SERVICE-LEARNING FUND.—

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

10 (2) OBJECTIVES.—The objectives of the Fund are to ensure that, by
11 2031—

12 (A) all students in kindergarten through grade 12 receive
13 in-class service-learning experiences;

14 (B) at least 1 million students in grades 6 through 12
15 participate in a summer of service program each year; and

16 (C) at least 1 million students in grades 9 through 12
17 participate in a semester of service program each year.

18 (3) ALLOCATION OF FUNDS.—Of the funds made available to the
19 Fund each fiscal year—

20 (A) 20 percent shall be reserved for service-learning
21 programs in public schools under paragraphs (1) through (7), (9),
22 and (11) of subsection (c), of which amount—

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 (i) 80 percent shall be reserved for programs in
2 elementary and secondary schools, of which amount not less
3 than 50 percent shall be reserved for programs in low-
4 income communities; and

5 (ii) 20 percent shall be reserved for programs at
6 institutions of higher education;

7 (B) 40 percent shall be reserved for summer of service
8 programs under paragraph (8) of subsection (c), of which amount
9 not less than 50 percent shall be reserved for programs in low-
10 income communities; and

11 (C) 40 shall be reserved for semester of service programs
12 under paragraph (10) of subsection (c), of which amount not less
13 than 50 percent shall be reserved for programs in low-income
14 communities.

15 (c) AUTHORIZED ACTIVITIES.—Funds under this part may be used to—

16 (1) integrate service-learning programs into the science,
17 technology, engineering, and mathematics (referred to in this part as
18 “STEM”) curricula at the elementary, secondary, postsecondary, or
19 postbaccalaureate levels in coordination with practicing or retired STEM
20 professionals;

21 (2) involve students in service-learning programs focusing on
22 energy conservation in their community, including conducting educational

1 outreach on energy conservation and working to improve energy
2 efficiency in low-income housing and in public spaces;

3 (3) involve students in service-learning programs in emergency
4 and disaster preparedness;

5 (4) involve students in service-learning programs aimed at
6 improving access to and obtaining the benefits from computers and other
7 emerging technologies, including improving such access for individuals
8 with disabilities, in low-income or rural communities, in senior centers
9 and communities, in schools, in libraries, and in other public spaces;

10 (5) involve high school age youth in the mentoring of middle
11 school youth while involving all participants in service-learning to seek to
12 meet unmet human, educational, environmental, public safety, or
13 emergency and disaster preparedness needs in their community;

14 (6) conduct research and evaluations on service-learning, including
15 service-learning in middle schools, and disseminate such research and
16 evaluations widely;

17 (7) conduct innovative and creative activities as described in
18 section 112(a);

19 (8) establish or implement summer of service programs (giving
20 priority to programs that enroll youth who will be enrolled in any of
21 grades 6 through 9 at the end of the summer concerned) during the
22 summer months (including recruiting, training, and placing service-
23 learning coordinators)—

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

- 1 (A) for youth who will be enrolled in any of grades 6
2 through 12 at the end of the summer concerned; and
- 3 (B) for community-based service-learning projects—
- 4 (i) that shall—
- 5 (I) meet unmet human, educational,
6 environmental (including energy conservation and
7 stewardship), and emergency and disaster
8 preparedness and other public safety needs; and
- 9 (II) be intensive, structured, supervised, and
10 designed to produce identifiable improvements to
11 the community;
- 12 (ii) that may include the extension of academic year
13 service-learning programs into the summer months; and
- 14 (iii) under which a student who completes **no less**
15 **than** 100 hours of service as described in section 146(b)(2),
16 shall be eligible for a summer of service ~~educational award~~
17 ~~of \$500 or \$750 as described in sections 146(a)(2)(C) and~~
18 ~~147(d)~~ **completion award of \$500 (or, at the discretion of**
19 **the Chief Executive Officer, of \$750 in the case of a**
20 **participant who is economically disadvantaged);**
- 21 (9) establish or implement youth engagement zone programs in
22 youth engagement zones, for students in secondary schools served by local

1 educational agencies for which a majority of such students do not
2 participate in service-learning activities that are—

3 (A) carried out by eligible partnerships; and

4 (B) designed to—

5 (i) involve all students in secondary schools served
6 by the local educational agency in service-learning to
7 address a specific community challenge;

8 (ii) improve student engagement, including student
9 attendance and student behavior, and student achievement,
10 graduation rates, and college-going rates at secondary
11 schools; and

12 (iii) involve an increasing percentage of students in
13 secondary school and out-of-school youth in the
14 community in school-based or community-based service-
15 learning activities each year, with the goal of involving all
16 students in secondary schools served by the local
17 educational agency and involving an increasing percentage
18 of the out-of-school youth in service-learning activities;

19 and

20 (10) conduct semester of service programs that—

21 (A) provide opportunities for secondary school students in
22 [grades 9 through 12](#) to participate in a semester of coordinated
23 school-based or community-based service-learning opportunities

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 for a minimum of ~~70 hours~~ 150 hours (of which at least a third will
2 be spent participating in field-based activities) over a semester, to
3 address specific community challenges;

4 (B) engage as participants high percentages or numbers of
5 economically disadvantaged students;

6 (C) allow participants to receive academic credit, for the
7 time spent in the classroom and in the field for the program, that is
8 equivalent to the academic credit for any class of equivalent length
9 and with an equivalent time commitment; and

10 (D) ensure that the classroom-based instruction component
11 of the program is integrated into the academic program of the local
12 educational agency involved; and

13 (11) carry out any other innovative service-learning programs or
14 research that the Corporation considers appropriate.

15 (d) APPLICATIONS.—To be eligible to receive a grant to carry out a
16 program or activity under this part, an entity or partnership, as appropriate, shall
17 prepare and submit to the Corporation an application at such time and in such
18 manner as the Chief Executive Officer may reasonably require, and obtain
19 approval of the application.

20 (e) PRIORITY.—In making grants under this part, **in accordance with the**
21 **objectives and funding requirements set forth in subsection (b)**, the Corporation
22 shall give priority to applicants proposing to—

1 (1) involve students and community stakeholders in the design and
2 implementation of service-learning programs carried out using funds
3 received under this part;

4 (2) implement service-learning programs in low-income or rural
5 communities; and

6 (3) utilize adult volunteers, including tapping the resources of
7 retired and retiring adults, in the planning and implementation of service-
8 learning programs.

9 (f) REQUIREMENTS.—

10 (1) TERM.—Each program or activity funded under this part shall
11 be carried out over a period of 3 years, which may include 1 planning
12 year. In the case of a program funded under this part, the 3-year period
13 may be extended by 1 year, if the program meets performance levels
14 established in accordance with section 179(k) and any other criteria
15 determined by the Corporation.

16 (2) COLLABORATION ENCOURAGED.—Each entity carrying out a
17 program or activity funded under this part shall, to the extent practicable,
18 collaborate with entities carrying out programs under this subtitle, subtitle
19 C, and titles I and II of the Domestic Volunteer Service Act of 1973 (42
20 U.S.C. 4951 et seq., 5001 et seq.).

21 (3) EVALUATION.—Not later than 4 years after the effective date of
22 the ~~Serve America Act~~ Inspire to Serve Act of 2020, the Corporation shall
23 conduct an independent evaluation of the programs and activities carried

1 out using funds made available under this part, and determine best
2 practices relating to service-learning and recommendations for
3 improvement of those programs and activities. The Corporation shall
4 widely disseminate the results of the evaluations, and information on the
5 best practices and recommendations to the service community through
6 multiple channels, including the Corporation’s Resource Center or a
7 clearinghouse of effective strategies.

8 (4) MATCHING FUND REQUIREMENT.—

9 (A) REQUIREMENT.—Except for programs that will be
10 undertaken in low-income communities, the Federal share of the
11 cost of a program that receives assistance under subsection (b),
12 whether the assistance is provided directly or as a subgrant from
13 the original recipient of the assistance, may not exceed 50 percent
14 of such cost.

15 (B) CALCULATION.—In providing for the remaining share
16 of the cost of carrying out a program under this section, the
17 recipient—

18 (i) shall provide for such share through payment in
19 cash or in kind, fairly evaluated, including facilities,
20 equipment, or services; and

21 (ii) may provide for such share through State
22 sources, local sources, or other Federal sources.

1 (C) WAIVER.—The Chief Executive Officer may waive in
2 whole or in part the requirements of this paragraph with respect to
3 a recipient in any fiscal year if the Chief Executive Officer
4 determines that such waiver would be equitable due to a lack of
5 available financial resources at the local level.

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

8 **SEC. 103. NATIONAL CIVICS ASSESSMENT.**

9 *This section would amend sections 1111(g) and (h) of the Elementary and*
10 *Secondary Education Act of 1965 (20 U.S.C. 6311) as follows:*

11 (g) OTHER PLAN PROVISIONS.—

12 [paragraph (1) omitted]

13 (2) ASSURANCES.—Each State plan shall contain assurances
14 that—

15 (A) the State will make public any methods or criteria the
16 State is using to measure teacher, principal, or other school leader
17 effectiveness for the purpose of meeting the requirements
18 described in paragraph (1)(B);

19 (B) the State educational agency will notify local
20 educational agencies, Indian tribes and tribal organizations,
21 schools, teachers, parents, and the public of the challenging State
22 academic standards, academic assessments, and State
23 accountability system, developed under this section;

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 (C) the State educational agency will assist each local
2 educational agency and school affected by the State plan to meet
3 the requirements of this part;

4 (D) the State will participate in the biennial State academic
5 assessments in ~~reading and mathematics~~ reading, mathematics, and
6 civics in grades 4 and 8 of the National Assessment of Educational
7 Progress carried out under section 303(b)(3) of the National
8 Assessment of Educational Progress Authorization Act (20 U.S.C.
9 9622(b)(3)) if the Secretary pays the costs of administering such
10 assessments;

11 [subparagraphs (E) through (N) omitted]

12 (3) RULES OF CONSTRUCTION.— Nothing in paragraph (2)(N) shall
13 be construed to—

14 (A) require groups of students obtained by any entity that
15 cross-tabulates the information provided under such paragraph to
16 be considered subgroups of students, as defined in subsection
17 (c)(2), for the purposes of the State accountability system under
18 subsection (c); or

19 (B) require or prohibit States or local educational agencies
20 from publicly reporting data in a cross-tabulated manner, in order
21 to meet the requirements of paragraph (2)(N).

1 (4) TECHNICAL ASSISTANCE.—Upon request by a State educational
2 agency, the Secretary shall provide technical assistance to such agency
3 to—

4 (A) meet the requirements of paragraph (2)(N); or

5 (B) in the case of a State educational agency choosing, at
6 its sole discretion, to disaggregate data described in clauses (ii) and
7 (iii)(II) of subsection (h)(1)(C) for Asian and Native Hawaiian or
8 Pacific Islander students using the same race response categories
9 as the decennial census of the population, assist such State
10 educational agency in such disaggregation and in using such data
11 to improve academic outcomes for such students.

12 (h) REPORTS.—

13 (1) ANNUAL STATE REPORT CARD.—

14 (A) IN GENERAL.—A State that receives assistance under
15 this part shall prepare and disseminate widely to the public an
16 annual State report card for the State as a whole that meets the
17 requirements of this paragraph.

18 (B) IMPLEMENTATION.—The State report card required
19 under this paragraph shall be—

20 (i) concise;

21 (ii) presented in an understandable and uniform

22 format that is developed in consultation with parents and, to

1 the extent practicable, in a language that parents can
2 understand; and

3 (iii) widely accessible to the public, which shall
4 include making available on a single webpage of the State
5 educational agency’s website, the State report card, all local
6 educational agency report cards for each local educational
7 agency in the State required under paragraph (2), and the
8 annual report to the Secretary under paragraph (5).

9 (C) MINIMUM REQUIREMENTS.—Each State report card
10 required under this subsection shall include the following
11 information

12 [clauses (i) through (xi) omitted]

13 (xii) Results on the State academic assessments in
14 ~~reading and mathematics~~ reading, mathematics, and civics
15 in grades 4 and 8 of the National Assessment of
16 Educational Progress carried out under section 303(b)(3) of
17 the National Assessment of Educational Progress
18 Authorization Act (20 U.S.C. 9622(b)(3)), compared to the
19 national average of such results.

20 [remainder of subsection (h) omitted]

21 *This section would also amend paragraphs (3) of section 1112(c) of the*
22 *Elementary and Secondary Education Act of 1965 (20 U.S.C. 6312(c)) as follows:*

1 (c) ASSURANCES.—Each local educational agency plan shall provide
2 assurances that the local educational agency will—

3 [paragraphs (1) through (2) omitted]

4 (3) participate, if selected, in the National Assessment of
5 Educational Progress in ~~reading and mathematics~~ reading, mathematics,
6 and civics in grades 4 and 8 carried out under section 303(b)(3) of the
7 National Assessment of Educational Progress Authorization Act (20
8 U.S.C. 9622(b)(3));

9 [remaining paragraphs omitted]

10 *This section would also amend section 303 of the National Assessment of*
11 *Education Progress Authorization Act (20 U.S.C.9622) as follows:*

12 (a) ESTABLISHMENT.—The Commissioner for Education Statistics shall,
13 with the advice of the Assessment Board established under section 302, carry out,
14 through grants, contracts, or cooperative agreements with one or more qualified
15 organizations, or consortia thereof, a National Assessment of Educational
16 Progress, which collectively refers to a national assessment, State assessments,
17 and a long-term trend assessment in reading and mathematics.

18 (b) PURPOSE; STATE ASSESSMENTS.—

19 (1) PURPOSE.—The purpose of this section is to provide, in a
20 timely manner, a fair and accurate measurement of student academic
21 achievement and reporting of trends in such achievement in reading,
22 mathematics, and other subject matter as specified in this section.

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 (2) MEASUREMENT AND REPORTING.—The Commissioner for
2 Education Statistics, in carrying out the measurement and reporting
3 described in paragraph (1), shall—

4 (A) use a random sampling process which is consistent
5 with relevant, widely accepted professional assessment standards
6 and that produces data that are representative on a national and
7 regional basis;

8 (B) conduct a national assessment and collect and report
9 assessment data, including achievement data trends, in a valid and
10 reliable manner on student academic achievement in public and
11 private elementary schools and secondary schools at least once
12 every 2 years, in grades 4 and 8 in ~~reading and mathematics~~
13 reading, mathematics, and civics;

14 (C) conduct a national assessment and collect and report
15 assessment data, including achievement data trends, in a valid and
16 reliable manner on student academic achievement in public and
17 private schools in reading and mathematics in grade 12 in regularly
18 scheduled intervals, but at least as often as such assessments were
19 conducted prior to the date of enactment of the No Child Left
20 Behind Act of 2001;

21 (D) to the extent time and resources allow, and after the
22 requirements described in subparagraph (B) are implemented and
23 the requirements described in subparagraph (C) are met, conduct

1 additional national assessments and collect and report assessment
2 data, including achievement data trends, in a valid and reliable
3 manner on student academic achievement in grades 4, 8, and 12 in
4 public and private elementary schools and secondary schools in
5 regularly scheduled intervals in additional subject matter, including
6 writing, science, history, geography, ~~eivies~~, economics, foreign
7 languages, and arts, and the trend assessment described in
8 subparagraph (F);

9 (E) conduct the ~~reading and mathematics~~ reading,
10 mathematics, and civics assessments described in subparagraph (B)
11 in the same year, and every other year thereafter, to provide for 1
12 year in which no such assessments are conducted in between each
13 administration of such assessments;

14 (F) continue to conduct the trend assessment of academic
15 achievement at ages 9, 13, and 17 for the purpose of maintaining
16 data on long-term trends in reading and mathematics;

17 (G) include information on special groups, including,
18 whenever feasible, information collected, cross tabulated,
19 compared, and reported by race, ethnicity, socioeconomic status,
20 gender, disability and limited English proficiency; ~~and~~

21 (H) ensure that achievement data are made available on a
22 timely basis following official reporting, in a manner that
23 facilitates further analysis and that includes trend lines; ~~and~~

1 (I) ensure that achievement data from the civics
2 assessments described in subparagraphs (B) and (E) are made
3 available both in aggregate for the United States and separately for
4 each state.

5 (3) STATE ASSESSMENTS.

6 (A) IN GENERAL.—The Commissioner for Education
7 Statistics—

8 (i) shall conduct biennial State academic
9 assessments of student achievement in ~~reading and~~
10 ~~mathematics~~ reading, mathematics, and civics in grades 4
11 and 8 as described in paragraphs (2)(B) and (2)(E);

12 (ii) may conduct the State academic assessments of
13 student achievement in reading and mathematics in grade
14 12 as described in paragraph (2)(C);

15 (iii) may conduct State academic assessments of
16 student achievement in grades 4, 8, and 12 as described in
17 paragraph (2)(D); and

18 (iv) shall conduct each such State assessment, in
19 each subject area and at each grade level, on a
20 developmental basis until the Commissioner for Education
21 Statistics determines, as the result of an evaluation required
22 by subsection (f), that such assessment produces high
23 quality data that are valid and reliable.

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(B) AGREEMENT.—

(i) IN GENERAL.—States participating in State assessments shall enter into an agreement with the Secretary pursuant to subsection (d)(3).

(ii) CONTENT.—Such agreement shall contain information sufficient to give States full information about the process for decision-making (which shall include the consensus process used), on objectives to be tested, and the standards for random sampling, test administration, test security, data collection, validation, and reporting.

(C) REVIEW AND RELEASE.—

(i) IN GENERAL.—Except as provided in clause (ii), a participating State shall review and give permission for the release of results from any test of its students administered as a part of a State assessment prior to the release of such data. Refusal by a State to release its data shall not restrict the release of data from other States that have approved the release of such data.

(ii) SPECIAL RULE.—A State participating in the biennial academic assessments of student achievement in ~~reading and mathematics~~ reading, mathematics, and civics in grades 4 and 8 shall be deemed to have given its permission to release its data if the State has an approved

1 plan under section 1111 of the Elementary and Secondary
2 Education Act of 1965.

3 [paragraphs (4) through (6) omitted, section (c) omitted]

4 (d) PARTICIPATION.—

5 (1) VOLUNTARY PARTICIPATION.—Participation in any assessment
6 authorized under this section shall be voluntary for students, schools, and
7 local educational agencies.

8 (2) STUDENT PARTICIPATION.—Parents of children selected to
9 participate in any assessment authorized under this section shall be
10 informed before the administration of any authorized assessment, that their
11 child may be excused from participation for any reason, is not required to
12 finish any authorized assessment, and is not required to answer any test
13 question.

14 (3) STATE PARTICIPATION.—

15 (A) VOLUNTARY.—Participation in assessments authorized
16 under this section, other than ~~reading and mathematics~~ reading,
17 ~~mathematics, and civics~~ mathematics, and civics in grades 4 and 8, shall be voluntary.

18 (B) AGREEMENT.—For ~~reading and mathematics~~ reading,
19 ~~mathematics, and civics~~ mathematics, and civics assessments in grades 4 and 8, the
20 Secretary shall enter into an agreement with any State carrying out
21 an assessment for the State under this section. Each such
22 agreement shall contain provisions designed to ensure that the
23 State will participate in the assessment.

1 (4) REVIEW.—Representatives of State educational agencies and
2 local educational agencies or the chief State school officer shall have the
3 right to review any assessment item or procedure of any authorized
4 assessment upon request in a manner consistent with subsection (c),
5 except the review described in subparagraph (2)(C) of subsection (c) shall
6 take place in consultation with the representatives described in this
7 paragraph.

8 [subsections (e) through (g) omitted]

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

10 *This section would not amend existing law.*

11 **SEC. 105. DEVELOPMENT OF MATERIAL ON CIVIC EDUCATION**
12 **AND EFFECTIVE CITIZENSHIP.**

13 *This section would not amend existing law.*

14 **SEC. 106. SENSE OF CONGRESS REGARDING THE IMPORTANCE OF**
15 **TEACHERS IN INSPIRING CIVIC ENGAGEMENT.**

16 *This section would not amend existing law.*

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

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

21 *This section would amend section 1105(a) of title 31, United States Code,*
22 *as follows:*

1 (a) On or after the first Monday in January but not later than the first
2 Monday in February of each year, the President shall submit a budget of the
3 United States Government for the following fiscal year. Each budget shall include
4 a budget message and summary and supporting information. The President shall
5 include in each budget the following:

6 [paragraphs (1) through (39) omitted]

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

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

17 [subsections (b) through (h) omitted]

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

19 *This section would amend section 10 of the Military Selective Service Act*
20 *(5 U.S.C. 3809) by adding at the end of the following:*

21 (i) **SERVICE PLATFORM.**—The Selective Service System shall provide to
22 all registrants, on its website and in communications with registrants relating to
23 registration, information about the Service Platform established under section 202

1 of the Inspire to Serve Act of 2020. The Selective Service System shall provide to
2 each registrant, at the time of registration, an option to transfer to the Service
3 Platform the information the registrant has provided to the Selective Service
4 System. The Director of Selective Service shall consult with the Director of the
5 Office of Management and Budget to ensure that information provided by the
6 Selective Service System is compatible with the information requirements of the
7 Service Platform.

8 **SEC. 203. PILOT PROGRAM TO COORDINATE MILITARY,**
9 **NATIONAL, AND PUBLIC SERVICE RECRUITMENT.**

10 *This section would not amend existing law.*

11 **SEC. 204. JOINT MARKET RESEARCH AND RECRUITING PROGRAM**
12 **TO ADVANCE MILITARY AND NATIONAL SERVICE.**

13 *This section would not amend existing law.*

14 **SEC. 205. INFORMATION SHARING TO ADVANCE MILITARY AND**
15 **NATIONAL SERVICE.**

16 *This section would not amend existing law.*

17 **SEC. 206. TRANSITION OPPORTUNITIES FOR MILITARY**
18 **SERVICEMEMBERS AND NATIONAL SERVICE**
19 **PARTICIPANTS.**

20 *This section would amend section 1143(c)(1) of title 10, United States*

21 *Code, as follows:*

22 (c) INFORMATION TO CIVILIAN ENTITIES.—(1) For the purpose of assisting
23 members covered by subsection (a) and their spouses in locating civilian

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 employment and training opportunities, the Secretary of Defense and the
2 Secretary of Homeland Security shall establish and implement procedures to
3 release to civilian employers, organizations, State employment agencies, [the](#)
4 [Corporation for National and Community Service](#), and other appropriate entities
5 the names (and other pertinent information) of such members and their spouses.

6 Such names may be released for such purpose only with the consent of such
7 members and spouses.

8 *This section would also amend section 1144 of title 10, United States*
9 *Code, as follows:*

10 **§1144. Employment assistance, job training assistance, and other transitional**
11 **services: Department of Labor and the [Corporation for National](#)**
12 **[Community Service](#)**

13 (a) IN GENERAL.—(1) The Secretary of Labor, in conjunction with the
14 Secretary of Defense, the Secretary of Homeland Security, ~~and the Secretary of~~
15 ~~Veterans Affairs,~~ [the Secretary of Veterans Affairs](#), and [the Chief Executive](#)
16 [Officer of the Corporation for National and Community Service](#), shall establish
17 and maintain a program to furnish counseling, assistance in identifying
18 employment and training opportunities, help in obtaining such employment and
19 training, and other related information and services to members of the armed
20 forces under the jurisdiction of the Secretary concerned who are being separated
21 from active duty and the spouses of such members. Subject to subsection (f)(2),
22 such services shall be provided to a member within the time periods provided
23 under paragraph (3) of section 1142(a) of this title, except that the Secretary

1 concerned or the Chief Executive Officer, as the case may be, shall not provide
2 prepreparation counseling to a member described in paragraph (4)(A) of such
3 section.

4 (2) The Secretary of Defense, the Secretary of Homeland Security, ~~and the~~
5 ~~Secretary of Veterans Affairs,~~ the Secretary of Veterans Affairs, and the Chief
6 Executive Officer of the Corporation for National and Community Service shall
7 cooperate with the Secretary of Labor in establishing and maintaining the
8 program under this section.

9 (3) The Secretaries and the Chief Executive Officer referred to in
10 paragraph (1) shall enter into a detailed agreement to carry out this section.

11 (b) ELEMENTS OF PROGRAM.— In establishing and carrying out a program
12 under this section, the Secretary of Labor shall do the following:

13 (1) Provide information concerning employment and training
14 assistance, including (A) labor market information, (B) civilian work place
15 requirements and employment opportunities, (C) instruction in resume
16 preparation, and (D) job analysis techniques, job search techniques, and
17 job interview techniques.

18 (2) In providing information under paragraph (1), use experience
19 obtained from implementation of the pilot program established under
20 section 408 of Public Law 101-237.

21 (3) Provide information concerning Federal, State, and local
22 programs, and programs of military and veterans' service organizations,
23 that may be of assistance to such members after separation from the armed

1 forces, including, as appropriate, the information and services to be
2 provided under section 1142 of this title.

3 (4) Inform such members that the Department of Defense and the
4 Department of Homeland Security are required under section 1143(a) of
5 this title to provide proper certification or verification of job skills and
6 experience acquired while on active duty that may have application to
7 employment in the civilian sector for use in seeking civilian employment
8 and in obtaining job search skills.

9 (5) Provide information and other assistance to such members in
10 their efforts to obtain loans and grants from the Small Business
11 Administration and other Federal, State, and local agencies.

12 (6) Provide information about the geographic areas in which such
13 members will relocate after separation from the armed forces, including, to
14 the degree possible, information about employment opportunities, the
15 labor market, and the cost of living in those areas (including, to the extent
16 practicable, the cost and availability of housing, child care, education, and
17 medical and dental care).

18 (7) Work with military and veterans' service organizations and
19 other appropriate organizations in promoting and publicizing job fairs for
20 such members.

21 (8) Provide information about disability-related employment and
22 education protections.

1 (9) Provide information regarding the required deduction, pursuant
2 to subsection (h) of section 1175a of this title, from disability
3 compensation paid by the Secretary of Veterans Affairs of amounts equal
4 to any voluntary separation pay received by the member under such
5 section.

6 (10) Acting through the Secretary of the department in which the
7 Coast Guard is operating, provide information on career and employment
8 opportunities available to members with transportation security cards
9 issued under section 70105 of title 46.

10 (11) Provide information on public service opportunities, training
11 on public service job recruiting, and the advantages of careers with the
12 Federal Government.

13 (c) PARTICIPATION.—(1) Except as provided in paragraph (2), the
14 Secretary of Defense and the Secretary of Homeland Security shall require the
15 participation in the program carried out under this section of the members eligible
16 for assistance under the program.

17 (2) The Secretary of Defense and the Secretary of Homeland
18 Security may, under regulations such Secretaries shall prescribe, waive the
19 participation requirement of paragraph (1) with respect to—

20 (A) such groups or classifications of members as the
21 Secretaries determine, after consultation with the Secretary of
22 Labor, ~~and the Secretary of Veterans Affairs,~~ the Secretary of
23 Veterans Affairs, and the Chief Executive Officer of the

1 [Corporation for National and Community Service](#), for whom
2 participation is not and would not be of assistance to such
3 members based on the Secretaries' articulable justification that
4 there is extraordinarily high reason to believe the exempted
5 members are unlikely to face major readjustment, health care,
6 employment, or other challenges associated with transition to
7 civilian life; and

8 (B) individual members possessing specialized skills who,
9 due to unavoidable circumstances, are needed to support a unit's
10 imminent deployment.

11 (d) USE OF PERSONNEL AND ORGANIZATIONS.— In carrying out the
12 program established under this section, the Secretaries [and the Chief Executive](#)
13 [Officer of the Corporation for National and Community Service](#) may—

14 (1) provide, as the case may be, for the use of disabled veterans
15 outreach program specialists, local veterans' employment representatives,
16 and other employment service personnel funded by the Department of
17 Labor to the extent that the Secretary of Labor determines that such use
18 will not significantly interfere with the provision of services or other
19 benefits to eligible veterans and other eligible recipients of such services
20 or benefits;

21 (2) use military and civilian personnel of the Department of
22 Defense and the Department of Homeland Security;

- 1 (3) use personnel of the Veterans Benefits Administration of the
2 Department of Veterans Affairs and other appropriate personnel of that
3 Department;
- 4 (4) use representatives of military and veterans' service
5 organizations;
- 6 (5) enter into contracts with public entities;
- 7 (6) enter into contracts with private entities, particularly with
8 qualified private entities that have experience with instructing members of
9 the armed forces eligible for assistance under the program carried out
10 under this section on—
- 11 (A) private sector culture, resume writing, career
12 networking, and training on job search technologies;
- 13 (B) academic readiness and educational opportunities; or
14 (C) other relevant topics; and
- 15 (7) take other necessary action to develop and furnish the
16 information and services to be provided under this section.
- 17 (e) PARTICIPATION IN APPRENTICESHIP PROGRAMS.— As part of the
18 program carried out under this section, the Secretary of Defense and the Secretary
19 of Homeland Security may permit a member of the armed forces eligible for
20 assistance under the program to participate in an apprenticeship program
21 registered under the Act of August 16, 1937 (commonly known as the "National
22 Apprenticeship Act"; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et seq.), or a pre-
23 apprenticeship program that provides credit toward a program registered under

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 such Act, that provides members of the armed forces with the education, training,
2 and services necessary to transition to meaningful employment that leads to
3 economic self-sufficiency.

4 (f) PROGRAM CONTENTS.—(1) The program carried out under this section
5 shall consist of instruction as follows:

6 (A) One day of preseparation training specific to the armed force
7 concerned, as determined by the Secretary concerned.

8 (B) One day of instruction regarding—

9 (i) benefits under laws administered by the Secretary of
10 Veterans Affairs; and

11 (ii) other subjects determined by the Secretary concerned.

12 (C) One day of instruction regarding preparation for employment.

13 (D) Two days of instruction regarding a topic selected by the
14 member from the following subjects:

15 (i) Preparation for employment.

16 (ii) Preparation for education.

17 (iii) Preparation for vocational training.

18 (iv) Preparation for entrepreneurship.

19 (v) Other options determined by the Secretary concerned.

20 (2) The Secretary concerned may permit a member to attend
21 training and instruction under the program established under this section--

22 (A) before the time periods established under section

23 1142(a)(3) of this title;

1 (B) in addition to such training and instruction required
2 during such time periods.

3 (g) CORPORATION FOR NATIONAL AND COMMUNITY SERVICE PROGRAMS—

4 In establishing and carrying out a program under this section, the Chief Executive
5 Officer of the Corporation for National and Community Service shall—

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

8 (A) opportunities to acquire and enhance technical skills
9 available through national service;

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

12 (C) support services and benefits available during terms of
13 service; and

14 (D) job analysis techniques, job search techniques, and job
15 interview techniques specific to national service positions.

16 (2) Inform such members that the Department of Defense and the
17 Department of Homeland Security are required, under section 1143(a), to
18 provide proper certification or verification of job skills and experience
19 acquired while on active duty that may have application to service in
20 programs of the Corporation for National and Community Service.

21 (3) Work with military and veterans' service organizations and
22 other appropriate organizations in promoting and publicizing job fairs for
23 such members.

1 (4) Provide information about disability-related employment and
2 education protections.

3 *This section would also amend section 193A(b) of the National and*
4 *Community Service Act of 1990 (42 U.S.C. 12651d(b)) as follows:*

5 (b) DUTIES.— In addition to the duties conferred on the Chief Executive
6 Officer under any other provision of the national service laws, the Chief
7 Executive Officer, in collaboration with the State Commissions, shall—

8 [paragraphs (1) through (23) omitted]

9 (24) conduct outreach to ensure the inclusion of economically
10 disadvantaged individuals in national service programs and activities authorized
11 under the national service laws; ~~and~~

12 (25) ensure that outreach, awareness, and recruitment efforts are consistent
13 with the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) and
14 section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794); ~~and~~

15 (26) ensure that individuals completing a partial or full national service
16 term receive information about military and public service opportunities for which
17 they may qualify or in which they may be interested.

18 **SEC. 207. JOINT REPORT TO CONGRESS ON INITIATIVES TO**
19 **INTEGRATE MILITARY AND NATIONAL SERVICE.**

20 *This section would not amend existing law.*

21

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

3 **Subtitle A—Advancement of Military Service**

4 **SEC. 301. NEW PERSONNEL MANAGEMENT STRUCTURE FOR**
5 **MILITARY SPECIALISTS.**

6 *This section would not amend existing law.*

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

8 *This section would not amend existing law.*

9 **SEC. 303. PILOT PROGRAM ON TECHNICAL CIVILIAN**
10 **PROFESSIONAL CREDENTIALS.**

11 *This section would not amend existing law.*

12 **SEC. 304. EXPANSION OF JUNIOR RESERVE OFFICERS' TRAINING**
13 **CORPS PROGRAM.**

14 *This section would amend section 2031(a) of title 10, United States Code,*
15 *as follows:*

16 (a) (1) The Secretary of each military department shall establish
17 and maintain a Junior Reserve Officers' Training Corps, organized into
18 units, at public and private secondary educational institutions which apply
19 for a unit and meet the standards and criteria prescribed pursuant to this
20 section. The President shall promulgate regulations prescribing the
21 standards and criteria to be followed by the military departments in
22 selecting the institutions at which units are to be established and
23 maintained and shall provide for the fair and equitable distribution of such

1 units throughout the Nation, except that more than one such unit may be
2 established and maintained at any military institute.

3 (2) It is a purpose of the Junior Reserve Officers' Training Corps to
4 instill in students in United States secondary educational institutions the
5 values of citizenship, service to the United States, **including an**
6 **introduction to service opportunities in military, national, and public**
7 **service**, and personal responsibility and a sense of accomplishment.

8 [subsections (b) through (f) omitted]

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

10 *This section would amend section 1640 of the John S. McCain National*
11 *Defense Authorization Act for Fiscal Year 2019 (10 U.S.C. 2200 note), as follows:*

12 (a) PROGRAM AUTHORIZED.—The Secretary of Defense may carry out a
13 program to establish a Cyber Institute at institutions of higher learning selected
14 under subsection (b) for purposes of accelerating and focusing the development of
15 foundational expertise in critical cyber operational skills for future military and
16 civilian leaders of the Armed Forces and the Department of Defense, including
17 such leaders of the reserve components.

18 (b) SELECTED INSTITUTIONS OF HIGHER LEARNING.—

19 (1) IN GENERAL.—The Secretary of Defense shall select
20 institutions of higher learning for purposes of the program established
21 under subsection (a) from among institutions of higher learning that have a
22 Reserve Officers' Training Corps program.

1 (2) CONSIDERATION OF SENIOR MILITARY COLLEGES.—In selecting
2 institutions of higher learning under paragraph (1), the Secretary shall
3 consider the senior military colleges with Reserve Officers' Training
4 Corps programs.

5 (c) ELEMENTS.—Each institute established under the program authorized
6 by subsection (a) shall include the following:

7 (1) Programs to provide future military and civilian leaders of the
8 Armed Forces or the Department of Defense who possess cyber
9 operational expertise from beginning through advanced skill levels. Such
10 programs shall include instruction and practical experiences that lead to
11 recognized certifications and degrees in the cyber field.

12 (2) Programs of targeted strategic foreign language proficiency
13 training for such future leaders that--(A) are designed to significantly
14 enhance critical cyber operational capabilities; and (B) are tailored to
15 current and anticipated readiness requirements.

16 (3) Programs related to mathematical foundations of cryptography
17 and courses in cryptographic theory and practice designed to complement
18 and reinforce cyber education along with the strategic language programs
19 critical to cyber operations.

20 (4) Programs related to data science and courses in data science
21 theory and practice designed to complement and reinforce cyber education
22 along with the strategic language programs critical to cyber operations.

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 (5) Programs designed to develop early interest and cyber talent
2 through summer programs, dual enrollment opportunities for cyber,
3 strategic language, data science, and cryptography related courses.

4 (6) Training and education programs to expand the pool of
5 qualified cyber instructors necessary to support cyber education in
6 regional school systems.

7 (d) PARTNERSHIPS WITH DEPARTMENT OF DEFENSE AND THE ARMED
8 FORCES.—Any institute established under the program authorized by subsection
9 (a) may enter into a partnership with one or more components of the Armed
10 Forces, active or reserve, or any agency of the Department of Defense to facilitate
11 the development of critical cyber skills for students who may pursue a military
12 career.

13 (e) PARTNERSHIPS.—Any institute established under the program
14 authorized by subsection (a) may enter into a partnership with one or more local
15 educational agencies to facilitate the development of critical cyber skills.

16 (f) SENIOR MILITARY COLLEGES DEFINED.—The term “senior military
17 colleges” has the meaning given such term in section 2111a(f) of title 10, United
18 States Code.

19 (g) REPORT TO CONGRESSIONAL COMMITTEES.—The Secretary of Defense
20 shall, not later than September 30, 2021, submit to the Committees on Armed
21 Services of the Senate and the House of Representatives a report on the
22 effectiveness of the Cyber Institutes and on opportunities to expand the Cyber

1 Institutes to additional select institutions of higher learning that have a Reserve
2 Officers' Training Corps program.

3 (h) AUTHORIZATION OF APPROPRIATIONS.—In addition to funds otherwise
4 available to carry out this section, there are authorized to be appropriated to the
5 Department of Defense such sums as may be necessary to prepare the report
6 under subsection (g) and to expand the Cyber Institutes program under this
7 section after September 30, 2021.

8 **SEC. 306. TEMPORARY AUTHORITY FOR TARGETED**
9 **RECRUITMENT INCENTIVES.**

10 *This section would amend section 522(h) of the National Defense*
11 *Authorization Act for Fiscal Year 2016 (10 U.S.C. 503 note), as follows:*

12 (h) Termination of authority to provide incentives. Notwithstanding
13 subsection (f);, the authority to provide recruitment incentives under this section
14 expires on December 31, ~~2020~~2023.

15 **SEC. 307. MULTIYEAR APPROPRIATIONS FOR MARKETING AND**
16 **ADVERTISING.**

17 *This section would amend chapter 141 of title 10, United States Code, by*
18 *inserting the following:*

19 **§2410t. Contracts for periods crossing fiscal years: marketing and**
20 **advertising contracts**

21 (a) AUTHORITY.—The Secretary of Defense, the Secretary of a military
22 department (as defined in section 102 of title 5), or the Secretary of Homeland
23 Security with respect to the Coast Guard when it is not operating as a service in

1 the Navy, may enter into a contract, for a period that begins in one fiscal year and
2 ends in the next fiscal year (without regard to any option to extend the period of
3 the contract), to procure marketing and advertising services.

4 (b) OBLIGATION OF FUNDS.—Funds made available in one fiscal year may
5 be obligated or expended in the next fiscal year for a contract entered into under
6 subsection (a).

7 **Subtitle B—Advancement of National Service**

8 **SEC. 321. NATIONAL SERVICE FELLOWSHIPS.**

9 *This section would amend section 198B of the National and Community*
10 *Service Act of 1990 (42 U.S.C. 12653b) as follows:*

11 **SEC. 198B. ~~SERVEAMERICA~~-NATIONAL SERVICE FELLOWSHIPS.**

12 (a) DEFINITIONS.—In this section:

13 (1) AREA OF NATIONAL NEED.—The term ‘area of national need’
14 means ~~an area involved~~ targeted efforts to—

15 (A) improve education in schools for economically
16 disadvantaged students;

17 (B) expand and improve access to health care;

18 (C) improve energy efficiency and conserve natural
19 resources;

20 (D) improve economic opportunities for economically
21 disadvantaged individuals; ~~or~~

22 (E) improve disaster preparedness and response; ~~or~~

23 (F) support the reintegration of ex-offenders.

1 ~~(2) ELIGIBLE FELLOWSHIP RECIPIENT.—The term “eligible~~
2 ~~fellowship recipient” means an individual who is selected by a State~~
3 ~~Commission under subsection (e) and, as a result of such selection, is~~
4 ~~eligible for a ServeAmerica Fellowship.~~

5 (2) DISADVANTAGED YOUTH.—The term ‘disadvantaged youth’ has
6 the meaning given that term in section 101(13).

7 (3) ELIGIBLE FELLOWSHIP APPLICANT.—The term ‘eligible
8 fellowship applicant’ means an individual who is selected by the
9 Corporation through a randomized lottery and, as a result of such
10 selection, is eligible for a national service fellowship.

11 ~~(3)~~(4) FELLOW.—The term ‘fellow’ means an eligible fellowship
12 applicant who is awarded a ~~ServeAmerica Fellowship~~ national service
13 fellowship and is designated a fellow under subsection (e)(2).

14 ~~(4) SMALL SERVICE SPONSOR ORGANIZATION.—The term “small~~
15 ~~service sponsor organization” means a service sponsor organization~~
16 ~~described in subsection (d)(1) that has not more than 10 full-time~~
17 ~~employees and 10 part-time employees.~~

18 (5) STATE.—The term ‘State’ means each of the several States, the
19 District of Columbia, the Commonwealth of Puerto Rico, and any other
20 territory or possession of the United States.

21 *This section would strike subsections (b) through (h) and replace with the*
22 *following:*

23 (b) FELLOWSHIP AWARDS AND POSITIONS.—

1 (1) IN GENERAL.—From the amounts appropriated to carry out this
2 section, the Corporation shall award national service fellowships in
3 accordance with this section.

4 (2) ALLOTMENT OF POSITIONS.—

5 (A) ALLOTMENT BY CONGRESSIONAL DISTRICT.—The
6 Corporation shall allot 80 percent of the eligible fellowship
7 positions supported under this section in a fiscal year on a formula
8 basis to be distributed evenly among the congressional districts in
9 each of the States, to include districts of nonvoting delegates to the
10 Congress, in accordance with the selection process described in
11 subsection (c)(1). The Corporation shall, to the extent practicable,
12 reserve a percentage of eligible fellowship positions approximately
13 equal to the percentage of disadvantaged youth residing in that
14 district. In any district in which one or more Indian tribes are
15 located, a portion of the positions shall be reserved for applicants
16 who are members of any such Indian tribe.

17 (B) ALLOTMENT TO SPECIFIC ORGANIZATIONS.—The
18 Corporation shall allot 20 percent of the eligible fellowship
19 positions supported under this section in a fiscal year to service
20 sponsor organizations, regardless of congressional district, that
21 have targeted service strategies for utilizing fellows, in accordance
22 with the selection processes described in subsections (c)(2) and
23 (f)(2). The Corporation shall, to the extent practicable, reserve a

1 percentage of eligible fellowship positions approximately equal to
2 the nationwide percentage of disadvantaged youth.

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

4 (A) establish the number of approved positions under this
5 section at 25,000 for the first fiscal year that begins after the date
6 of the enactment of the Inspire to Serve Act of 2020; and

7 (B) increase the number of such approved positions by
8 25,000 for each fiscal year thereafter until the number of approved
9 positions is at least 250,000.

10 (c) SELECTION BY LOTTERY.—

11 (1) IN CONGRESSIONAL DISTRICTS.—For positions described in
12 subsection (b)(2)(A), the Corporation shall select, from the applications
13 received under this section, the number of eligible fellowship applicants
14 that may be supported for that fiscal year based on the amount of funds
15 appropriated for that fiscal year to carry out this section. Such selection
16 shall be done by randomized lottery for all applicants, except that—

17 (A) for those positions reserved for disadvantaged youth
18 applicants under such subsection, selection shall be done by
19 randomized lottery for disadvantaged youth applicants; and

20 (B) for those positions reserved for Indian tribal applicants
21 under such subsection, selection shall be done by randomized
22 lottery for Indian tribal applicants.

1 (2) OTHER POSITIONS.—For positions described in subsection
2 (b)(2)(B), the Corporation shall select, from the applications received, the
3 number of eligible fellowship applicants that may be supported for that
4 fiscal year based on the amount of funds appropriated for that fiscal year
5 to carry out this section. Such selection shall be done by randomized
6 lottery for all applicants, except that for those positions reserved for
7 disadvantaged youth applicants under such subsection, selection shall be
8 done by randomized lottery for disadvantaged youth applicants.

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

11 (A) establish the randomized lottery system for positions
12 described in subsection (b)(2)(A) and (b)(2)(B);

13 (B) establish preference for those individuals who have not
14 previously been an eligible fellowship applicant or a fellow; and

15 (C) create a waitlist for eligible fellowship applicants if any
16 individual selected as such an applicant does not become a fellow.

17 (d) ELIGIBLE FELLOWSHIP APPLICANTS.—

18 (1) IN GENERAL.—An applicant desiring to become an eligible
19 fellowship applicant shall submit an application to the Corporation at such
20 time and in such manner as the Corporation may require and containing
21 information on the applicant’s age, educational status, disadvantaged
22 youth status, Indian tribal status, and contact information, and stating
23 whether the applicant elects to be considered for placement in a position in

1 a congressional district under subsection (b)(2)(A) or in a position
2 described in subsection (b)(2)(B). Each applicant may apply for only one
3 national service fellowship for any fiscal year.

4 (2) AGE AND EDUCATION.—An applicant may be selected as an
5 eligible fellowship applicant only if the applicant—

6 (A) is not less than age 18 and not more than age 25 on the
7 date on which the application is made; and

8 (B) holds a high school diploma or recognized equivalent
9 or will be working towards such diploma or recognized equivalent
10 during the applicant’s term of service as a fellow.

11 (e) FELLOWS.—

12 (1) IN GENERAL.—An eligible fellowship applicant is eligible to
13 participate in a service project as a fellow and receive a national service
14 fellowship if—

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

18 (i) with which the applicant is interested in serving
19 under this section; and

20 (ii) with which the applicant would serve in a
21 position that is located in the congressional district in
22 which the fellow resides or a district adjoining the district
23 in which the fellow resides, for a position allotted under

1 subsection (b)(2)(A), or would serve in a position allotted
2 under subsection (b)(2)(B);
3 (B) enters into an agreement with the organization—
4 (i) that specifies the service the applicant will
5 provide if the placement is approved; and
6 (ii) in which the applicant agrees to serve for at least
7 1700 hours during the applicant’s fellowship year,
8 including training, high school equivalency coursework,
9 and special fellow events, except that the Chief Executive
10 Officer may, on a case-by-case basis, authorize a fellow to
11 serve on a part-time basis for a lesser number of hours; and
12 (C) submits such agreement to the Corporation.

13 (2) DESIGNATION.—Upon receiving the eligible fellowship
14 applicant's agreement under paragraph (1), the Corporation shall award a
15 national service fellowship to the applicant and designate the applicant as
16 a fellow.

17 (3) FELLOWSHIP AMOUNT.—

18 (A) IN GENERAL.—The Corporation shall award to each
19 fellow a stipend equal to the living allowance under section 199K.

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

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

10 (f) SERVICE SPONSOR ORGANIZATIONS.—

11 (1) IN GENERAL.—An organization is eligible to be a service
12 sponsor organization if the organization—

13 (A) is a nonprofit organization, a local government agency,
14 a State government agency, or an agency of an Indian tribe;

15 (B) satisfies qualification criteria established by the
16 Corporation, including standards relating to organizational
17 capacity, financial management, and programmatic oversight; and

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

21 (i) abide by all program requirements;

22 (ii) be responsible for certifying the number of

23 hours served by each fellow and whether each fellow

1 serving with the organization successfully completes the
2 national service fellowship;
3 (iii) provide supervision, supplies, and training for
4 fellows, including a quarterly performance review;
5 (iv) provide educational resources, funding for
6 coursework, and other necessary resources to support
7 fellows working towards their high school equivalency
8 degrees; and
9 (v) provide, to the State Commission, the
10 Corporation, and the Inspector General of the Corporation,
11 timely access to records relating to the national service
12 fellowships.

13 (2) ELIGIBILITY AS A SPECIFIC ORGANIZATION.—An organization is
14 eligible to be considered for an allotment of positions under subsection
15 (b)(2)(B) if the organization—

16 (A) satisfies the requirements of this subsection;
17 (B) submits an application to the Corporation that includes
18 a detailed description of the area of national need that fellows will
19 address with the organization, along with other requirements that
20 the Corporation may establish; and
21 (C) is selected by the Corporation in accordance with a
22 selection process established by the Corporation.

1 (3) ADDITIONAL ASSISTANCE.—Each service sponsor organization
2 may provide additional benefits to fellows, including additional funding.

3 (4) REGISTRATION.—

4 (A) REQUIREMENT.—A service sponsor organization may
5 not receive a fellow under this section until the organization
6 registers with the State Commission of any State in which a fellow
7 will be serving with the organization.

8 (B) CLEARINGHOUSE.—Each State Commission shall
9 maintain on a public website a list of service sponsor organizations
10 registered with that State Commission.

11 (5) NONCOMPLIANCE.—If the Corporation determines that a
12 service sponsor organization is in violation of any of the applicable
13 provisions of this subsection, or a State Commission determines that a
14 service sponsor organization is in violation of any requirement for
15 registration under paragraph (4)—

16 (A) the State Commission shall revoke the registration of
17 the organization;

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

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

1 (g) GRANTS FOR ANCILLARY SERVICES.—

2 (1) IN GENERAL.—The Corporation may award grants to service
3 sponsor organizations to offset the costs of providing ancillary services in
4 support of fellows serving with those service sponsor organizations,
5 including costs for—

6 (A) attending the convention described in subsection (j);

7 (B) courses and exams necessary to obtain a high school
8 diploma or recognized equivalent;

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

10 (D) other activities approved by the Corporation.

11 (2) APPLICATIONS.—To be eligible to receive a grant under this
12 subsection, a service sponsor organization shall submit an application to
13 the Corporation at such time, in such manner, and containing such
14 information as the Corporation may require.

15 (h) COORDINATION WITHIN CONGRESSIONAL DISTRICT.—Service sponsor
16 organizations shall coordinate with other service sponsor organizations on
17 training and events beneficial to fellows serving within the same congressional
18 district and ensure that the offices of Members of Congress in those districts are
19 kept apprised of such coordination.

20 (i) BRANDED ATTIRE.—The Corporation may provide fellows with
21 branded attire to wear where appropriate.

22 (j) YEARLY CONVENTION.—The Corporation may sponsor a yearly
23 convention to convene a geographically diverse group of fellows in a central

1 location to provide the fellows with the opportunity to share experiences and to
2 provide the fellows with information on opportunities to continue in national,
3 public, or military service after their fellowships end.

4 (k) COMPLIANCE WITH INELIGIBLE SERVICE CATEGORIES.—Service under a
5 national service fellowship shall comply with section 132(a). For purposes of
6 applying that section to this subsection, a reference to assistance shall be
7 considered to be a reference to assistance provided under this section.

8 (l) PUBLIC SERVICE INTEGRATION.—The Chief Executive Officer shall
9 consult with the Council on Military, National, and Public Service established
10 under section 201 of the Inspire to Serve Act of 2020 regarding opportunities to
11 place fellows in public service positions at the State, local, and tribal levels.

12 (m) SURVEYS OF FELLOWS.—The Corporation may survey fellows about
13 their experiences as fellows, and shall make data acquired from any such survey
14 publicly available.

15 (n) REGULATIONS.—The Corporation shall promulgate such regulations as
16 may be necessary to carry out this section.

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

19 *This section would also amend section 123 of the National and*
20 *Community Service Act of 1990 (42 U.S.C. 12573) as follows:*

21 The Corporation may approve of any of the following service positions as
22 an approved national service position that includes the national service

1 educational award described in subtitle D as one of the benefits to be provided for
2 successful service in the position:

3 [paragraphs (1) through (6) omitted]

4 (7) A position involving service in the ~~ServeAmerica~~ National Service
5 Fellowship program carried out under section 198B.

6 [paragraph (8) omitted]

7 *This section would also repeal section 501(a)(4)(B) of the National and*
8 *Community Service Act of 1990 (42 U.S.C. 12681(a)(4)(B)):*

9 ~~(B) SECTION 198B.—Of the amount authorized under subparagraph~~
10 ~~(A) for a fiscal year, such sums as may be necessary shall be made~~
11 ~~available to provide financial assistance under section 198B and to provide~~
12 ~~national service educational awards under subtitle D of title I to the~~
13 ~~number of participants in national service positions established or~~
14 ~~increased as provided in section 198B(b)(3) for such year.~~

15 **SEC. 322. EXPANSION OF YOUTHBUILD, YOUTH CONSERVATION**
16 **CORPS, AND NATIONAL GUARD YOUTH CHALLENGE**
17 **PROGRAMS.**

18 *This section would not amend existing law.*

19 **SEC. 323. NATIONAL SERVICE PUBLIC AWARENESS CAMPAIGN.**

20 *This section would not amend existing law.*

21 **SEC. 324. RECOGNITION OF CORPORATE CONTRIBUTIONS TO**
22 **NATIONAL SERVICE.**

23 *This section would not amend existing law.*

1 **SEC. 325. CORPORATION FOR NATIONAL AND COMMUNITY**
2 **SERVICE DEMONSTRATION PROJECTS.**

3 *This section would not amend existing law.*

4 **SEC. 326. PEACE CORPS REMOTE DEMONSTRATION PROJECTS.**

5 *This section would not amend existing law.*

6 **SEC. 327. NATIONAL SERVICE LIVING ALLOWANCE INCREASES.**

7 *This section would amend section 140(a) of the National and Community*
8 *Service Act of 1990 (42 U.S.C. 12594(a)) as follows:*

9 (a) PROVISION OF LIVING ALLOWANCE.—

10 (1) LIVING ALLOWANCE REQUIRED.—Subject to paragraphs (2) and
11 (3), a national service program carried out using assistance provided under
12 section 12571 of this title shall provide to each participant who
13 participates on a full-time basis in the program a living allowance in an
14 amount equal to or greater than the average annual subsistence allowance
15 provided to VISTA volunteers under section 4955 of this title.

16 (2) MAXIMUM LIVING ALLOWANCE.—Except as provided in
17 subsection (c), the total amount of an annual living allowance that may be
18 provided to a participant in a national service program shall not exceed
19 200 percent of the average annual subsistence allowance provided to
20 VISTA volunteers under section 4955 of this title.

21 (3) FEDERAL WORK-STUDY STUDENTS.—The living allowance that
22 may be provided under paragraph (1) to an individual whose term of
23 service includes hours for which the individual receives a Federal work-

1 study award under part C of title IV of the Higher Education Act of 1965
2 (42 U.S.C. et seq.) shall be reduced by the amount of the individual's
3 Federal work study award.

4 (4) PRORATION OF LIVING ALLOWANCE.—The amount provided as
5 a living allowance under this subsection shall be prorated in the case of a
6 participant who is authorized to serve a term of service that is less than 12
7 months.

8 (5) WAIVER OR REDUCTION OF LIVING ALLOWANCE.—The
9 Corporation may waive or reduce the requirement of paragraph (1) with
10 respect to such national service program if such program demonstrates
11 that—

12 (A) such requirement is inconsistent with the objectives of
13 the program; and

14 (B) the amount of the living allowance that will be
15 provided to each full-time participant is sufficient to meet the
16 necessary costs of living (including food, housing, and
17 transportation) in the area in which the program is located.

18 (6) EXEMPTION.—The requirement of paragraph (1) shall not apply
19 to any program that was in existence on September 21, 1993.

20 (7) ADJUSTMENTS.—The Chief Executive Officer shall review the
21 amounts of living allowances under this subsection on an annual basis and,
22 subject to paragraph (2), make adjustments as necessary to reflect changes

1 in inflation, cost-of-living, and the geographical areas in which the
2 national service programs are carried out.

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

4 *This section would amend section 211(d) of the Domestic Volunteer*
5 *Service Act of 1973 (42 U.S.C. 5011(d)) as follows:*

6 (d) The Director, in accordance with regulations he shall prescribe, may
7 provide to low-income persons serving as volunteers under this part, such
8 allowances, stipends, and other support as the Director determines are necessary
9 to carry out the purpose of this part. Any stipend or allowance provided under this
10 section shall not be less than ~~\$3.00 per hour~~ 60 percent of the Federal minimum
11 wage under section 6 of the Fair Labor Standards Act of 1938 (29 U.S.C. 206),
12 except that (1) such stipend or allowance shall not be increased as a result of an
13 amendment made to this sentence unless the funds appropriated for carrying out
14 this part are sufficient to maintain for the fiscal year in question a number of
15 participants to serve under this part at least equal to the number of such
16 participants serving during the preceding fiscal year, and (2) in the event that
17 sufficient appropriations for any fiscal year are not available to increase any such
18 stipend or allowance provided to the minimum hourly rate specified in this
19 sentence, the Director shall increase the stipend or allowance to such amount as
20 appropriations for such year permit consistent with clause (1) of this exception. In
21 establishing the amount of, and the effective date for, such adjustment, the
22 Director, in consultation with the State Commissions on National and Community
23 Service (as established under section 178 of the National and Community Service

1 Act of 1990) and the heads of the State offices established under section 195 of
2 such Act, shall consider the effect such adjustment will have on the ability of non-
3 federally funded volunteer programs similar to the programs under this title to
4 maintain their current level of volunteer hours.

5 **SEC. 329. WRAPAROUND SUPPORT SERVICES FOR CERTAIN**
6 **NATIONAL SERVICE PARTICIPANTS.**

7 *This section would amend section 140 of the National and Community*
8 *Service Act of 1990 (42 U.S.C. 12594) by adding at the end the following:*

9 (g) WRAPAROUND SUPPORT SERVICES.—

10 (1) PROVISION OF ADDITIONAL SUPPORT SERVICES.—In addition to
11 the living allowance and other benefits provided under this section, and
12 subject to the availability of appropriations to carry out this subsection, a
13 State or other recipient of assistance under section 221 shall provide
14 support services under this subsection (in this subsection referred to as
15 ‘wraparound support services’) to those individuals who—

16 (A) are participants in a national service program carried
17 out or supported by the recipient using the assistance; and

18 (B) are disadvantaged youth of ages 17 through 26, are
19 located in Indian lands, or are located in rural communities.

20 (2) GUIDELINES FOR WRAPAROUND SUPPORT SERVICES.—Not later
21 than 180 days after the date of the enactment of this subsection, the
22 Corporation shall establish guidelines regarding the circumstances under
23 which wraparound support services shall be made available under

1 paragraph (1) and the types of wraparound support services that shall be
2 made so available. Wraparound support services may include career
3 counseling, transportation assistance, training and certification programs,
4 and mental health assistance. In developing such guidelines, the
5 Corporation shall consider the availability of philanthropic investment and
6 the cost-per-member to grantees who support participants described in
7 paragraph (1).

8 (3) EXEMPTION FROM LIVING ALLOWANCE.—Wraparound support
9 services shall not be considered in determining the maximum living
10 allowance under subsection (a)(2).

11 *This section would also amend section 189(c) of the National and*
12 *Community Service Act of 1990 (42 U.S.C. 12645c(c)) as follows:*

13 (c) COSTS NOT SUBJECT TO LIMITATION. The limitation under subsection
14 (a), and the increased limitation under subsection (e)(1), shall not apply to
15 ~~expenses under a grant authorized under the national service laws to operate a~~
16 ~~program that are not included in the grant award for operating the program.—~~

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

20 (2) expenses for wraparound support services provided under
21 section 140(g).

22 *This section would also amend section 105(b) of the Domestic Volunteer*
23 *Service Act of 1973 (42 U.S.C. 4955(b)) as follows:*

1 (b)(1) The Director shall also provide volunteers such living, travel
2 (including travel to and from places of training and to and from locations
3 to which volunteers are assigned during periods of service) and leave
4 allowances, and such housing, supplies, equipment, subsistence, clothing,
5 health and dental care, transportation, supervision, preservice training and
6 where appropriate in-service training, technical assistance, and such other
7 support as the Director deems necessary and appropriate to carry out the
8 purpose and provisions of this part, and shall insure that each such
9 volunteer has available such allowances and support as will enable the
10 volunteer to carry out the purpose and provisions of this part and to
11 effectively perform the work to which such volunteer is assigned.

12 (2) The Director shall set the subsistence allowance for volunteers
13 under paragraph (1) for each fiscal year so that—

14 (A) the minimum allowance is not less than an amount
15 equal to 95 percent of such poverty line (as defined in section
16 673(2) of the Community Services Block Grant Act (42 U.S.C.
17 9902(2))) for a single individual as expected for each fiscal year;
18 and

19 (B) the average subsistence allowance, excluding
20 allowances for Hawaii, Guam, American Samoa, and Alaska, is no
21 less than 105 percent of such poverty line.

22 (3) The Director shall adjust the subsistence allowances for
23 volunteers serving in areas that have a higher cost of living than the

1 national average to reflect such higher cost. The Director shall review such
2 adjustments on an annual basis to ensure that the adjustments are current.

3 (4)(A) In addition to the stipend and other assistance provided
4 under this subsection, and subject to the availability of appropriations to
5 carry out this paragraph, the Director shall provide support services under
6 this paragraph (in this paragraph referred to as ‘wraparound support
7 services’) for volunteers who—

8 (i) are disadvantaged youth of ages 17 through 26,

9 (ii) are located in Indian lands, or

10 (iii) are located in rural communities.

11 In this subparagraph, the terms ‘disadvantaged youth’ and ‘Indian lands’
12 have the meanings given those terms in section 101 of the National and
13 Community Service Act of 1990 (42 U.S.C. 12511).

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

1 **SEC. 330. NATIONAL SERVICE EDUCATIONAL AWARD INCREASES.**

2 *This section would amend Section 147(a) of the National and Community*
3 *Service Act of 1990 (42 U.S.C. 12603(a)) as follows:*

4 (a) AMOUNT FOR FULL-TIME NATIONAL SERVICE.— Except as provided in
5 subsection (c), an individual described in section 146(a) who successfully
6 completes a required term of full-time national service in an approved national
7 service position shall receive a national service educational award ~~having a value~~
8 ~~equal to the maximum amount of a Federal Pell Grant under section 1070a of title~~
9 ~~20 that a student eligible for such Grant may receive in the aggregate (without~~
10 ~~regard to whether the funds are provided through discretionary or mandatory~~
11 ~~appropriations)~~, equal to the average cost of one year of in-State tuition at a public
12 institution of higher education that awards bachelors' degrees, as determined by
13 the Chief Executive Officer, for the award year for which the national service
14 position is approved by the Corporation.

15 **SEC. 331. EXPANDED USE OF NATIONAL SERVICE EDUCATIONAL**
16 **AWARD.**

17 *This section would amend Section 148(a)(4) of the National and*
18 *Community Service Act of 1990 (42 U.S.C. 12604(a)(4)) as follows:*

19 (a) IN GENERAL.—Amounts in the Trust shall be available—
20 (1) to repay student loans in accordance with subsection (b);
21 (2) to pay all or part of the cost of attendance or other educational
22 expenses at an institution of higher education in accordance with
23 subsection (c);

1 (3) to pay expenses incurred in participating in an approved
2 school-to-work program in accordance with subsection (d);

3 (4) to pay expenses incurred in enrolling in an educational
4 institution or training establishment that is approved under chapter 36 of
5 title 38, United States Code, or other applicable provisions of law, for
6 offering programs of education, apprenticeship, or on-job training for
7 which educational assistance may be provided by the Secretary of
8 Veterans Affairs, **regardless of whether the individual is an eligible**
9 **veteran for purposes of such chapter 38**; and

10 (5) to pay interest expenses in accordance with regulations
11 prescribed pursuant to subsection (e).

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

14 *This section would amend section 141(a) of the National and Community*
15 *Service Act of 1990 (42 U.S.C. 12595(a)) as follows:*

16 (a) ELIGIBILITY GENERALLY.—A participant in a national service program
17 carried out using assistance provided to an applicant under section 121 shall be
18 eligible for the national service educational award described in subtitle D if the
19 participant—

20 (1) serves in an approved national service position; ~~and~~

21 (2) satisfies the eligibility requirements specified in section 146
22 with respect to service in that approved national service position; ~~and~~

1 (3) has not accepted the stipend authorized under section 332 of
2 the Inspire to Serve Act of 2020.

3 *This section would also amend section 158(f) of the National and*
4 *Community Service Act of 1990 (42 U.S.C. 12618(f)) as follows:*

5 (f) NATIONAL SERVICE EDUCATIONAL AWARDS.— A Corps member who
6 successfully completes a period of agreed service in the Corps may receive the
7 national service educational award described in subtitle D if the Corps member—

8 (1) serves in an approved national service position; ~~and~~

9 (2) satisfies the eligibility requirements specified in section 146
10 with respect to service in that approved national service position; ~~and~~

11 (3) has not accepted the stipend authorized under section 332 of
12 the Inspire to Serve Act of 2020.

13 **SEC. 333. EXCLUSION OF NATIONAL SERVICE EDUCATIONAL**
14 **AWARD FROM GROSS INCOME.**

15 *This section would amend section 117(c) of the Internal Revenue Code of*
16 *1986 (26 U.S.C. 117(c)) as follows:*

17 (c) LIMITATION.—

18 (1) IN GENERAL.—Except as provided in paragraph (2), subsections
19 (a) and (d) shall not apply to that portion of any amount received which
20 represents payment for teaching, research, or other services by the student
21 required as a condition for receiving the qualified scholarship or qualified
22 tuition reduction.

1 (2) EXCEPTIONS.— Paragraph (1) shall not apply to any amount
2 received by an individual under—

3 (A) the National Health Service Corps Scholarship
4 Program under section 338A(g)(1)(A) of the Public Health Service
5 Act,

6 (B) the Armed Forces Health Professions Scholarship and
7 Financial Assistance program under subchapter I of chapter 105 of
8 title 10, United States Code, ~~or~~

9 (C) a comprehensive student work-learning-service
10 program (as defined in section 448(e) of the Higher Education Act
11 of 1965) operated by a work college (as defined in such section),

12 or

13 (D) a national service educational award under subtitle D of
14 title I of the National and Community Service Act of 1990 (42
15 U.S.C. 12601 et seq.).

16 *This section would also amend subsection (f) of section 108 of the Internal*
17 *Revenue Code of 1986 by including at the end the following new paragraph:*

18 (6) PAYMENTS UNDER NATIONAL SERVICE EDUCATIONAL AWARD
19 PROGRAMS.—In the case of an individual, gross income shall not include
20 any amount received under a national service educational award under
21 subtitle D of title I of the National and Community Service Act of 1990
22 (42 U.S.C. 12601 et seq.).

1 **SEC. 334. TRANSFERABILITY OF NATIONAL SERVICE**

2 **EDUCATIONAL AWARD.**

3 *This section would amend section 148(f) of the National and Community*
4 *Service Act of 1990 (42 U.S.C. 12604(f)) as follows:*

5 (f) TRANSFER OF EDUCATIONAL AWARDS.—

6 (1) IN GENERAL.—An individual who is eligible to receive a
7 national service educational award or silver scholar educational award due
8 to service in a program described in paragraph (2) may elect to receive the
9 award (in the amount described in the corresponding provision of section
10 147) and transfer the award to a designated individual. Subsections (b),
11 (c), and (d) shall apply to the designated individual in lieu of the
12 individual who is eligible to receive the national service educational award
13 or silver scholar educational award, except that amounts refunded to the
14 account under subsection (c)(5) on behalf of a designated individual may
15 be used by the Corporation to fund additional placements in the national
16 service program in which the eligible individual who transferred the
17 national service educational award or silver scholar educational award
18 participated for such award.

19 (2) CONDITIONS FOR TRANSFER.—An educational award may be
20 transferred under this subsection if—

21 (A)(i) the award is a national service educational award for
22 service ~~in a national service program that receives a grant under~~
23 ~~subtitle C~~ in a position specified under section 123; and

1 (ii) before beginning the term of service involved, the
2 eligible individual is age 55 or older; or

3 (B) the award is a silver scholarship educational award
4 under section 198C(a).

5 (3) MODIFICATION OR REVOCATION.—

6 (A) IN GENERAL.—An individual transferring an
7 educational award under this subsection may, on any date on
8 which a portion of the educational award remains unused, modify
9 or revoke the transfer of the educational award with respect to that
10 portion.

11 (B) NOTICE.—A modification or revocation of the transfer
12 of an educational award under this paragraph shall be made by the
13 submission of written notice to the Corporation.

14 (4) PROHIBITION ON TREATMENT OF TRANSFERRED AWARD AS
15 MARITAL PROPERTY.—An educational award transferred under this
16 subsection may not be treated as marital property, or the asset of a marital
17 estate, subject to division in a divorce or other civil proceeding.

18 (5) DEATH OF TRANSFEROR.— The death of an individual
19 transferring an educational award under this subsection shall not affect the
20 use of the educational award by the child, foster child, or grandchild to
21 whom the educational award is transferred if such educational award is
22 transferred prior to the death of the individual.

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 (6) PROCEDURES TO PREVENT WASTE, FRAUD, OR ABUSE.— The
2 Corporation shall establish requirements to prevent waste, fraud, or abuse
3 in connection with the transfer of an educational award and to protect the
4 integrity of the educational award under this subsection.

5 (7) TECHNICAL ASSISTANCE.— The Corporation may, as
6 appropriate, provide technical assistance, to individuals and eligible
7 entities carrying out national service programs, concerning carrying out
8 this subsection.

9 (8) DEFINITION OF A DESIGNATED INDIVIDUAL.—In this subsection,
10 the term “designated individual” is an individual—

11 (A) whom an individual who is eligible to receive a
12 national service educational award or silver scholar educational
13 award due to service in a program described in paragraph (2)
14 designates to receive the educational award;

15 (B) who meets the eligibility requirements of paragraphs
16 (3) and (4) of section 146(a); and

17 ~~(C) who is a child, foster child, or grandchild of the~~
18 ~~individual described in subparagraph (A)~~(C) who meets such other
19 requirements that the Corporation shall specify in regulations.

20 *This section would also amend section 146(d)(3) of the National and*
21 *Community Service Act of 1990 (42 U.S.C. 12602(d)(3)) as follows:*

22 (d) TIME FOR USE OF EDUCATIONAL AWARD.—

1 (1) IN GENERAL.— Subject to paragraph (2), an individual eligible
2 to receive a national service educational award or a silver scholar
3 educational award under this section may not use such award after the end
4 of the 7-year period beginning on the date the individual completes the
5 term of service in an approved national service position or an approved
6 silver scholar position, as applicable, that is the basis of the award. Subject
7 to paragraph (2), an individual eligible to receive a summer of service
8 educational award under this section may not use such award after the end
9 of the 10-year period beginning on the date the individual completes the
10 term of service in an approved summer of service position that is the basis
11 of the award.

12 (2) EXCEPTION.—The Corporation may extend the period within
13 which an individual may use a national service educational award,
14 summer of service educational award, or silver scholar educational award
15 if the Corporation determines that the individual—

16 (A) was unavoidably prevented from using the national
17 service educational award, summer of service educational award,
18 or silver scholar educational award during the original 7-year
19 period, or 10-year period, as appropriate; or

20 (B) performed another term of service in an approved
21 national service position, approved summer of service position, or
22 approved silver scholar position during that period.

1 (3) TERM FOR TRANSFERRED EDUCATIONAL AWARDS.— For
2 purposes of applying paragraphs (1) and (2)(A) to an individual who is
3 eligible to receive an educational award as a designated individual (as
4 defined in section 148(f)(8)), references to a seven-year period shall be
5 considered to be references to ~~a 10-year period that begins on the date the~~
6 ~~individual who transferred the educational award to the designated~~
7 ~~individual completed the term of service in the approved national service~~
8 ~~position or approved silver scholar position that is the basis of the award a~~
9 7-year period that begins on the date the designated individual who
10 received the transferred educational award becomes 18 years of age.

11 **SEC. 335. NONCOMPETITIVE ELIGIBILITY FOR FULL-TIME**
12 **NATIONAL SERVICE PARTICIPANTS.**

13 *This section would amend section 415(d) of the Domestic Volunteer*
14 *Service Act of 1973 (42 U.S.C. 5055(d)) as follows:*

15 (d) Volunteers serving in programs for periods of service of at least one
16 year under part A of title I of this Act, and volunteers serving for such periods
17 under title VIII of the Economic Opportunity Act of 1964, as amended (42 U.S.C.
18 2991–2994d), including those whose service was completed under such Act, who
19 the Director determines, in accordance with regulations the Director shall
20 prescribe, have successfully completed their periods of service, shall be eligible
21 for ~~appointment in the competitive service~~ noncompetitive appointment in the
22 competitive service for a period of 36 months, beginning on the date on which
23 their required term of service ends, in the same manner as Peace Corps volunteers

1 as prescribed in Executive Order Number 11103 (April 10, 1963), [without regard](#)
2 [to section 4 of such Order.](#)

3 *This section would also amend Part III of subtitle C of title I of the*
4 *National and Community Service Act of 1990 (42 U.S.C. 12591 et seq.) by adding*
5 *at the end the following new section:*

6 **SEC. 142. NONCOMPETITIVE ELIGIBILITY FOR NATIONAL**
7 **SERVICE PARTICIPANTS.**

8 Participants in a national service program who are eligible to receive a
9 national service educational award under section 141, and who the Chief
10 Executive Officer determines have successfully completed their terms of service,
11 shall be eligible for noncompetitive appointment in the competitive service for a
12 period of 36 months beginning on the date on which their required term of service
13 ends. The Chief Executive Officer shall make such determination in accordance
14 with the requirements of Executive Order Number 11103 of April 10, 1963,
15 without regard to section 4 of such Order.

16 *This section would also amend section 5 of the Peace Corps Act (22*
17 *U.S.C. 2504) by adding at the end the following:*

18 (q) NONCOMPETITIVE ELIGIBILITY.—Volunteers and volunteer leaders who
19 have completed a term of service of 2 years or more under this Act and who the
20 Director determines have successfully completed their periods of service shall be
21 eligible for noncompetitive appointment in the competitive service for a period of
22 36 months beginning on the date on which their required term of service ends.
23 The Director shall make such determination in accordance with the requirements

1 of Executive Order Number 11103 of April 10, 1963, without regard to section 4
2 of such Order.

3 **SEC. 336. PENSION SERVICE CREDIT FOR FEDERAL SERVICE**

4 **CORPS PARTICIPANTS.**

5 *This section would amend section 8411(h) of title 5, United States Code,*
6 *as follows:*

7 (h) An employee or Member shall be allowed credit for service as a
8 volunteer or volunteer leader under part A of title VIII of the Economic
9 Opportunity Act of 1964, as a full-time volunteer enrolled in a program of at least
10 1 year's duration under part A, B, or C of title I of the Domestic Volunteer Service
11 Act of 1973, as a National Civilian Community Corps member or leader under
12 subtitle E of title I of the National and Community Service Act of 1990 (42
13 U.S.C. 12611 et seq.), as a member of a program under title I or title II of the Act
14 commonly referred to as the "Youth Conservation Corps Act of 1970" (16 U.S.C.
15 1701-1730), or as a volunteer or volunteer leader under the Peace Corps Act
16 performed at any time prior to the separation on which the entitlement to any
17 annuity under this subchapter is based if the employee or Member has made a
18 deposit with interest, if any, with respect to such service under section 8422(f).

19 *This section would also amend 5 U.S.C. 8422(f)(1) as follows:*

20 (f)(1) Each employee or Member who has performed service as a
21 volunteer or volunteer leader under part A of title VIII of the Economic
22 Opportunity Act of 1964, as a full-time volunteer enrolled in a program of at least
23 1 year's duration under part A, B, or C of title I of the Domestic Volunteer Service

1 Act of 1973, as a National Civilian Community Corps member or leader under
2 subtitle E of title I of the National and Community Service Act of 1990 (42
3 U.S.C. 12611 et seq.), as a member of a program under title I or title II of the Act
4 commonly referred to as the ‘Youth Conservation Corps Act of 1970’ (16 U.S.C.
5 1701-1730), or as a volunteer or volunteer leader under the Peace Corps Act
6 before the date of the separation on which the entitlement to any annuity under
7 this subchapter, or subchapter V of this chapter, is based may pay, in accordance
8 with such regulations as the Office of Personnel Management shall issue, an
9 amount equal to 3 percent of the readjustment allowance paid to the employee or
10 Member under title VIII of the Economic Opportunity Service Act of 1964 or
11 section 5(c) or 6(1) of the Peace Corps Act ~~or the stipend~~, of the stipend paid to
12 the employee or Member under part A, B, or C of title I of the Domestic
13 Volunteer Service Act of 1973, ~~for each period of service as such a volunteer or~~
14 ~~volunteer leader~~ or of the living allowance paid to the National Civilian
15 Community Corps member or leader under subtitle E of title I of the National and
16 Community Service Act of 1990, or to the member of a program under title I or
17 title II of the Act commonly referred to as the ‘Youth Conservation Corps Act of
18 1970’, for each period of service as such a volunteer, volunteer leader, member,
19 or leader. This paragraph shall be subject to paragraph (4).

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

21 *This section would amend section 201 of the Domestic Volunteer Service*
22 *Act of 1973 (42 U.S.C. 5001) as follows:*

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 (a) In order to help retired individuals and working older individuals to
2 share their experiences, abilities, and skills to improve their communities and
3 themselves through service in their communities, the Director is authorized to
4 make grants to State agencies (established or designated pursuant to section
5 305(a)(1) of the Older Americans Act of 1965, as amended (42 U.S.C.
6 3025(a)(1))) or grants to or contracts with other public and nonprofit private
7 agencies and organizations to pay part or all of the costs for the development or
8 operation, or both, of volunteer service projects under this section, if the Director
9 determines, in accordance with regulations the Director shall prescribe, that—

10 (1) volunteers will not be reimbursed for other than transportation,
11 meals, and other out-of-pocket expenses incident to the provision of
12 services under this part;

13 (2) only individuals 55 years of age or older will be enrolled as
14 volunteers to provide services under this part (except for administrative
15 purposes), and such services will be performed in the community where
16 such individuals reside or in nearby communities either (A) on publicly
17 owned and operated facilities or projects, or (B) on local projects
18 sponsored by private nonprofit organizations (other than political parties),
19 other than projects involving the construction, operation, or maintenance
20 of so much of any facility used or to be used for sectarian instruction or as
21 a place for religious worship;

22 (3) the project includes such short-term training as may be
23 necessary to make the most effective use of the skills and talents of

1 participating volunteers and individuals, and provide for the payment of
2 the reasonable expenses of such volunteers while undergoing such
3 training; and

4 (4) the project is being designed and implemented with the advice
5 of persons competent in the field of service to be provided, as well as
6 persons who have expertise in the management of volunteers and the
7 needs of older individuals.

8 (b) In no event shall the required proportion of the local contribution
9 (including in-kind contributions) for a grant or contract made under this section be
10 more than 10 per centum in the first year of assistance under this section, 20 per
11 centum in the second such year, 30 per centum in any subsequent such years:
12 Provided, however, That the Director may make exceptions in cases of
13 demonstrated need, determined (in accordance with regulations which the
14 Director shall prescribe) on the basis of the financial capability of a particular
15 recipient of assistance under this section, to permit a lesser local contribution
16 proportion than any required contribution proportion established by the Director
17 in generally applicable regulations.

18 (c) The Director shall not award any grant or contract under this part for a
19 project in any State to any agency or organization unless, if such State has a State
20 agency established or designated pursuant to section 305(a)(1) of the Older
21 Americans Act of 1965, as amended (42 U.S.C. 3025(a)(1)), such agency itself is
22 the recipient of the award or such agency has been afforded at least forty-five

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 days in which to review the project application and make recommendations
2 thereon.

3 (d) Notwithstanding any other provision of law, volunteer service under
4 this part shall not be deemed employment for any purpose which the Director
5 finds is not fully consistent with the provisions and in furtherance of the purpose
6 of this part.

7 (e)(1) Beginning with fiscal year 2013 and for each fiscal year thereafter,
8 each grant or contract awarded under this section, for such a year, shall be—

9 ~~(A) awarded for a period of 3 years, with an option for a grant~~
10 ~~renewal of 3 years if the grantee meets the performances measures~~
11 ~~established under subsection (g); and~~

12 (A) awarded for a period of not more than 3 years; and

13 (B) awarded through a competitive process described in paragraph

14 (2).

15 (2)(A) The Corporation shall promulgate regulations establishing the
16 competitive process required under paragraph (1)(B), and make such regulations
17 available to the public, not later than 18 months after the date of the enactment of
18 the Serve America Act. The Corporation shall consult with the directors of
19 programs receiving grants under this section during the development and
20 implementation of the competitive process.

21 (B) The competitive process required by subparagraph (A) shall—

22 (i) include the use of a peer review panel, including members with
23 expertise in senior service and aging, to review applications;

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 (ii) include site inspections of programs assisted under this section,
2 as appropriate;

3 (iii) in the case of an applicant who has previously received a grant
4 or contract for a program under this section, include an evaluation of the
5 program conducted by a review team, as described in subsection (f); and

6 ~~(iv) ensure that—~~

7 ~~(I) the grants or contracts awarded under this section~~
8 ~~through the competitive process for a grant or contract cycle~~
9 ~~support an aggregate number of volunteer service years for a given~~
10 ~~geographic service area that is not less than the aggregate number~~
11 ~~of volunteer service years supported under this section for such~~
12 ~~service area for the previous grant or contract cycle;~~

13 ~~(II) the grants or contracts awarded under this section~~
14 ~~through the competitive process for a grant or contract cycle~~
15 ~~maintain a similar program distribution, as compared to the~~
16 ~~program distribution for the previous grant or contract cycle; and~~

17 ~~(III) every effort is made to minimize the disruption to~~
18 ~~volunteers; and~~

19 ~~(v)~~(iv) include the use of performance measures, outcomes, and
20 other criteria established under subsection (g).

21 (f)(1) Notwithstanding section 412, and effective beginning 180 days after
22 the date of enactment of the Serve America Act, each grant or contract under this
23 section that expires in fiscal year 2011, 2012, or 2013 shall be subject to an

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 evaluation process conducted by a review team described in paragraph (4). The
2 evaluation process shall be carried out, to the maximum extent practicable, in
3 fiscal year 2010, 2011, and 2012, respectively.

4 (2) The Corporation shall promulgate regulations establishing the
5 evaluation process required under paragraph (1), and make such regulations
6 available to the public, not later than 18 months after the date of enactment of the
7 Serve America Act. The Corporation shall consult with the directors of programs
8 receiving grants under this section during the development and implementation of
9 the evaluation process.

10 (3) The evaluation process required under paragraph (1) shall—

11 (A) include performance measures, outcomes, and other criteria
12 established under subsection (g); and

13 (B) evaluate the extent to which the recipient of the grant or
14 contract meets or exceeds such performance measures, outcomes, and
15 other criteria through a review of the recipient.

16 (4) To the maximum extent practicable, the Corporation shall provide that
17 each evaluation required by this subsection is conducted by a review team that—

18 (A) includes individuals who are knowledgeable about programs
19 assisted under this section;

20 (B) includes current or former employees of the Corporation who
21 are knowledgeable about programs assisted under this section;

22 (C) includes representatives of communities served by volunteers
23 of programs assisted under this section; and

1 (D) shall receive periodic training to ensure quality and
2 consistency across evaluations.

3 (5) The findings of an evaluation described in this subsection of a program
4 described in paragraph (1) shall—

5 (A) be presented to the recipient of the grant or contract for such
6 program in a timely, transparent, and uniform manner that conveys
7 information of program strengths and weaknesses and assists with
8 program improvement; and

9 (B) be used as the basis for program improvement, and for the
10 provision of training and technical assistance.

11 (g)(1) The Corporation shall, with particular attention to the different
12 needs of rural and urban programs assisted under this section, develop
13 performance measures, outcomes, and other criteria for programs assisted under
14 this section that—

15 (A) include an assessment of the strengths and areas in need of
16 improvement of a program assisted under this section;

17 (B) include an assessment of whether such program has adequately
18 addressed population and community-wide needs;

19 (C) include an assessment of the efforts of such program to
20 collaborate with other community-based organizations, units of
21 government, and entities providing services to seniors, taking into account
22 barriers to such collaboration that such program may encounter;

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 (D) include a protocol for fiscal management that shall be used to
2 assess such program’s compliance with the program requirements for the
3 appropriate use of Federal funds;

4 (E) include an assessment of whether the program is in conformity
5 with the eligibility, outreach, enrollment, and other requirements for
6 programs assisted under this section; and

7 (F) contain other measures of performance developed by the
8 Corporation, in consultation with the review teams described in subsection
9 (f)(4).

10 (2)(A) The performance measures, outcomes, and other criteria established
11 under this subsection may be updated or modified as necessary, in consultation
12 with directors of programs under this section, but not earlier than fiscal year 2014.

13 (B) For each fiscal year preceding fiscal year 2014, the Corporation may,
14 after consulting with directors of the programs under this section, determine that a
15 performance measure, outcome, or criterion established under this subsection is
16 operationally problematic, and may, in consultation with such directors and after
17 notifying the authorizing committees—

18 (i) eliminate the use of that performance measure, outcome or
19 criterion; or

20 (ii) modify that performance measure, outcome, or criterion as
21 necessary to render it no longer operationally problematic.

22 (3) In the event that a program does not meet one or more of the
23 performance measures, outcome, or criteria established under this subsection, the

1 Corporation shall initiate procedures to terminate the program in accordance with
2 section 412.

3 (h) The Chief Executive Officer shall develop procedures by which
4 programs assisted under this section may receive training and technical assistance,
5 which may include regular monitoring visits to assist programs in meeting the
6 performance measures, outcomes, and criteria.

7 ~~(i)(1) Notwithstanding subsection (g)(3) or section 412, the Corporation~~
8 ~~shall continue to fund a program assisted under this section that has failed to meet~~
9 ~~or exceed the performance measures, outcomes, and other criteria established~~
10 ~~under this subsection for not more than 12 months if the competitive process~~
11 ~~established under subsection (e) does not result in a successor grant or contract for~~
12 ~~such program, in order to minimize the disruption to volunteers and the disruption~~
13 ~~of services.~~

14 ~~(2) In the case where a program is continued under paragraph (1), the~~
15 ~~Corporation shall conduct outreach regarding the availability of a grant under this~~
16 ~~section for the area served by such program and establish a new competition for~~
17 ~~awarding the successor program to the continued program. The recipient~~
18 ~~operating the continued program shall remain eligible for the new competition.~~

19 ~~(3) The Corporation may monitor the recipient of a grant or contract~~
20 ~~supporting a program continued under paragraph (1) during this period and may~~
21 ~~provide training and technical assistance to assist such recipient in meeting the~~
22 ~~performance measures for such program.~~

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 ~~(i)~~(i) The Corporation shall develop and disseminate an online resource
2 guide for programs under this section not later than 180 days after the date of
3 enactment of the Serve America Act, which shall include—

4 (1) examples of high-performing programs assisted under this
5 section;

6 (2) corrective actions for underperforming programs; and

7 (3) examples of meaningful outcome-based performance measures,
8 outcomes, and criteria that capture a program’s mission and priorities.

9 *This section would also amend section 227(a) of the Domestic Volunteer*
10 *Service Act of 1973 (42 U.S.C. 5027(a)) as follows:*

11 (a)~~(1) Subject to paragraph (2) and~~ Subject to the availability of funds, the
12 Director may make a grant or enter into a contract under part A, B, or C for a
13 period not to exceed 3 years. Each applicant who receives a grant, or enters into a
14 contract, under such part for a period exceeding 1 year shall comply with such
15 regulations as the Director may issue to require such applicant—

16 ~~(A)~~(1) to demonstrate that such applicant is in compliance with
17 such part and with the terms and conditions of such grant or contract; and

18 ~~(B)~~(2) to provide information to update the application submitted
19 to obtain such grant or contract.

20 ~~(2) If the amount appropriated for any fiscal year to carry out part A, B, or~~
21 ~~C in a period during which multiyear grants or contracts are in effect under such~~
22 ~~part is less than the amount appropriated to carry out such part in the first fiscal~~

1 ~~year in such period, then the amounts payable under all such grants and contracts~~
2 ~~in effect in such period under such part shall be reduced pro rata.~~

3 *This section would also amend section 412 of the Domestic Volunteer*
4 *Service Act of 1973 (42 U.S.C. 5052) as follows:*

5 (a) The Director is authorized, in accordance with the provisions of this
6 section, to suspend further payments or to terminate payments under any contract
7 or grant providing assistance under this Act, whenever the Director determines
8 there is a material failure to comply with the applicable terms and conditions of
9 any such grant or contract. The Director shall prescribe procedures to insure
10 that—

11 (1) assistance under this Act shall not be suspended for failure to
12 comply with applicable terms and conditions, except in emergency
13 situations for thirty days; and

14 ~~(2) an application for refunding under this Act may not be denied~~
15 ~~unless the recipient has been given (A) notice at least 75 days before the~~
16 ~~denial of such application of the possibility of such denial and the grounds~~
17 ~~for any such denial, and (B) opportunity to show cause why such action~~
18 ~~should not be taken;~~

19 ~~(3) in any case where an application for refunding is denied for~~
20 ~~failure to comply with the terms and conditions of the grant or contract~~
21 ~~award, the recipient shall be afforded an opportunity for an informal~~
22 ~~hearing before an impartial hearing officer, who has been agreed to by the~~
23 ~~recipient and the Agency; and~~

1 ~~(4)~~(2) assistance under this Act shall not be terminated for failure
2 to comply with applicable terms and conditions unless the recipient has
3 been afforded reasonable notice and opportunity for a full and fair hearing.

4 (b) In order to assure equal access to all recipients, such hearings or other
5 meetings as may be necessary to fulfill the requirements of this section shall be
6 held at locations convenient to the recipient agency.

7 **Subtitle C—Advancement of Public Service:**
8 **Modernization of Federal Personnel**
9 **Systems**

10 **SEC. 341. ENHANCED AWARENESS OF THE VALUE OF FEDERAL**
11 **PUBLIC SERVICE.**

12 *This section would amend subchapter I of chapter 3 of title 5, United*
13 *States Code, by adding at the end the following new section:*

14 **§307. Enhanced awareness of the value of Federal public service**

15 Subject to guidance issued by the Comptroller General, any Executive
16 agency or military department may use appropriated funds to educate and inform
17 the public about the role of Federal employees, the value of Federal employment,
18 and the mission of the agency or department. The use of funds pursuant to the
19 guidance issued by the Comptroller General under this section shall not constitute
20 self-aggrandizement, publicity, or propaganda that is otherwise prohibited under
21 any other provision of law enacted before, on, or after the date of the enactment of
22 this section.

1 **SEC. 342. RESPONSIBILITY FOR DETERMINING ELIGIBILITY FOR**
2 **HIRING PREFERENCES AND SPECIAL HIRING**
3 **OPTIONS.**

4 *This section would not amend existing law.*

5 **SEC. 343. ENHANCEMENT OF SPECIAL HIRING AUTHORITIES FOR**
6 **MILITARY VETERANS.**

7 *This section would amend section 2108 of title 5, United States Code, as*
8 *follows:*

9 **§2108. Veteran; disabled veteran; preference eligible**

10 For the purpose of this title-

11 (1) "veteran" means an individual who—

12 (A) served on active duty in the armed forces during a war, in a
13 campaign or expedition for which a campaign badge has been authorized,
14 or during the period beginning April 28, 1952, and ending July 1, 1955;

15 (B) served on active duty as defined by section 101(21) of title
16 38 at any time in the armed forces for a period of more than 180
17 consecutive days any part of which occurred after January 31, 1955, and
18 before October 15, 1976, not including service under section 12103(d) of
19 title 10 pursuant to an enlistment in the Army National Guard or the Air
20 National Guard or as a Reserve for service in the Army Reserve, Navy
21 Reserve, Air Force Reserve, Marine Corps Reserve, or Coast Guard
22 Reserve;

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 (C) served on active duty as defined by section 101(21) of title
2 38 in the armed forces during the period beginning on August 2, 1990, and
3 ending on January 2, 1992; or

4 (D) served on active duty as defined by section 101(21) of title
5 38 at any time in the armed forces for a period of more than 180
6 consecutive days any part of which occurred during the period beginning
7 on September 11, 2001, and ending on the date prescribed by Presidential
8 proclamation or by law as the last date of Operation Iraqi Freedom;
9 and, except as provided under section 2108a, who has been discharged or
10 released from active duty in the armed forces under honorable conditions;

11 (2) "disabled veteran" means an individual who has served on active duty
12 in the armed forces, (except as provided under section 2108a) has been
13 separated therefrom under honorable conditions, and has established the
14 present existence of a service-connected disability or is receiving
15 compensation, disability retirement benefits, or pension because of a public
16 statute administered by the Department of Veterans Affairs or a military
17 department;

18 (3) "preference eligible" means, except as provided in paragraph (4) of this
19 section or section 2108a(c)—

20 (A) a veteran as defined by paragraph (1)(A) of this section;

21 (B) a veteran as defined by paragraph (1)(B), (C), or (D) of this
22 section;

23 (C) a disabled veteran;

1 (D) the unmarried widow or widower of a veteran as defined by
2 paragraph (1)(A) of this section;

3 (E) the wife or husband of a service-connected disabled veteran if
4 the veteran has been unable to qualify for any appointment in the civil
5 service or in the government of the District of Columbia;

6 (F) the parent of an individual who lost his or her life under
7 honorable conditions while serving in the armed forces during a period
8 named by paragraph (1)(A) of this section, if-

9 (i) the spouse of that parent is totally and permanently
10 disabled; or

11 (ii) that parent, when preference is claimed, is unmarried
12 or, if married, legally separated from his or her spouse;

13 (G) the parent of a service-connected permanently and totally
14 disabled veteran, if—

15 (i) the spouse of that parent is totally and permanently
16 disabled; or

17 (ii) that parent, when preference is claimed, is unmarried
18 or, if married, legally separated from his or her spouse; and

19 (H) a veteran who was discharged or released from a period of
20 active duty by reason of a sole survivorship discharge (as that term is
21 defined in section 1174(i) of title 10);

22 but does not include applicants for, or members of, the Senior Executive
23 Service, the Defense Intelligence Senior Executive Service, the Senior

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 Cryptologic Executive Service, or the Federal Bureau of Investigation and
2 Drug Enforcement Administration Senior Executive Service;

3 ~~(4) except for the purposes of chapters 43 and 75 of this title, “preference~~
4 ~~eligible” does not include a retired member of the armed forces unless—~~

5 ~~(A) the individual is a disabled veteran; or~~

6 ~~(B) the individual retired below the rank of major or its equivalent;~~

7 (4) except for the purposes of chapters 43 and 75 of this title, “preference
8 eligible” does not include—

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

10 (i) the individual is a disabled veteran; or

11 (ii) the individual retired below the rank of major or its
12 equivalent;

13 (B) a veteran who has been discharged or released from active duty
14 for more than 10 years; or

15 (C) a veteran who is an employee who has been in the competitive
16 service for more than 2 years; and

17 (5) "retired member of the armed forces" means a member or former
18 member of the armed forces who is entitled, under statute, to retired,
19 retirement, or retainer pay on account of service as a member.

20 *This section would also amend section 3313 of title 5, United States Code,*
21 *as follows:*

22 **§3313. Competitive service; registers of eligibles**

1 The names of applicants who have qualified in examinations for the
2 competitive service shall be entered on appropriate registers or lists of eligibles in
3 the following order—

4 ~~(1) for scientific and professional positions in GS 9 or higher, in the order~~
5 ~~of their ratings, including points added under section 3309 of this title; and~~

6 ~~(2) for all other positions—~~

7 ~~(A) disabled veterans who have a compensable service connected~~
8 ~~disability of 10 percent or more, in order of their ratings, including points~~
9 ~~added under section 3309 of this title; and~~

10 ~~(B) remaining applicants, in the order of their ratings, including~~
11 ~~points added under section 3309 of this title.~~

12 ~~The names of preference eligibles shall be entered ahead of others having the~~
13 ~~same rating.~~

14 order of their ratings, including points added under section 3309 of this title. The
15 names of preference eligibles shall be entered ahead of others having the same
16 rating.

17 *This section would also amend section 3319(b) of title 5, United States*
18 *Code, as follows:*

19 (b) Within each quality category established under subsection (a),
20 preference-eligibles shall be listed ahead of individuals who are not preference
21 eligibles. ~~For other than scientific and professional positions at GS 9 of the~~
22 ~~General Schedule (equivalent or higher), qualified preference eligibles who have~~

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 ~~a compensable service-connected disability of 10 percent or more shall be listed~~
2 ~~in the highest quality category.~~

3 *This section would also amend section 4211(6) of title 38, United States*
4 *Code, as follows:*

5 (6) The term "recently separated veteran" means any veteran during the
6 ~~three-year~~ 10-year period beginning on the date of such veteran's discharge or
7 release from active duty.

8 *This section would also amend section 4214(a) of title 38, United States*
9 *Code, as follows:*

10 (a)(1) The United States has an obligation to assist veterans of the Armed
11 Forces in readjusting to civilian life. The Federal Government is also continuously
12 concerned with building an effective work force, and veterans constitute a
13 uniquely qualified recruiting source. It is, therefore, the policy of the United
14 States and the purpose of this section to promote the maximum of employment
15 and job advancement opportunities within the Federal Government for qualified
16 covered veterans (as defined in paragraph (2)(B)) who are qualified for such
17 employment and advancement.

18 (2) In this section:

19 (A) The term "agency" has the meaning given the term
20 "department or agency" in section 4211(5) of this title.

21 ~~(B) The term "qualified covered veteran" means a veteran~~
22 ~~described in section 4212(a)(3) of this title.~~

1 (B) The term ‘qualified covered veteran’ means a veteran
2 described in section 4212(a)(3) of this title, but does not include a retired
3 member of the armed forces unless the individual qualifies for retirement
4 under chapter 61 of title 10.

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

7 *This section would not amend existing law.*

8 **SEC. 345. FLEXIBILITY FOR TEMPORARY AND TERM**
9 **APPOINTMENTS.**

10 *This section would amend subchapter I of chapter 31 of title 5, United*
11 *States Code, by adding at the end the following new section:*

12 **§3117. Temporary and term appointments**

13 (a) DEFINITIONS.—In this section:

14 (1) DIRECTOR.—The term ‘Director’ means the Director of the
15 Office of Personnel Management.

16 (2) TEMPORARY APPOINTMENT.—The term ‘temporary
17 appointment’ means an appointment in the competitive service for a
18 period of not more than 1 year.

19 (3) TERM APPOINTMENT.—The term ‘term appointment’ means an
20 appointment in the competitive service for a period of more than 1 year
21 and not more than 5 years.

22 (b) APPOINTMENT.—

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 (1) IN GENERAL.—The head of an Executive agency may make a
2 temporary appointment or term appointment to a position in the
3 competitive service when the need for the services of an employee in the
4 position is not permanent. Appointments made under this section do not
5 affect the authorities granted under section 3109.

6 (2) EXTENSION.—Under conditions prescribed by the Director, the
7 head of an Executive agency may—

8 (A) extend a temporary appointment made under paragraph
9 (1) in increments of not more than 1 year each, up to a maximum
10 of 3 total years of service; and

11 (B) extend a term appointment made under paragraph (1) in
12 increments determined appropriate by the head of the agency, up to
13 a maximum of 6 total years of service.

14 (c) APPOINTMENTS FOR CRITICAL HIRING NEEDS.—Under conditions
15 prescribed by the Director, the head of an Executive agency may make a
16 noncompetitive temporary appointment, or a noncompetitive term appointment
17 for a period of not more than 18 months, to a position in the competitive service
18 for which a critical hiring need exists, as determined under section 3304, without
19 regard to the requirements of sections 3327 and 3330. An appointment made
20 under this subsection may not be extended.

21 (d) REGULATIONS.—The Director may prescribe regulations to carry out
22 this section.

1 (e) SPECIAL PROVISION REGARDING THE DEPARTMENT OF DEFENSE.—

2 Nothing in this section shall preclude the Secretary of Defense from making
3 temporary and term appointments in the competitive service pursuant to section
4 1105 of the National Defense Authorization Act for Fiscal Year 2017 (10 U.S.C.
5 note prec. 1580; Public Law 114–328), and any regulations prescribed by the
6 Director for the administration of this section shall not apply to the Secretary of
7 Defense in the exercise of the authorities granted under such section 1105.

8 **SEC. 346. CRITERIA FOR GRANTING DIRECT-HIRE AUTHORITY TO**
9 **AGENCIES.**

10 *This section would amend section 3304(a) of title 5, United States Code,*
11 *as follows:*

12 (a) The President may prescribe rules which shall provide, as nearly as
13 conditions of good administration warrant, for—

14 (1) open, competitive examinations for testing applicants for
15 appointment in the competitive service which are practical in character
16 and as far as possible relate to matters that fairly test the relative capacity
17 and fitness of the applicants for the appointment sought;

18 (2) noncompetitive examinations when competent applicants do
19 not compete after notice has been given of the existence of the vacancy;
20 and

21 (3) authority for agencies to appoint, without regard to the
22 provision of sections 3309 through 3318, candidates directly to positions
23 for which—

- 1 (A) public notice has been given; and
- 2 (B) the Office of Personnel Management has determined
- 3 that there exists a severe ~~shortage of candidates (or, with respect to~~
- 4 ~~the Department of Veterans Affairs, that there exists a severe~~
- 5 ~~shortage of highly qualified candidates)~~ shortage of highly
- 6 qualified candidates or that there is a critical hiring need.

7 The Office shall prescribe, by regulation, criteria for identifying such positions
8 and may delegate authority to make determinations under such criteria.

9 **SEC. 347. CAFETERIA PLAN FOR FEDERAL EMPLOYEES.**

10 *This section would not amend existing law.*

11 **SEC. 348. MODERN BENEFITS PILOT PROGRAM.**

12 *This section would not amend existing law.*

13 **SEC. 349. DEMONSTRATION PROJECT FLEXIBILITY FOR THE**
14 **OFFICE OF PERSONNEL MANAGEMENT.**

15 *This section would amend section 4703(d)(1) of title 5, United States*
16 *Code, as follows:*

- 17 (d)(1) Each ~~demonstration project shall—~~
- 18 ~~(A) involve not more than 5,000 individuals other than individuals~~
- 19 ~~in any control groups necessary to validate the results of the project; and~~
- 20 ~~(B) terminate before the end of the 5-year period~~ demonstration
- 21 project shall terminate before the end of the 10-year period beginning on
- 22 the date on which the project takes effect, except that the project may

1 continue beyond the date to the extent necessary to validate the results of
2 the project.

3 *This section would also amend section 4703(h) of title 5, United States*
4 *Code, as follows:*

5 ~~(h) The Office shall provide for an evaluation of the results of each~~
6 ~~demonstration project and its impact on improving public management~~

7 (h)(1) The Comptroller General of the United States and the Director of
8 the Office of Management and Budget, shall, every 5 years, each evaluate any
9 demonstration project conducted under this section for its impact on improving
10 public management. Such evaluations should, at a minimum, evaluate the
11 following:

12 (A) The effectiveness of the demonstration project at achieving the
13 purpose identified in the project plan.

14 (B) Significant impacts on any other matters important to attracting
15 and maintaining a highly qualified workforce.

16 (C) The cost-effectiveness of the demonstration project.

17 (D) Recommendations to the Director of the Office of Personnel
18 Management to continue, cease, or adjust the demonstration project.

19 (E) Recommendations to the Director of the Office of Personnel
20 Management on whether to make the demonstration project permanent.

21 (2) The Director of the Office of Personnel Management shall, every 5
22 years, contract with the National Academy of Public Administration—

1 (A) to conduct a study to evaluate any demonstration project conducted
2 under this section for its impact on improving public management, including an
3 evaluation of the items contained in paragraph (1); and

4 (B) to submit to the Director of the Office of Personnel Management a
5 report on the results of each such study.

6 (3) The Director of the Office of Personnel Management may promulgate
7 regulations to make a demonstration project permanent, without requesting
8 separate statutory approval therefor, if at least one of the two officers making the
9 evaluations under paragraph (1) recommend, in their evaluations for the same 5-
10 year period, that a demonstration project be expanded governmentwide. In
11 exercising the authority under this paragraph, the Director of the Office of
12 Personnel Management may consider the reports made under paragraph (2).

13 **SEC. 350. ADVANCED ASSESSMENT TOOLS FOR FEDERAL AGENCY**
14 **HIRING.**

15 *This section would not amend existing law.*

16 **SEC. 351. COMPETENCY STANDARDS FOR HUMAN RESOURCES**
17 **SPECIALISTS.**

18 *This section would amend section 1303(b) of the Homeland Security Act of*
19 *2002 (5 U.S.C. 1401 note) as follows:*

20 (b) FUNCTIONS.—The Chief Human Capital Officers Council shall meet
21 periodically to advise and coordinate the activities of the agencies of its members
22 on such matters as modernization of human resources systems, improved quality
23 of human resources information, and legislation affecting human resources

1 operations and organizations, and to establish competency standards for human
2 resources employees, including technical knowledge, analytical skills, and
3 collaborative skills.

4 **SEC. 352. EVALUATION OF IMPROVEMENTS TO THE FEDERAL**
5 **CIVIL SERVICE PERSONNEL SYSTEM.**

6 *This section would not amend existing law.*

7 **SEC. 353. PROPOSALS FOR MODERN TALENT-MANAGEMENT**
8 **SYSTEM.**

9 *This section would not amend existing law.*

10 **SEC. 354. ANNUAL REPORT ON BLENDED FEDERAL WORKFORCE.**

11 *This section would amend section 1103(c) of title 5, United States Code,*
12 *as follows:*

13 ~~(e)(1)~~(c)(1)(A) The Office of Personnel Management shall design a set of
14 systems, including appropriate metrics, for assessing the management of human
15 capital by Federal agencies.

16 (B)(i) The Office of Personnel Management shall collect from Federal
17 agencies, other than elements of the intelligence community (as defined in section
18 3(4) of the National Security Act of 1947 (50 U.S.C. 3003(4)), on at least an
19 annual basis the following:

20 (I) The total number of persons employed directly by the agency;

21 (II) The total number of prime contractor employees and
22 subcontractor employees, as defined in section 8701 of title 41, issued
23 credentials allowing access to agency property or computer systems.

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 (III) The total number of employees of Federal grant and
2 cooperative agreement recipients, as those legal instruments are described
3 in sections 6304 and 6305 of title 31, United States Code, who are issued
4 credentials allowing access to agency property or computer systems.

5 (IV) A total count of the workforce, including employees, prime
6 contractor employees, subcontractor employees, grantee employees, and
7 cooperative agreement employees.

8 (ii) The Office of Personnel Management shall compile the data collected
9 under clause (i) and issue, and post on its website, an annual report containing this
10 data.

11 (2) The systems referred to under ~~paragraph (1)~~ paragraph (1)(A) shall be
12 defined in regulations of the Office of Personnel Management and include
13 standards for-

14 (A)(i) aligning human capital strategies of agencies with the
15 missions, goals, and organizational objectives of those agencies; and

16 (ii) integrating those strategies into the budget and strategic plans
17 of those agencies;

18 (B) closing skill gaps in mission critical occupations;

19 (C) ensuring continuity of effective leadership through
20 implementation of recruitment, development, and succession plans;

21 (D) sustaining a culture that cultivates and develops a high
22 performing workforce;

1 (E) developing and implementing a knowledge management
2 strategy supported by appropriate investment in training and technology;

3 and

4 (F) holding managers and human resources officers accountable
5 for efficient and effective human resources management in support of
6 agency missions in accordance with merit system principles.

7 **SEC. 355. SENSE OF CONGRESS ON EFFECTIVE AND EFFICIENT**
8 **MANAGEMENT OF THE BLENDED FEDERAL**
9 **WORKFORCE.**

10 *This section would not amend existing law.*

11 **Subtitle D—Advancement of Public Service:**
12 **Students, Recent Graduates, Critical**
13 **Skills**

14 **SEC. 361. FEDERAL FELLOWSHIP AND SCHOLARSHIP CENTER.**

15 *This section would not amend existing law.*

16 **SEC. 362. PUBLIC SERVICE CORPS.**

17 *This section would not amend existing law.*

18 **SEC. 363. PUBLIC SERVICE ACADEMY GRANTS.**

19 *This section would not amend existing law.*

20 **SEC. 364. PUBLIC SERVICE CADET PROGRAM AT MILITARY**
21 **SERVICE ACADEMIES.**

22 *This section would not amend existing law.*

23 **SEC. 365. COMPENSATION FOR FEDERAL INTERNS.**

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 *This section would amend section 3111 of title 5, United States Code, as*
2 *follows:*

3 (a) For the purpose of this section, “student” means an individual who is
4 enrolled, not less than half-time, in a high school, trade school, technical or
5 vocational institute, junior college, college, university, or comparable recognized
6 educational institution. An individual who is a student is deemed not to have
7 ceased to be a student during an interim between school years if the interim is not
8 more than 5 months and if such individual shows to the satisfaction of the Office
9 of Personnel Management that the individual has a bona fide intention of
10 continuing to pursue a course of study or training in the same or different
11 educational institution during the school semester (or other period into which the
12 school year is divided) immediately after the interim.

13 (b) Notwithstanding section 1342 of title 31, the head of an agency may
14 accept, subject to regulations issued by the Office, voluntary service for the
15 United States if the service—

16 (1) is performed by a student, with the permission of the institution
17 at which the student is enrolled, as part of an agency program established
18 for the purpose of providing educational experiences for the student, **but**
19 **only insofar as the institution provides academic credit to the student for**
20 **the voluntary service;**

21 (2) is to be uncompensated; and

22 (3) will not be used to displace any employee.

1 (c) (1) Except as provided in paragraph (2), any student who provides
2 voluntary service under subsection (b) of this section shall not be considered a
3 Federal employee for any purpose other than for purposes of section 7905
4 (relating to commuting by means other than single-occupancy motor vehicles),
5 chapter 81 (relating to compensation for injury) and sections 2671 through 2680
6 of title 28 (relating to tort claims).

7 (2) In addition to being considered a Federal employee for the purposes
8 specified in paragraph (1), any student who provides voluntary service as part of a
9 program established under subsection (b) of this section in the Internal Revenue
10 Service, Department of the Treasury, shall be considered an employee of the
11 Department of the Treasury for purposes of —

12 (A) section 552a of this title (relating to disclosure of records);

13 (B) subsections (a)(1), (h)(1), (k)(6), and (l)(4) of section 6103 of
14 title 26 (relating to confidentiality and disclosure of returns and return
15 information);

16 (C) sections 7213(a)(1) and 7431 of title 26 (relating to
17 unauthorized disclosures of returns and return information by Federal
18 employees and other persons); and

19 (D) section 7423 of title 26 (relating to suits against employees of
20 the United States);

21 except that returns and return information (as defined in section 6103(b) of
22 title 26 shall be made available to students under such program only to the extent

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 that the Secretary of the Treasury or his designee determines that the duties
2 assigned to such students so require.

3 (d) Notwithstanding section 1342 of title 31, the head of an agency may
4 accept voluntary service for the United States under chapter 37 of this title and
5 regulations of the Office of Personnel Management.

6 (e)(1) For purposes of this section the term “agency” shall include the
7 Architect of the Capitol. With respect to the Architect of the Capitol, the authority
8 granted to the Office of Personnel Management under this section shall be
9 exercised by the Architect of the Capitol.

10 (2) In this section, the term “agency” includes the Congressional Budget
11 Office, except that in the case of the Congressional Budget Office—

12 (A) any student who provides voluntary service in accordance with
13 this section shall be considered an employee of the Congressional Budget
14 Office for purposes of section 203 of the Congressional Budget Act of
15 1974 (relating to the level of confidentiality of budget data); and

16 (B) the authority granted to the Office of Personnel Management
17 under this section shall be exercised by the Director of the Congressional
18 Budget Office.

19 (f) An agency may provide reimbursement for transportation and
20 subsistence expenses for any student who provides voluntary service under
21 subsection (b) pursuant to regulations issued by the Office of Personnel
22 Management.

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 *This section would also amend section 120 of division B of title I of the*
2 *Energy and Water, Legislative Branch, and Military Construction and Veterans*
3 *Affairs Appropriations Act, 2019 (2 U.S.C. 5322a), as follows:*

4 (a) ESTABLISHMENT OF ALLOWANCE. There is established for the House of
5 Representatives an allowance which shall be available for the compensation of
6 interns who serve in the offices of Members of the House of Representatives.

7 ~~(b) CAP ON AMOUNT AVAILABLE PER OFFICE. An office of a Member of the~~
8 ~~House of Representatives may not use more than \$20,000 of the allowance under~~
9 ~~this section during any calendar year.~~

10 (b) REQUIRED PAYMENT.—An office of a Member of the House of
11 Representatives shall pay all interns who serve in the office not less than the
12 minimum wage set out in section 6 of the Fair Labor Standards Act of 1938 (29
13 U.S.C. 206), unless the intern is a student who is participating in a program
14 established by the institution at which the intern is enrolled and the institution
15 provides academic credit to the student for the voluntary service of the intern.

16 [sections (c) through (f) omitted]

17 *This section would also amend section 201(d) of the Congressional*
18 *Accountability Act of 1995 (2 U.S.C. 1311(d)), as follows:*

19 (d) APPLICATION TO UNPAID STAFF.

20 (1) IN GENERAL. Subsections (a) and (b) shall apply with respect
21 to—

22 (A) any staff member of an employing office who carries
23 out official duties of the employing office but who is not paid by

1 the employing office for carrying out such duties (referred to in
2 this subsection as an “unpaid staff member”), ~~including an intern,~~
3 an individual detailed to an employing office, and an individual
4 participating in a fellowship program, in the same manner and to
5 the same extent as such subsections apply with respect to a covered
6 employee; and

7 (B) a former unpaid staff member, if the act that may be a
8 violation of subsection (a) occurred during the service of the
9 former unpaid staffer for the employing office.

10 (2) RULE OF CONSTRUCTION. Nothing in paragraph (1) may be
11 construed to extend liability for a violation of subsection (a) to an
12 employing office on the basis of an action taken by any person who is not
13 under the supervision or control of the employing office.

14 ~~(3) INTERN DEFINED. For purposes of this subsection, the term~~
15 ~~“intern” means an individual who performs service for an employing~~
16 ~~office which is uncompensated by the United States to earn credit awarded~~
17 ~~by an educational institution or to learn a trade or occupation, and includes~~
18 ~~any individual participating in a page program operated by any House of~~
19 ~~Congress.~~

20 **SEC. 366. ESTABLISHMENT OF PATHWAYS PROGRAM.**

21 *This section would amend section 3111a(c) of title 5, United States Code,*
22 *as follows:*

23 (c) DEFINITIONS.— For purposes of this section—

- 1 (1) the term “internship program” means—
- 2 (A) a volunteer service program under section 3111(b);
- 3 (B) the Internship Program established under section 366 of
- 4 the Inspire to Serve Act of 2020;
- 5 ~~(B)~~(C) an internship program established under Executive
- 6 Order 13562, dated December 27, 2010 (75 Federal Register
- 7 82585);
- 8 ~~(C)~~(D) a program operated by a nongovernment
- 9 organization for the purpose of providing paid internships in
- 10 agencies under a written agreement that is similar to an internship
- 11 program established under Executive Order 13562, dated
- 12 December 27, 2010 (75 Federal Register 82585); or
- 13 ~~(D)~~(E) a program that—
- 14 (i) is similar to an internship program established
- 15 under Executive Order 13562, dated December 27, 2010
- 16 (75 Federal Register 82585); and
- 17 (ii) is authorized under another statutory provision
- 18 of law;
- 19 (2) the term “intern” means an individual participating in an
- 20 internship program; and
- 21 (3) the term “agency” means an Executive agency.

22 **SEC. 367. ENHANCED HIRING FOR RECENT COLLEGE GRADUATES**

23 **AND POST-SECONDARY STUDENTS.**

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 *This section would amend section 3115(e) of title 5, United States Code,*
2 *as follows:*

3 (e) LIMITATION ON APPOINTMENTS.—

4 (1) IN GENERAL.—Except as provided in paragraph (2), the total
5 number of employees that the head of an agency may appoint under this
6 section during a fiscal year may not exceed ~~the number equal to 15 percent~~
7 ~~of the number of individuals that the agency head appointed during the~~
8 ~~previous fiscal year to a position in the competitive service classified in a~~
9 ~~professional or administrative occupational category, at the GS–11 level,~~
10 ~~or an equivalent level, or below, under a competitive examining~~
11 ~~procedure.~~ the greater of either 15 percent of the number of individuals
12 that the agency head appointed during the previous fiscal year to
13 permanent employment or 1 percent of the average number of permanent
14 employees in the agency during the previous fiscal year.

15 (2) EXCEPTIONS.—~~Under a regulation prescribed under subsection~~
16 ~~(f), the Director may establish a lower limit on the number of individuals~~
17 ~~that may be appointed under paragraph (1) of this subsection during a~~
18 ~~fiscal year based on any factor the Director considers appropriate.~~

19 (2) TEMPORARY CAP INCREASE.— Under a regulation prescribed
20 under subsection (f), the Director shall increase the limit on the number of
21 individuals that may be appointed by a head of an agency under paragraph
22 (1) during a fiscal year as prescribed under section 368 of the Inspire to
23 Serve Act of 2020 (relating to aggregate number of hires of recent college

1 graduates and post-secondary students). Such an increase shall terminate
2 no later than September 30, 2031.

3 *This section would also amend subsections 3116(d)-(e) of title 5, United*
4 *States Code, as follows:*

5 (d) LIMITATION ON APPOINTMENTS.—

6 (1) IN GENERAL.—Except as provided in paragraph (2), the total
7 number of students that the head of an agency may appoint under this
8 section during a fiscal year may not exceed ~~the number equal to 15 percent~~
9 ~~of the number of students that the agency head appointed during the~~
10 ~~previous fiscal year to a position in the competitive service at the GS-11~~
11 ~~level, or an equivalent level, or below.~~ the greater of either 15 percent of
12 the number of individuals that the agency head appointed during the
13 previous fiscal year to permanent employment or 1 percent of the average
14 number of permanent employees in the agency during the previous fiscal
15 year.

16 ~~(2) EXCEPTIONS.—Under a regulation prescribed under subsection~~
17 ~~(g), the Director may establish a lower limit on the number of students that~~
18 ~~may be appointed under paragraph (1) of this subsection during a fiscal~~
19 ~~year based on any factor the Director considers appropriate.~~

20 (3) TEMPORARY CAP INCREASE.—Under a regulation prescribed
21 under subsection (g), the Director shall increase the limit on the number of
22 individuals that may be appointed by a head of an agency under paragraph
23 (1) during a fiscal year as prescribed under section 368 of the Inspire to

1 Serve Act of 2020 (relating to aggregate number of hires of recent college
2 graduates and post-secondary students). Such an increase shall terminate
3 no later than September 30, 2031.

4 (e) CONVERSION.—The head of an agency may, without regard to any
5 provision of chapter 33 or any other provision of law relating to the examination,
6 certification, and appointment of individuals in the competitive service, convert a
7 student serving in an appointment under subsection (b) to a permanent
8 appointment in the competitive service within the agency without further
9 competition if the student—

10 (1) has completed the course of study leading to the baccalaureate
11 or graduate degree;

12 (2) has completed not less than ~~640~~400 hours of current
13 continuous employment in an appointment under subsection (b); and

14 (3) meets the qualification standards for the position to which the
15 student will be converted.

16 **SEC. 368. AGGREGATE NUMBER OF HIRES OF RECENT COLLEGE**
17 **GRADUATES AND POST-SECONDARY STUDENTS.**

18 *This section would not amend existing law.*

19 **SEC. 369. DEMONSTRATION PROJECT TO HIRE RECENT COLLEGE**
20 **GRADUATES AND POST-SECONDARY STUDENTS WITH**
21 **CRITICAL SKILLS.**

22 *This section would not amend existing law.*

1 **SEC. 370. NONCOMPETITIVE ELIGIBILITY FOR FEDERAL**
2 **DEVELOPMENTAL POSITIONS.**

3 *This section would not amend existing law.*

4 **SEC. 371. FACILITATION OF FEDERAL EMPLOYEE RESKILLING.**

5 *This section would not amend existing law.*

6 **SEC. 372. CIVILIAN CYBERSECURITY RESERVE.**

7 *This section would not amend existing law.*

8 **SEC. 373. EXPANSION OF CYBER TALENT MANAGEMENT SYSTEM.**

9 *This section would not amend existing law.*

10 **SEC. 374. PERSONNEL POLICY DEMONSTRATION PROJECT FOR**
11 **FEDERAL AGENCIES WITH EMPLOYEES IN SCIENCE,**
12 **TECHNOLOGY, ENGINEERING, AND MATHEMATICS**
13 **FIELDS.**

14 *This section would not amend existing law.*

15 **SEC. 375. SIMPLIFIED PERSONNEL SYSTEM FOR VETERANS**
16 **HEALTH ADMINISTRATION.**

17 *This section would not amend existing law.*

18 **SEC. 376. PORTABILITY OF HEALTH CARE LICENSURE FOR**
19 **FEDERAL EMPLOYEES.**

20 *This section would not amend existing law.*

21 **TITLE IV—STRENGTHENING OF NATIONAL**
22 **MOBILIZATION**

23 **SEC. 401. MODERNIZATION OF THE SELECTIVE SERVICE SYSTEM.**

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 *This section would amend the Military Selective Service Act, as amended*
2 *through Public Law 112-166 (MSSA), as follows (U.S. Code citations included for*
3 *reference only):*

4 SEC. 1. [50 U.S.C. 3801] (a) This Act may be cited as the “Military
5 Selective Service Act”.

6 (b) The Congress hereby declares that an adequate ~~armed strength~~ ~~military~~
7 ~~strength~~ must be achieved and maintained to ~~insure~~ ~~ensure~~ the security of this
8 Nation ~~by ensuring adequate personnel with the requisite capabilities to meet the~~
9 ~~mobilization needs of the Department of Defense during a national emergency~~
10 ~~and not solely to provide combat replacements.~~

11 [Subsections (c) through (f) omitted – no proposed amendments]

12 SEC. 2. [Repealed]

13 SEC. 3. [50 U.S.C. 3802] (a) Except as otherwise provided in this title, it
14 shall be the duty of every ~~male citizen~~ ~~citizen~~ of the United States, and every
15 other ~~male person~~ ~~person~~ residing in the United States, who, on the day or days
16 fixed for the first or any subsequent registration, is between the ages of eighteen
17 and twenty six, to ~~present himself~~ ~~appear~~ for and submit to registration at such
18 time or times and place or places, and in such manner, as shall be determined by
19 proclamation of the President and by rules and regulations prescribed hereunder.
20 The provisions of this section shall not be applicable to any alien lawfully
21 admitted to the United States as a nonimmigrant under section 101(a)(15) of the
22 Immigration and Nationality Act, as amended (66 Stat. 163; 8 U.S.C. 1101), for

1 ~~so long as he~~ so long as such alien continues to maintain a lawful nonimmigrant
2 status in the United States.

3 (b) Regulations prescribed pursuant to subsection (a) may require that
4 persons presenting themselves for and submitting to registration under this section
5 provide, as part of such registration, such identifying information (including date
6 of birth, address, and social security account number) as such regulations may
7 prescribe.

8 (c) Regulations prescribed pursuant to subsection (a) shall include
9 methods that convey to every person required to register the solemn obligation for
10 military service in the event of a military draft.

11 SEC. 4. [50 U.S.C. 3803] (a) Except as otherwise provided in this title,
12 every person required to register pursuant to section 3 of this title who is between
13 the ages of eighteen years and six months and twenty-six years, at the time fixed
14 for ~~his~~ such person's registration, or who attains the age of eighteen years and six
15 months after having been required to register pursuant to section 3 of this title, or
16 who is otherwise liable as provided in section 6(h) of this title, shall be liable for
17 training and service in the Armed Forces of the United States: *Provided*, That
18 each registrant shall be immediately liable for classification and examination, and
19 shall, as soon as practicable following ~~his~~ such person's registration, be so
20 classified and examined, both physically and mentally, in order to determine ~~his~~
21 such person's availability for induction for training and service in the Armed
22 Forces: *Provided further*, That, notwithstanding any other provision of law, any
23 registrant who has failed or refused to report for induction shall continue to

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 remain liable for induction and when available shall be immediately inducted. The
2 President is authorized, from time to time, whether or not a state of war exists, to
3 select and induct into the Armed Forces of the United States for training and
4 service in the manner provided in this title (including but not limited to selection
5 and induction by age group or age groups) such number of persons as may be
6 required to provide and maintain the strength of the Armed Forces.

7 At such time as the period of active service in the Armed Forces required
8 under this title of persons who have not attained the nineteenth anniversary of the
9 day of their birth has been reduced or eliminated pursuant to the provisions of
10 subsection 4(k) of this title, and except as otherwise provided in this title, every
11 person who is required to register under this title and who has not attained the
12 nineteenth anniversary of the day of his birth on the date such period of active
13 service is reduced or eliminated or who is otherwise liable as provided in section
14 6(h) of this title, shall be liable for training in the National Security Training
15 Corps: *Provided*, That persons deferred under the provisions of section 6 of this
16 title shall not be relieved from liability for induction into the National Security
17 Training Corps solely by reason of having exceeded the age of nineteen years
18 during the period of such deferment. The President is authorized, from time to
19 time, whether or not a state of war exists, to select and induct for training in the
20 National Security Training Corps as hereinafter provided such number of persons
21 as may be required to further the purposes of this chapter.

22 No person shall be inducted into the Armed Forces for training and service
23 or shall be inducted for training in the National Security Training Corps under this

1 title until ~~his-such~~ person's acceptability in all respects, including ~~his-such~~
2 ~~person's~~ physical and mental fitness, has been satisfactorily determined under
3 standards prescribed by the Secretary of Defense: *Provided*, That the minimum
4 standards for physical acceptability established pursuant to this subsection shall
5 not be higher than those applied to persons inducted between the ages of 18 and
6 26 in January 1945: *Provided further*, That the passing requirement for the Armed
7 Forces Qualification Test shall be fixed at a percentile score of 10 points: *And*
8 *provided further*, That except in time of war or national emergency declared by
9 the Congress the standards and requirements fixed by the preceding two provisos
10 may be modified by the President under such rules and regulations as ~~he-the~~
11 ~~President~~ may prescribe.

12 No persons shall be inducted for such training and service until adequate
13 provision shall have been made for such shelter, sanitary facilities, water supplies,
14 heating and lighting arrangements, medical care, and hospital accommodations
15 for such persons as may be determined by the Secretary of Defense or the
16 Secretary of Homeland Security to be essential to the public and personal health.

17 The persons inducted into the Armed Forces for training and service under
18 this title shall be assigned to stations or units of such forces. Persons inducted into
19 the land forces of the United States pursuant to this title shall be deemed to be
20 members of the Army of the United States; persons inducted into the naval forces
21 of the United States pursuant to this title shall be deemed to be members of the
22 United States Navy or the United States Marine Corps or the United States Coast
23 Guard, as appropriate; and persons inducted into the air forces of the United

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 States pursuant to this title shall be deemed to be members of the Air Force of the
2 United States.

3 Every person inducted into the Armed Forces pursuant to the authority of
4 this subsection after the date of enactment of the 1951 Amendments to the
5 Universal Military Training and Service Act shall, following ~~his~~-such person's
6 induction, be given full and adequate military training for service in the armed
7 force into which ~~he~~-such person is inducted for a period of not less than twelve
8 weeks, and no such person shall, during this twelve weeks period, be assigned for
9 duty at any installation located on land outside the United States, its Territories
10 and possessions (including the Canal Zone): *Provided*, That no funds appropriated
11 by the Congress shall be used for the purpose of transporting or maintaining in
12 violation of the provisions of this paragraph any person inducted into, or enlisted,
13 appointed, or ordered to active duty in, the Armed Forces under the provisions of
14 this title.

15 No person, without ~~his~~-such person's consent, shall be inducted for
16 training and service in the Armed Forces or for training in the National Security
17 Training Corps under this title, except as otherwise provided herein, after ~~he~~-such
18 ~~person~~ has attained the twenty-sixth anniversary of the day of ~~his~~-such person's
19 birth.

20 (b) Each person inducted into the Armed Forces under the provisions of
21 subsection (a) of this section shall serve on active training and service for a period
22 of twenty-four consecutive months, unless sooner released, transferred, or
23 discharged in accordance with procedures prescribed by the Secretary of Defense

1 (or the Secretary of Homeland Security with respect to the United States Coast
2 Guard) or as otherwise prescribed by subsection (d) of section 4 of this title. The
3 Secretaries of the Army, Navy, and Air Force, with the approval of the Secretary
4 of Defense (and the Secretary of Homeland Security with respect to the United
5 States Coast Guard), may provide, by regulations which shall be as nearly
6 uniform as practicable, for the release from training and service in the armed
7 forces prior to serving the periods required by this subsection of individuals who
8 volunteered for and are accepted into organized units of the Army National Guard
9 and Air National Guard and other reserve components.

10 (c)(1) Under the provisions of applicable laws and regulations any person
11 between the ages of eighteen years and six months and twenty-six years shall be
12 offered an opportunity to enlist in the regular army for a period of service equal to
13 that prescribed in subsection (b) of this section: *Provided*, That, notwithstanding
14 the provisions of this or any other Act, any person so enlisting shall not have ~~his~~
15 ~~such person's~~ enlistment extended without ~~his-such person's~~ consent until after a
16 declaration of war or national emergency by the Congress after the date of
17 enactment of the 1951 Amendments to the Universal Military Training and
18 Service Act.

19 (2) Any ~~person who is an~~ enlisted member of any reserve component of
20 the Armed Forces may, during the effective period of this Act, apply for a period
21 of service equal to that prescribed in subsection (b) of this section and ~~his-such~~
22 ~~person's~~ application shall be accepted: *Provided*, That ~~his-such person's~~ services
23 can be effectively utilized and that ~~his-such person's~~ physical and mental fitness

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 for such service meet the standards prescribed by the head of the department
2 concerned: *Provided further*, That active service performed pursuant to this
3 section shall not prejudice ~~his~~-such person's status as such member of such
4 reserve component: *And provided further*, That any person who was a member of
5 a reserve component on June 25, 1950, and who thereafter continued to serve
6 satisfactorily in such reserve component, shall, if ~~his~~-such person's application for
7 active duty made pursuant to this paragraph is denied, be deferred from induction
8 under this title until such time as ~~he~~-such person is ordered to active duty or
9 ceases to serve satisfactorily in such reserve component.

10 (3) Within the limits of the quota determined under section 5(b) for the
11 subdivision in which ~~he~~-such person resides, any person, between the ages of
12 eighteen and twenty-six, shall be afforded an opportunity to volunteer for
13 induction into the Armed Forces of the United States for the training and service
14 prescribed in subsection (b), but no person who so volunteers shall be inducted for
15 such training and service so long as ~~he~~-such person is deferred after classification.

16 (4) Within the limits of the quota determined under section 5(b) for the
17 subdivision in which ~~he~~-such person resides, any person after attaining the age of
18 seventeen shall with the written consent ~~his~~-such person's parents or guardian be
19 afforded an opportunity to volunteer for induction into the Armed Forces of the
20 United States for the training and service prescribed in subsection (b).

21 (5) Within the limits of the quota determined under section 5(b) for the
22 subdivision in which ~~he~~-such person resides, at such time as induction into the
23 National Security Training Corps is authorized pursuant to the provisions of this

1 title, any person after attaining the age of seventeen shall with the written consent
2 of ~~his~~-such person's parents or guardian be afforded an opportunity to volunteer
3 for induction into the National Security Training Corps for the training prescribed
4 in subsection (k) of section 4 of this title.

5 (d)(1) Each person who hereafter and prior to the enactment of the 1951
6 Amendments to the Universal Training and Service Act is inducted, enlisted, or
7 appointed and serves for a period of less than three years in one of the armed
8 forces and meets the qualifications for enlistment or appointment in a reserve
9 component of the armed force in which he serves, shall be transferred to a reserve
10 component of such armed force, and until the expiration of a period of five years
11 after such transfer, or until ~~he~~-such person is discharged from such reserve
12 component, whichever occurs first, shall be deemed to be a member of such
13 reserve component and shall be subject to such additional training and service as
14 may now or hereafter be prescribed by law for such reserve component: *Provided,*
15 That any such person who completes at least twenty-one months of service in the
16 armed forces and who thereafter serves satisfactorily (1) on active duty in the
17 armed forces under a voluntary extension for a period of at least one year, which
18 extension is hereby authorized, or (2) in an organized unit of any reserve
19 component of any of the armed forces for a period of at least thirty-six
20 consecutive months, shall, except in time of war or national emergency declared
21 by the Congress, be relieved from any further liability under this subsection to
22 serve in any reserve component of the armed forces of the United States, but
23 nothing in this subsection shall be construed to prevent any such person, while in

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 a reserve component of such forces, from being ordered or called to active duty in
2 such forces.

3 (2) Each person who hereafter and prior to the enactment of the 1951
4 Amendments to the Universal Military Training and Service Act is enlisted under
5 the provisions of subsection (g) of this section and who meets the qualifications
6 for enlistment or appointment in a reserve component of the armed forces shall,
7 upon discharge from such enlistment under honorable conditions, be transferred
8 to a reserve component of the armed forces of the United States and shall serve
9 therein for a period of six years or until sooner discharged. Each such person
10 shall, so long as ~~he-such~~ person is a member of such reserve component, be liable
11 to be ordered to active duty, but except in time of war or national emergency
12 declared by the Congress no such person shall be ordered to active duty, without
13 ~~his-such~~ person's consent and except as hereinafter provided, for more than one
14 month in any year. In case the Secretary of the Army, the Secretary of the Navy,
15 or the Secretary of the Air Force determines that enlistment, enrollment, or
16 appointment in, or assignment to, an organized unit of a reserve component or an
17 officers' training program of the armed force in which ~~he-such~~ person served is
18 available to, and can without undue hardship be filled by, any such person, it shall
19 be the duty of such person to enlist, enroll, or accept appointment in, or accept
20 assignment to, such organized unit or officers' training program and to serve
21 satisfactorily therein for a period of four years. Any such person who fails or
22 refuses to perform such duty may be ordered to active duty, without ~~his-such~~
23 ~~person's~~ consent, for an additional period of not more than twelve consecutive

1 months. Any such person who enlists or accepts appointment in any such
2 organized unit and serves satisfactorily therein for a period of four years shall,
3 except in time of war or national emergency declared by the Congress, be relieved
4 from any further liability under this subsection to serve in any reserve component
5 of the armed forces of the United States, but nothing in this subsection shall be
6 construed to prevent any such person, while in a reserve component of such
7 forces, from being ordered or called to active duty in such forces. The Secretary
8 of Defense is authorized to prescribe regulations governing the transfer of such
9 persons within and between reserve components of the armed forces and
10 determining, for the purpose of the requirements of the foregoing provisions of
11 this paragraph, the credit to be allowed any person so transferring for ~~his-such~~
12 ~~person's~~ previous service in one or more reserve components.

13 (3) Each person who, subsequent to June 19, 1951, and on or before
14 August 9, 1955, is inducted, enlisted, or appointed, under any provision of law, in
15 the Armed Forces, including the reserve components thereof, or in the National
16 Security Training Corps prior to attaining the twenty-sixth anniversary of ~~his-such~~
17 ~~person's~~ birth, shall be required to serve on active training and service in the
18 Armed Forces or in training in the National Security Training Corps, and in a
19 reserve component, for a total period of eight years, unless sooner discharged on
20 grounds of personal hardship, in accordance with regulations and standards
21 prescribed by the Secretary of Defense (or the Secretary of Transportation with
22 respect to the United States Coast Guard). Each such person, on release from
23 active training and service in the Armed Forces or from training in the National

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 Security Training Corps, if physically and mentally qualified, shall be transferred
2 to a reserve component of the Armed Forces, and shall serve therein for the
3 remainder of the period which ~~he~~-such person is required to serve under this
4 paragraph and shall be deemed to be a member of the reserve component during
5 that period. If the Secretary of the Army, the Secretary of the Navy, or the
6 Secretary of the Air Force, or the Secretary of Transportation with respect to the
7 United States Coast Guard, determines that enlistment, enrollment, or
8 appointment in, or assignment to, an organized unit of a reserve component or an
9 officers' training program of the armed force in which ~~he~~-such person served is
10 available to, and can, without undue personal hardship, be filled by such a person,
11 that person shall enlist, enroll, or accept appointment in, or accept assignment to,
12 the organized unit or officers' training program, and serve satisfactorily therein.

13 (e) With respect to the persons inducted for training and service under this
14 title there shall be paid, allowed, and extended the same pay, allowances,
15 pensions, disability and death compensation, and other benefits as are provided by
16 law in the case of other ~~enlisted men~~-enlisted persons of like grades and length of
17 service of that component of the armed forces to which they are assigned. Section
18 3 of the Act of July 25, 1947 (Public Law 239, Eightieth Congress), is hereby
19 amended by deleting therefrom the following: "Act of March 7, 1942 (56 Stat.
20 143-148, ch. 166), as amended". The Act of March 7, 1942 (56 Stat. 143-148), as
21 amended, is hereby made applicable to persons inducted into the armed forces
22 pursuant to this title.

23 [Subsection (f) omitted – no proposed amendments]

1 (g) The National Security Council shall periodically advise the Director of
2 the Selective Service System and coordinate with ~~him~~ the Director the work of
3 such State and local volunteer advisory committees which the Director of
4 Selective Service may establish, with respect to the identification, selection, and
5 deferment of needed professional and scientific personnel and those engaged in,
6 and preparing for, critical skills and other essential occupations. In the
7 performance of its duties under this subsection the National Security Council shall
8 consider the needs of both the Armed Forces and the civilian segment of the
9 population.

10 (h) [Repealed]

11 (i) [Terminated]

12 (j) [Terminated]

13 (k)(1) Upon a finding by ~~him~~ the President that such action is justified by
14 the strength of the Armed Forces in the light of international conditions, the
15 President, upon recommendations of the Secretary of Defense, is authorized, by
16 Executive order, which shall be uniform in its application to all persons inducted
17 under this title but which may vary as to age groups, to provide for (A) decreasing
18 periods of service under this title but in no case to a lesser period of time than can
19 be economically utilized, or (B) eliminating periods of service required under this
20 title.

21 [Subsections (k)(2)-(11) omitted – no proposed amendments]

22 (l) [Terminated]

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 SEC. 5. [50 U.S.C. 3805] (a)(1) The selection of persons for training and
2 service under section 4 shall be made in an impartial manner, under such rules
3 and regulations as the President may prescribe, from the persons who are liable
4 for such training and service and who at the time of selection are registered and
5 classified, but not deferred or exempted: *Provided*, That in the selection of
6 persons for training and service under this title, and in the interpretation and
7 execution of the provisions of this title, there shall be no discrimination against
8 any person on account of ~~race or color~~ race, color, sex, or gender: *Provided*
9 *further*, That in the classification of registrants within the jurisdiction of any local
10 board, the registrants of any particular registration may be classified, in the
11 manner prescribed by and in accordance with rules and regulations prescribed by
12 the President, before, together with, or after the registrants of any prior
13 registration or registrations; and in the selection for induction of persons within
14 the jurisdiction of any local board and within any particular classification, persons
15 who were registered at any particular registration may be selected, in the manner
16 prescribed by and in accordance with rules and regulations prescribed by the
17 President, before, together with, or after persons who were registered at any prior
18 registration or registrations: *And provided further*, That nothing herein shall be
19 construed to prohibit the selection or induction of persons by age group or groups
20 under rules and regulations prescribed by the President: *And provided further*,
21 That—

22 (1) no local board shall order for induction for training and service
23 in the Armed Forces of the United States any person who has not attained

1 the age of nineteen unless there is not within the jurisdiction of such local
2 board a sufficient number of persons who are deemed by such local board
3 to be available for induction and who have attained the age of nineteen to
4 enable such local board to meet a ~~call for men~~ call for persons which it has
5 been ordered to furnish for induction;

6 (2) no local board shall order for induction for training and service
7 in the Armed Forces of the United States any person who has not attained
8 the age of nineteen, if there is any person within the jurisdiction of such
9 local board who (i) is as much as ninety days older, (ii) has not attained
10 the age of nineteen, and (iii) is deemed by the local board to be available
11 for induction; and

12 (3) no local board shall order for induction for training and service
13 in the Armed Forces of the United States an alien unless such alien shall
14 have resided in the United States for one year.

15 (2) [Repealed]

16 (b) Quotas of ~~men~~ persons to be inducted for training and service under
17 this title shall be determined for each State, Territory, possession, and the District
18 of Columbia, and for subdivisions thereof, on the basis of the actual number of
19 ~~men~~ persons in the several States, Territories, possessions, and the District of
20 Columbia, and the subdivisions thereof, who are liable for such training and
21 service but who are not deferred after classification, except that credits shall be
22 given in fixing such quotas for residents of such subdivisions who are in the
23 armed forces of the United States on the date fixed for determining such quotas.

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 After such quotas are fixed, credits shall be given in filling such quotas for
2 residents of such subdivisions who subsequently become members of such forces.
3 Until the actual numbers necessary for determining the quotas are known, the
4 quotas may be based on estimates, and subsequent adjustments therein shall be
5 made when such actual numbers are known. All computations under this
6 subsection shall be made in accordance with such rules and regulations as the
7 President may prescribe.

8 (c) [Repealed]

9 (d) Whenever the President has provided for the selection of persons for
10 training and service in accordance with random selection under subsection (a) of
11 this section, calls for induction may be placed under such rules and regulations as
12 ~~he~~ the President may prescribe, notwithstanding the provisions of subsection (b)
13 of this section.

14 [Subsection (e) omitted – no proposed amendments]

15 SEC. 6. [50 U.S.C. 3806] (a)(1) Commissioned officers, warrant officers,
16 pay clerks, ~~enlisted men~~ enlisted persons, and aviation cadets of the Regular
17 Army, the Navy, the Air Force, the Marine Corps, the Coast Guard, and the
18 Environmental Science Services Administration; cadets, United States Military
19 Academy; midshipmen, United States Naval Academy; cadets, United States Air
20 Force Academy; cadets, United States Coast Guard Academy; midshipmen,
21 Merchant Marine Reserve, members of the United States Navy Reserve; students
22 enrolled in an officer procurement program at military colleges the curriculum of
23 which is approved by the Secretary of Defense; members of the reserve

1 components of the Armed Forces, and the Coast Guard, while on active duty; and
2 foreign diplomatic representatives, technical attachés of foreign embassies and
3 legations, consuls general, consuls, vice consuls and other consular agents of
4 foreign countries who are not citizens of the United States, and members of their
5 families, and persons in other categories to be specified by the President who are
6 not citizens of the United States, shall not be required to be registered under
7 section 3 and shall be relieved from liability for training and service under section
8 4, except that aliens admitted for permanent residence in the United States shall
9 not be so exempted: *Provided*, That any alien lawfully admitted for permanent
10 residence as defined in paragraph (20) of section 101(a) of the Immigration and
11 Nationality Act, as amended (66 Stat. 163, 8 U.S.C. 1101), and who by reason of
12 occupational status is subject to adjustment to nonimmigrant status under
13 paragraph (15)(A), (15)(E), or (15)(G) of such section 101(a) but who executes a
14 waiver in accordance with section 247(b) of that Act of all rights, privileges,
15 exemptions, and immunities which would otherwise accrue to ~~him~~-such alien as a
16 result of that occupational status, shall be subject to registration under section 3 of
17 this Act, but shall be deferred from induction for training and service for so long
18 as such occupational status continues. Any person who subsequent to June 24,
19 1948, serves on active duty for a period of not less than twelve months in the
20 armed forces of a nation with which the United States is associated in mutual
21 defense activities as defined by the President, may be exempted from training and
22 service, but not from registration, in accordance with regulations prescribed by
23 the President, except that no such exemption shall be granted to any person who is

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 a national of a country which does not grant reciprocal privileges to citizens of the
2 United States: *Provided*, That any active duty performed prior to June 24, 1948,
3 by a person in the armed forces of a country allied with the United States during
4 World War II and with which the United States is associated in such mutual
5 defense activities, shall be credited in the computation of such twelve-month
6 period: *Provided further*, That any person who is in a medical, dental, or allied
7 specialist category not otherwise deferred or exempted under this subsection shall
8 be liable for registration and training and service until the thirty-fifth anniversary
9 of the date of ~~his~~ such person's birth.

10 (2) Commissioned officers of the Public Health Service and members of
11 the Reserve of the Public Health Service while on active duty and assigned to
12 staff the various offices and bureaus of the Public Health Service, including the
13 National Institutes of Health, or assigned to the Coast Guard, the Bureau of
14 Prisons, Department of Justice, Environmental Protection Agency, or the
15 Environmental Science Services Administration, or who are assigned to assist
16 Indian tribes, groups, bands, or communities pursuant to the Act of August 5,
17 1954 (68 Stat. 674), as amended, shall not be required to be registered under
18 section 3 and shall be relieved from liability for training and service under section
19 4. Notwithstanding the preceding sentence, commissioned officers of the Public
20 Health Service and members of the Reserve of the Public Health Service who,
21 prior to the enactment of this paragraph, had been detailed or assigned to duty
22 other than that specified in the preceding sentence shall not be required to be

1 registered under section 3 and shall be relieved from liability for training and
2 service under section 4.

3 (b)(1) No person who served honorably on active duty between September
4 16, 1940, and the date of enactment of this title for a period of twelve months or
5 more, or between December 7, 1941, and September 2, 1945, for a period in
6 excess of ninety days, in the Army, the Air Force, the Navy, the Marine Corps,
7 the Coast Guard, the Public Health Service, or the armed forces of any country
8 allied with the United States in World War II prior to September 2, 1945, shall be
9 liable for induction for training and service under this title, except after a
10 declaration of war or national emergency made by the Congress subsequent to the
11 date of enactment of this title.

12 (2) No person who served honorably on active duty between September
13 16, 1940, and the date of enactment of this title for a period of ninety days or
14 more but less than twelve months in the Army, the Air Force, the Navy, the
15 Marine Corps, the Coast Guard, the Public Health Service, or the armed forces of
16 any country allied with the United States in World War II prior to September 2,
17 1945, shall be liable for induction for training and service under this title, except
18 after a declaration of war or national emergency made by the Congress
19 subsequent to the date of enactment of this title, if—

20 (A) the local board determined that ~~he~~-such person is regularly
21 enlisted or commissioned in any organized unit of a reserve component of
22 the armed force in which ~~he~~-such person served, provided such unit is
23 reasonably accessible to such person without unduly interrupting ~~his~~-such

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 ~~person's~~ normal pursuits and activities (including attendance at a college
2 or university in which ~~he-such person~~ is regularly enrolled), or in a reserve
3 component (other than in an organized unit) of such armed force in any
4 case in which enlistment or commission in an organized unit of a reserve
5 component of such armed force is not available to ~~him-such person~~; or

6 (B) the local board determines that enlistment or commission in a
7 reserve component or such armed force is not available to ~~him-such person~~
8 or that ~~he-such person~~ has voluntarily enlisted or accepted appointment in
9 an organized unit of a reserve component of an armed force other than the
10 armed force in which ~~he-such person~~ served. Nothing in this paragraph
11 shall be deemed to be applicable to any person to whom paragraph (1) of
12 this subsection is applicable.

13 (3) Except as provided in section 5(a) of this Act, and notwithstanding any
14 other provision of this Act, no persons who (A) has served honorably on active
15 duty after September 16, 1940, for a period of not less than one year in the Army,
16 the Air Force, the Navy, the Marine Corps, or the Coast Guard, or (B) subsequent
17 to September 16, 1940, was discharged for the convenience of the Government
18 after having served honorably on active duty for a period of not less than six
19 months in the Army, the Air Force, the Navy, the Marine Corps, or the Coast
20 Guard, or (C) has served for a period of not less than twenty-four months (i) as a
21 commissioned officer in the Public Health Service or (ii) as a commissioned
22 officer in the Coast and Geodetic Survey, shall be liable for induction for training

1 and service under this Act, except after a declaration of war or national
2 emergency made by the Congress subsequent to the date of enactment of this title.

3 (4) No person who is honorably discharged upon the completion of an
4 enlistment pursuant to section 4(c) shall be liable for induction for training and
5 service under this title, except after a declaration of war or national emergency
6 made by the Congress subsequent to the date of enactment of this title.

7 (5) For the purposes of computation of the periods of active duty referred
8 to in paragraphs (1), (2), or (3) of this subsection, no credit shall be allowed for—

9 (A) periods of active duty training performed as a member of a
10 reserve component pursuant to an order or call to active duty solely for
11 training purposes;

12 (B) periods of active duty in which the service consisted solely of
13 training under the Army specialized training program, the Army Air Force
14 college training program, or any similar program under the jurisdiction of
15 the Navy, Marine Corps, or Coast Guard;

16 (C) periods of active duty as a cadet at the United States Military
17 Academy or United States Coast Guard Academy, or as a midshipman at
18 the United States Naval Academy, or in a preparatory school after
19 nomination as a principal, alternate, or candidate for admission to any of
20 such academies; or

21 (D) periods of active duty in any of the armed forces while being
22 processed for entry into or separation from any educational program or
23 institution referred to in paragraphs (B) or (C).

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 (c)(1) Persons who, on February 1, 1951, were members of organized
2 units of the federally recognized National Guard, the federally recognized Air
3 National Guard, the Officers' Reserve Corps, the Regular Army Reserve, the Air
4 Force Reserve, the Enlisted Reserve Corps, the Naval Reserve, the Marine Corps
5 Reserve, the Coast Guard Reserve, or the Public Health Service Reserve, shall, so
6 long as they continue to be such members and satisfactorily participate in
7 scheduled drills and training periods as prescribed by the Secretary of Defense, be
8 exempt from training and service by induction under the provisions of this title,
9 but shall not be exempt from registration unless on active duty.

10 (2)(A) Any person, other than a person referred to in subsection (d) of this
11 section, who—

12 (i) prior to the issuance of orders for ~~him~~ such person to report for
13 induction; or

14 (ii) prior to the date scheduled for ~~his~~ such person's induction and
15 pursuant to a proclamation by the Governor of a State to the effect that the
16 authorized strength of any organized unit of the National Guard of that
17 State cannot be maintained by the enlistment or appointment of persons
18 who have not been issued orders to report for induction under this title; or

19 (iii) prior to the date scheduled for ~~his~~ such person's induction and
20 pursuant to a determination by the President that the strength of the Ready
21 Reserve of the Army Reserve, Naval Reserve, Marine Corps Reserve, Air
22 Force Reserve, or Coast Guard Reserve cannot be maintained by the

1 enlistment or appointment of persons who have not been issued orders to
2 report for induction, under this title;
3 enlists or accepts appointment, before attaining the age of 26 years, in the Ready
4 Reserve of any Reserve component of the Armed Forces, the Army National
5 Guard, or the Air National Guard, shall be deferred from training and service
6 under this title so long as ~~he~~ such person serves satisfactorily as a member of an
7 organized unit of such Reserve or National Guard in accordance with section
8 10147 of title 10 or section 502 of title 32, United States Code, as the case may
9 be, or satisfactorily performs such other Ready Reserve service as may be
10 prescribed by the Secretary of Defense. Enlistments or appointments under
11 subparagraphs (ii) and (iii) of this clause may be accepted notwithstanding the
12 provisions of section 15(d) of this title. Notwithstanding the provisions of
13 subsection (h) of this section, no person deferred under this clause who has
14 completed six years of such satisfactory service as a member of the Ready
15 Reserve or National Guard, and who during such service has performed active
16 duty for training with an armed force for not less than twelve consecutive weeks,
17 shall be liable for induction for training and service under this Act, except after a
18 declaration of war or national emergency made by the Congress after August 9,
19 1955. In no event shall the number of enlistments or appointments made under
20 authority of this paragraph in any fiscal year in any Reserve component of the
21 Armed Forces or in the Army National Guard or the Air National Guard cause the
22 personnel strength of such Reserve component or the Army National Guard or the

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 Air National Guard, as the case may be, to exceed the personnel strength for
2 which funds have been made available by the Congress for such fiscal year.

3 (B) A person who, under any provision of law, is exempt or deferred from
4 training and service under this Act by reason of membership in a reserve
5 component, the Army National Guard, or the Air National Guard, as the case may
6 be, shall, if ~~he~~-such person becomes a member of another reserve component, the
7 Army National Guard, or the Air National Guard, as the case may be, continue to
8 be exempt or deferred to the same extent as if ~~he~~-such person had not become a
9 member of another reserve component, the Army National Guard, or the Air
10 National Guard, as the case may be, so long as ~~he~~-such person continues to serve
11 satisfactorily.

12 (C) Except as provided in subsection (b) and the provisions of this
13 subsection, no person who becomes a member of a reserve component after
14 February 1, 1951, shall thereby be exempt from registration or training and
15 service by induction under the provisions of this Act.

16 (D) Notwithstanding any other provision of this Act, the President, under
17 such rules and regulations as ~~he~~-the President may prescribe, may provide that any
18 person enlisted or appointed after October 4, 1961, in the Ready Reserve of any
19 reserve component of the Armed Forces (other than under section 12103 of title
20 10, United States Code), the Army National Guard, or the Air National Guard,
21 prior to attaining age of twenty-six years, or any person enlisted or appointed in
22 the Army National Guard or the Air National Guard or enlisted in the Ready
23 Reserve of any reserve component prior to attaining the age of eighteen years and

1 six months and deferred under the prior provisions of this paragraph as amended
2 by the Act of October 4, 1961, Public Law 87–378 (75 Stat. 807), or under section
3 262 of the Armed Forces Reserve Act of 1952, as amended, who fails to serve
4 satisfactorily during ~~his~~-such person’s obligated period of service as a member of
5 such Ready Reserve or National Guard or the Ready Reserve of another reserve
6 component or the National Guard of which ~~he~~-such person becomes a member,
7 may be selected for training and service and inducted into the armed force of
8 which such reserve component is a part, prior to the selection and induction of
9 other persons liable therefor.

10 (d)(1) Within such numbers as may be prescribed by the Secretary of
11 Defense, any person who (A) has been or may hereafter be selected for enrollment
12 or continuance in the senior division, Reserve Officers' Training Corps, or the Air
13 Reserve Officers' Training Corps, or the Naval Reserve Officers' Training Corps,
14 or the naval and Marine Corps officer candidate training program established by
15 the Act of August 13, 1946 (60 Stat. 1057), as amended, or the Reserve officers'
16 candidate program of the Navy, or the platoon leaders' class of the Marine Corps,
17 or the officer recruitment programs of the Coast Guard and the Coast Guard
18 Reserve, or appointed an ensign, United States Navy Reserve, while undergoing
19 professional training; (B) agrees, in writing, to accept a commission, if tendered,
20 and to serve, subject to order of the Secretary of the military department having
21 jurisdiction over ~~him~~-such person (or the Secretary of Homeland Security with
22 respect to the United States Coast Guard), not less than two years on active duty
23 after receipt of a commission; and (C) agrees to remain a member of a regular or

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 reserve component until the eighth anniversary of the receipt of a commission in
2 accordance with ~~his~~ such person's obligation under the first sentence of section
3 651 of title 10, United States Code, or until the sixth anniversary of the receipt of
4 a commission in accordance with his obligation under the second sentence of
5 section 651 of title 10, United States Code, shall be deferred from induction under
6 this title until after completion or termination of the course of instruction and so
7 long as ~~he~~ such person continues in a regular or reserve status upon being
8 commissioned, but shall not be exempt from registration. Such persons, except
9 those persons who have previously completed an initial period of military training
10 or an equivalent period of active military training and service, shall be required
11 while enrolled in such programs to complete a period of training equal (as
12 determined under regulations approved by the Secretary of Defense or the
13 Secretary of Homeland Security with respect to the United States Coast Guard) in
14 duration and type of training to an initial period of military training. There shall
15 be added to the obligated active commissioned service of any person who has
16 agreed to perform such obligatory service in return for financial assistance while
17 attending a civilian college under any such training program a period of not to
18 exceed one year. Except as provided in paragraph (5), upon the successful
19 completion by any person of the required course of instruction under any program
20 listed in clause (A) of the first sentence of this paragraph, such person shall be
21 tendered a commission in the appropriate reserve component of the Armed Forces
22 if ~~he~~ such person is otherwise qualified for such appointment. If, at the time of, or
23 subsequent to, such appointment, the armed force in which such person is

1 commissioned does not require ~~his~~-such person's service on active duty in
2 fulfillment of the obligation undertaken by ~~him~~-such person in compliance with
3 clause (B) of the first sentence of this paragraph, such person shall be ordered to
4 active duty for training with such armed force in the grade in which ~~he~~-such
5 person was commissioned for a period of active duty for training of not more than
6 six months (not including duty performed under section 10147 of title 10, United
7 States Code), as determined by the Secretary of the military department concerned
8 to be necessary to qualify such person for a mobilization assignment. Upon being
9 commissioned and assigned to a reserve component, such person shall be required
10 to serve therein, or in a reserve component of any other armed force in which ~~he~~
11 such person is later appointed, until the eighth anniversary of the receipt of such
12 commission pursuant to the provisions of this section. So long as such person
13 performs satisfactory service, as determined under regulations prescribed by the
14 Secretary of Defense, ~~he~~-such person shall be deferred from training and service
15 under the provisions of this Act. If such person fails to perform satisfactory
16 service, and such failure is not excused under regulations prescribed by the
17 Secretary of Defense, his commission may be revoked by the Secretary of the
18 military department concerned.

19 (2) In addition to the training programs enumerated in paragraph (1) of
20 this subsection, and under such regulations as the Secretary of Defense (or the
21 Secretary of the Treasury with respect to the United States Coast Guard) may
22 approve, the Secretaries of the military departments and the Secretary of the
23 Treasury are authorized to establish officer candidate programs leading to the

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 commissioning of persons on active duty. Any person heretofore or hereafter
2 enlisted in the Army Reserve, the Navy Reserve, the Marine Corps Reserve, the
3 Air Force Reserve, or the Coast Guard Reserve who thereafter has been or may be
4 commissioned therein upon graduation from an Officers' Candidate School of
5 such Armed Force shall, if not ordered to active duty as a commissioned officer,
6 be deferred from training and service under the provisions of this Act so long as
7 ~~he~~ such person performs satisfactory service as a commissioned officer in an
8 appropriate unit of the Ready Reserve, as determined under regulations prescribed
9 by the Secretary of the department concerned. If such person fails to perform
10 satisfactory service in such unit, and such failure is not excused under such
11 regulations, ~~his~~ such person's commission may be revoked by such Secretary.

12 (3) Nothing in this subsection shall be deemed to preclude the President
13 from providing, by regulations prescribed under subsection (h) of this section, for
14 the deferment from training and service of any category or categories of students
15 for such periods of time as ~~he~~ the President may deem appropriate.

16 (4) [Repealed]

17 (5) Notwithstanding paragraph (1), upon the successful completion by any
18 person of the required course of instruction under any Reserve Officers' Training
19 Corps program listed in clause (A) of the first sentence of paragraph (1) and
20 subject to the approval of the Secretary of the military department having
21 jurisdiction over ~~him~~ such person, such person may, without being relieved of ~~his~~
22 such person's obligation under that sentence, be tendered, and accept, a
23 commission in the Coast and Geodetic Survey instead of a commission in the

1 appropriate reserve component of the Armed Forces. If ~~he~~ such person does not
2 serve on active duty as a commissioned officer of the Coast and Geodetic Survey
3 for at least six years, ~~he~~ such person shall, upon discharge therefrom, be tendered
4 a commission in the appropriate reserve component of the Armed Forces, if ~~he~~
5 such person is otherwise qualified for such appointment, and, in fulfillment of ~~his~~
6 such person's obligation under the first sentence of paragraph (1), remain a
7 member of a reserve component until the sixth anniversary of the receipt of ~~his~~
8 such person's commission in the Coast and Geodetic Survey. While a member of
9 a reserve component ~~he~~ such person may, in addition to as otherwise provided by
10 law, be ordered to active duty for such period that, when added to the period ~~he~~
11 such person served on active duty as a commissioned officer of the Coast and
12 Geodetic Survey, equals two years.

13 [Subsections (e)-(g) omitted – no proposed amendments]

14 (h) Except as otherwise provided in this subsection the President is
15 authorized, under such rules and regulations as he may prescribe, to provide for
16 the deferment from training and service in the Armed Forces of any or all
17 categories of persons whose employment in industry, agriculture, or other
18 occupations or employment, or whose continued service in an Office (other than
19 an Office described in subsection (f)) under the United States or any State,
20 territory or possession, or the District of Columbia, or whose activity in study,
21 research, or medical, dental, veterinary, optometric, osteopathic, scientific,
22 pharmaceutical, chiropractic, chiropodial, or other endeavors is found to be
23 necessary to the maintenance of the national health, safety, or interest: *Provided,*

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 That no person within any such category shall be deferred except upon the basis
2 of ~~his~~ such person's individual status: *Provided further*, That persons who are or
3 may be deferred under the provisions of this section shall remain liable for
4 training and service in the Armed Forces under the provisions of section 4(a) of
5 this Act until the thirty-fifth anniversary of the date of their birth. This proviso
6 shall not be construed to prevent the continued deferment of such persons if
7 otherwise deferrable under any other provisions of this Act. The President is also
8 authorized, under such rules and regulations as he may prescribe, to provide for
9 the deferment from training and service in the Armed Forces (1) of any or all
10 categories of persons in a status with respect to persons ~~(other than wives alone,~~
11 ~~except in cases of extreme hardship)~~ dependent upon them for support which
12 renders their deferment advisable, and (2) of any or all categories of those persons
13 found to be physically, mentally, or morally deficient or defective. For the
14 purpose of determining whether or not the deferment of any person is advisable,
15 because of ~~his~~ such person's status with respect to persons dependent upon ~~him~~
16 such person for support, any payments of allowances which are payable by the
17 United States to the dependents of persons serving in the Armed Forces of the
18 United States shall be taken into consideration, but the fact that such payments of
19 allowances are payable shall not be deemed conclusively to remove the grounds
20 for deferment when the dependency is based upon financial considerations and
21 shall not be deemed to remove the ground for deferment when the dependency is
22 based upon other than financial considerations and cannot be eliminated by
23 financial assistance to the dependents. Except as otherwise provided in this

1 subsection, the President is also authorized, under such rules and regulations as ~~he~~
2 ~~the President~~ may prescribe, to provide for the deferment from training and
3 service in the Armed Forces of any or all categories of persons who have children,
4 or ~~wives and children~~ ~~spouses and children~~, with whom they maintain a bona fide
5 family relationship in their homes. No deferment from such training and service
6 in the Armed Forces shall be made in the case of any individual except upon the
7 basis of the status of such individual. There shall be posted in a conspicuous place
8 at the office of each local board a list setting forth the names and classifications of
9 those persons who have been classified by such local board. The President may,
10 in carrying out the provisions of this title, recommend criteria for the
11 classification of persons subject to induction under this title, and to the extent that
12 such action is determined by the President to be consistent with the national
13 interest, recommend that such criteria be administered uniformly throughout the
14 United States whenever practicable; except that no local board, appeal board, or
15 other agency of appeal of the Selective Service System shall be required to
16 postpone or defer any person by reason of ~~his~~ ~~such person's~~ activity in study,
17 research, or medical, dental, veterinary, optometric, osteopathic, scientific,
18 pharmaceutical, chiropractic, chiropodial, or other endeavors found to be
19 necessary to the maintenance of the national health, safety, or interest solely on
20 the basis of any test, examination, selection system, class standing, or any other
21 means conducted, sponsored, administered, or prepared by any agency or
22 department of the Federal Government, or any private institution, corporation,

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 association, partnership, or individual employed by an agency or department of
2 the Federal Government.

3 (i)(1) Any person who is satisfactorily pursuing a full-time course of
4 instruction at a high school or similar institution of learning and is issued an order
5 for induction shall, upon the facts being presented to the local board, have ~~his~~
6 ~~such person's~~ induction postponed (A) until the time of ~~his-such person's~~
7 graduation therefrom, or (B) until ~~he-such person~~ attains the twentieth anniversary
8 of ~~his-such person's~~ birth, or (C) until ~~he-such person~~ ceases satisfactorily to
9 pursue such course of instruction, whichever is the earliest. Notwithstanding the
10 preceding sentence, any person who attains the twentieth anniversary of ~~his-such~~
11 ~~person's~~ birth after beginning ~~his-such person's~~ last academic year of high school
12 shall have ~~his-such person's~~ induction postponed until the end of that academic
13 year if and so long as ~~he-such person~~ continues to pursue satisfactorily a full-time
14 course of instruction.

15 (2) Any person who while satisfactorily pursuing a full-time course of
16 instruction at a college, university, or similar institution is ordered to report for
17 induction under this title, shall, upon the appropriate facts being presented to the
18 local board, have ~~his-such person's~~ induction postponed (A) until the end of the
19 semester or term, or academic year in the case of ~~his-such person's~~ last academic
20 year, or (B) until ~~he-such person~~ ceases satisfactorily to pursue such course of
21 instruction, whichever is the earlier.

22 (j) Nothing contained in this title shall be construed to require any person
23 to be subject to combatant training and service in the armed forces of the United

1 States who, by reason of religious training and belief, is conscientiously opposed
2 to participation in war in any form. As used in this subsection, the term "religious
3 training and belief" does not include essentially political, sociological, or
4 philosophical views, or a merely personal moral code. Any person claiming
5 exemption from combatant training and service because of such conscientious
6 objections whose claim is sustained by the local board shall, if ~~he~~-such person is
7 inducted into the armed forces under this title, be assigned to noncombatant
8 service as defined by the President, or shall, if ~~he~~-such person is found to be
9 conscientiously opposed to participation in such noncombatant service, in lieu of
10 such induction, be ordered by ~~his~~-such person's local board, subject to such
11 regulations as the President may prescribe, to perform for a period equal to the
12 period prescribed in section 4(b) such civilian work contributing to the
13 maintenance of the national health, safety, or interest as the Director may deem
14 appropriate and any such person who knowingly fails or neglects to obey any
15 such order from ~~his~~-such person's local board shall be deemed, for the purposes of
16 section 12 of this title, to have knowingly failed or neglected to perform a duty
17 required of ~~him~~-such person under this title. The Director shall be responsible for
18 finding civilian work for persons exempted from training and service under this
19 subsection and for the placement of such persons in appropriate civilian work
20 contributing to the maintenance of the national health, safety, or interest.

21 (k) No exception from registration, or exemption or deferment from
22 training and service, under this chapter, shall continue after the cause therefor
23 ceases to exist.

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 (l) Notwithstanding any other provisions of law, no person between the
2 ages of eighteen and twenty-one shall be discharged from service in the armed
3 forces of the United States while this title is in effect because such person entered
4 such service without the consent of ~~his~~-such person's parent or guardian.

5 (m) No person shall be relieved from training and service under this title
6 by reason of conviction of a criminal offense, except where the offense of which
7 ~~he~~-such person has been convicted may be punished by death, or by imprisonment
8 for a term exceeding one year.

9 (n) In the case of any registrant whose principal place of employment is
10 located outside the appeal board area in which the local board having jurisdiction
11 over the registrant is located, any occupational deferment made under subsection
12 (h) of this section may, within five days after such deferment is made, be
13 submitted for review and decision to the appeal board having jurisdiction over the
14 area in which is located the principal place of employment of the registrant. Such
15 decision of the appeal board shall be final unless modified or changed by the
16 President, and such decision shall be made public.

17 (o) Except during the period of a war or a national emergency declared by
18 Congress, no person may be inducted for training and service under this title
19 unless ~~he~~-such person volunteers for such induction—

20 (1) if the father or the mother or a brother or a sister of such person
21 was killed in action or died in line of duty while serving in the Armed
22 Forces after December 31, 1959, or died subsequent to such date as a

1 result of injuries received or disease incurred in line of duty during such
2 service, or

3 (2) during any period of time in which the father or the mother or a
4 brother or a sister of such person is in a captured or missing status as a
5 result of such service.

6 As used in this subsection, the term "brother" or "sister" means a brother of the
7 whole blood or a sister of the whole blood, as the case may be.

8 SEC. 7. [Repealed]

9 SEC. 8 [50 U.S.C. 3807]. No bounty may be paid to induce any person to
10 be inducted into an armed force. A clothing allowance authorized by law is not a
11 bounty for the purposes of this section. No person liable for training and service
12 under this Act may furnish a substitute for that training or service. No person may
13 be enlisted, inducted, or appointed in an armed force as a substitute for another.
14 No person liable for training and service under section 4 may escape that training
15 and service or be discharged before the end of ~~his~~ such person's period of training
16 and service by paying money or any other valuable thing as consideration for ~~his~~
17 such person's release from that training and service or liability therefor.

18 SEC. 9. [50 U.S.C. 3808] (a) Any person inducted into the armed forces
19 under this title for training and service, who, in the judgment of those in authority
20 over ~~him~~ such person, satisfactorily completes ~~his~~ such person's period of training
21 and service under section 4(b) shall be entitled to a certificate to that effect upon
22 the completion of such period of training and service, which shall include a record
23 of any special proficiency or merit attained. In addition, each such person who is

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 inducted into the armed forces under this title for training and service shall be
2 given a physical examination at the beginning of such training and service, and
3 upon the completion of ~~his~~-such person's period of training and service under this
4 title, each such person shall be given another physical examination and, upon ~~his~~
5 ~~such person's~~ written request, shall be given a statement of physical condition by
6 the Secretary concerned: *Provided*, That such statement shall not contain any
7 reference to mental or other conditions which in the judgment of the Secretary
8 concerned would prove injurious to the physical or mental health of the person to
9 whom it pertains: *Provided further*, That, if upon completion of training and
10 service under this title, such person continues on active duty without an
11 interruption of more than seventy-two hours as a member of the Armed Forces of
12 the United States, a physical examination upon completion of such training and
13 service shall not be required unless it is requested by such person, or the medical
14 authorities of the Armed Force concerned determine that the physical examination
15 is warranted.

16 (b) Any person inducted into the armed forces for training and service
17 under this title shall, during the period of such service, be permitted to vote in
18 person or by absentee ballot in any general, special, or primary election occurring
19 in the State of which ~~he~~-such person is a resident, whether ~~he~~-such person is
20 within or outside such State at the time of such election, if under the laws of such
21 State ~~he~~-such person is otherwise entitled so to vote in such election; but nothing
22 in this subsection shall be construed to require granting to any such person a leave
23 of absence or furlough for longer than one day in order to permit ~~him~~-such person

1 to vote in person in any such election. No person inducted into, or enlisted in, the
2 armed forces for training and service under this title shall, during the period of
3 such service, as a condition of voting in any election for President, Vice President,
4 electors for President or Vice President, or for Senator or Member of the House of
5 Representatives, be required to pay any poll tax or other tax or make any other
6 payment to any State or political subdivision thereof.

7 (c) The Secretary of a military department, and the Secretary of Homeland
8 Security with respect to the Coast Guard, shall furnish to the Selective Service
9 System hereafter established a report of separation for each person separated from
10 active duty.

11 SEC. 10. [50 U.S.C. 3809] (a)(1) There is hereby established in the
12 executive branch of the Government an agency to be known as the Selective
13 Service System, and a Director of Selective Service shall be the head thereof.

14 (2) The Selective Service System shall include a national headquarters, at
15 least one State headquarters in each State, Territory, and possession of the United
16 States, and in the District of Columbia, and the local boards, appeal boards, and
17 other agencies provided for in subsection (b)(3) of this section.

18 (3) The Director shall be appointed by the President.

19 (4) The functions of the Office of Selective Service Records (established
20 by the Act of March 31, 1947) and of the Director of the Office of Selective
21 Service Records are transferred to the Selective Service System and the Director
22 of Selective Service, respectively. The personnel, property, records, and
23 unexpended balances (available or to be made available) of appropriations,

1 allocations, and other funds of the Office of Selective Service Records are
2 transferred to the Selective Service System. The Office of Selective Service
3 Records shall cease to exist upon the taking effect of the provisions of this title:
4 *Provided*, That, effective upon the termination of this title and notwithstanding
5 such termination in other respects, (A) the said Office of Selective Service
6 Records is hereby established on the same basis and with the same functions as
7 obtained prior to the effective date of this title, (B) said reestablished Office shall
8 be responsible for liquidating any other outstanding affairs of the Selective
9 Service System, and (C) the personnel, property, records, and unexpended
10 balances (available or to be made available) of appropriations, allocations, and
11 other funds of the Selective Service System shall be transferred to such
12 reestablished Office of Selective Service Records.

13 (5) The Selective Service System shall conduct exercises periodically of
14 all mobilization plans, systems, and processes to evaluate and test their
15 effectiveness. Once every four years, the exercise shall include the full range of
16 internal and interagency procedures to ensure functionality and interoperability
17 and may take place as part of the Department of Defense mobilization exercise
18 under section 10208 of title 10, United States Code. The Selective Service System
19 shall conduct a public awareness campaign in conjunction with each exercise to
20 communicate the purpose of the exercise to the public.

21 (b) The President is authorized to undertake the following:

22 (1) To prescribe the necessary rules and regulations to carry out the
23 provisions of this title.

1 (2) To appoint, upon recommendation of the respective governor
2 or comparable executive official, a State director of the Selective Service
3 System for each headquarters in each State, Territory, and possession of
4 the United States and for the District of Columbia, who shall represent the
5 governor and be in immediate charge of the State headquarters of the
6 Selective Service System: *Provided*, That no State director shall serve
7 concurrently in an elected or appointed position of a State or local
8 government; to employ such number of civilians, and, subject to
9 subsection (e), to order to active duty with their consent and to assign to
10 the Selective Service System such officers of the selective-service section
11 of the State headquarters and headquarters detachments and such other
12 officers of the federally recognized National Guard of the United States or
13 other armed forces personnel (including personnel of the reserve
14 components thereof), as may be necessary for the administration of the
15 national and of the several State headquarters of the Selective Service
16 System.

17 (3) To create and establish within the Selective Service System
18 civilian local boards, civilian appeal boards, and such other civilian
19 agencies, including agencies of appeal, as may be necessary to carry out
20 its functions with respect to the registration, examination, classification,
21 selection, assignment, delivery for induction, and maintenance of records
22 of persons registered under this title, together with such other duties as
23 may be assigned under this title: *Provided*, That no person shall be

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 disqualified from serving as a counselor to registrants, including service as
2 Government appeal agent, because of ~~his~~ such person's membership in a
3 Reserve component of the Armed Forces. ~~He~~ The President shall create
4 and establish one or more local boards in each county or political
5 subdivision corresponding thereto of each State, territory, and possession
6 of the United States, and in the District of Columbia. The local board
7 and/or its staff shall perform their official duties only within the county or
8 political subdivision corresponding thereto for which the local board is
9 established, or in the case of an intercounty board, within the area for
10 which such board is established, except that the staffs of local boards in
11 more than one county of a State or comparable jurisdiction may be
12 collocated or one staff may serve local boards in more than one county of
13 a State or comparable jurisdiction when such action is approved by the
14 Governor or comparable executive official or officials. Each local board
15 shall consist of three or more members to be appointed by the President
16 from recommendations made by the respective Governors or comparable
17 executive officials. In making such appointments after the date of the
18 enactment of the Act enacting this sentence, ~~the President is requested to~~
19 ~~appoint the membership of each local board so that to the maximum extent~~
20 ~~practicable it is proportionately representative of the race and national~~
21 ~~origin of those registrants within its jurisdiction~~ the President is requested
22 to appoint the membership of each local board so that each board has both
23 male and female members and, to the maximum extent practicable, it is

1 proportionately representative of the race, national origin, and sex of those
2 registrants within its jurisdiction, but no action by any local board shall be
3 declared invalid on the ground that any board failed to conform to any
4 particular quota as to ~~race or national origin~~ race, sex, or national origin.

5 No citizen shall be denied membership on any local board or appeal board
6 on account of sex. After December 31, 1971, no person shall serve on any
7 local board or appeal board who has served on any local board or appeal
8 board for a period of more than 20 years. Notwithstanding any other
9 provision of this paragraph, an intercounty local board consisting of at
10 least one member from each component county or corresponding
11 subdivision may, with the approval of the Governor or comparable
12 executive official or officials, be established for an area not exceeding five
13 counties or political subdivisions corresponding thereto within a State or
14 comparable jurisdiction when the President determines, after considering
15 the public interest involved, that the establishment of such local board will
16 result in a more efficient and economical operation. Any such intercounty
17 local board shall have within its area the same power and jurisdiction as a
18 local board has in its area. A local board may include among its members
19 any citizen otherwise qualified under Presidential regulations, provided ~~he~~
20 such person is at least eighteen years of age. No member of any local
21 board shall be a member of the Armed Forces of the United States, but
22 each member of any local board shall be a civilian who is a citizen of the
23 United States residing in the county or political subdivision corresponding

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 thereto in which such local board has jurisdiction, and each intercounty
2 local board shall have at least one member from each county or political
3 subdivision corresponding thereto included within the intercounty local
4 board area. Such local boards, or separate panels thereof each consisting
5 of three or more members, shall, under rules and regulations prescribed by
6 the President, have the power within the respective jurisdictions of such
7 local boards to hear and determine, subject to the right of appeal to the
8 appeal boards herein authorized, all questions or claims with respect to
9 inclusion for, or exemption or deferment from, training and service under
10 this title, of all individuals within the jurisdiction of such local boards. The
11 decisions of such local board shall be final, except where an appeal is
12 authorized and is taken in accordance with such rules and regulations as
13 the President may prescribe. There shall be not less than one appeal board
14 located within the area of each Federal judicial district in the United States
15 and within each Territory and possession of the United States, and such
16 additional separate panels thereof, as may be prescribed by the President.
17 Appeal boards within the Selective Service System shall be composed of
18 civilians who are citizens of the United States and who are not members of
19 the armed forces. The decision of such appeal boards shall be final in
20 cases before them on appeal unless modified or changed by the President.
21 The President, upon appeal or upon ~~his~~the President's own motion, shall
22 have power to determine all claims or questions with respect to inclusion
23 for, or exemption or deferment from training and service under this title,

1 and the determination of the President shall be final. No judicial review
2 shall be made of the classification or processing of any registrant by local
3 boards, appeal boards, or the President, except as a defense to a criminal
4 prosecution instituted under section 12 of this title, after the registrant has
5 responded either affirmatively or negatively to an order to report for
6 induction, or for civilian work in the case of a registrant determined to be
7 opposed to participation in war in any form: *Provided*, That such review
8 shall go to the question of the jurisdiction herein reserved to local boards,
9 appeal boards, and the President only when there is no basis in fact for the
10 classification assigned to such registrant. No person who is a civilian
11 officer, member, agent, or employee of the Office of Selective Service
12 Records, or the Selective Service System, or of any local board or appeal
13 board or other agency of such Office or System, shall be excepted from
14 registration or deferred or exempted from training and service, as provided
15 for in this title, by reason of ~~his~~~~such~~ ~~person's~~ status as such civilian
16 officer, member, agent, or employee.

17 (4) To appoint, and to fix, in accordance with the provisions of
18 chapter 51 and subchapter III of chapter 53 of title 5, United States Code,
19 relating to classification and General Schedule pay rates, the basic pay of
20 such officers, agents, and employees as ~~he~~~~the~~ ~~President~~ may deem
21 necessary to carry out the provisions of this chapter, however, any officer
22 of the armed forces or any officer or employee of any department or
23 agency of the United States who may be assigned or detailed to any office

1 or position to carry out the provisions of this title (except to offices or
2 positions on local boards or appeal boards established or created pursuant
3 to section 10(b)(3)) may serve in and perform the functions of such office
4 or position without loss of or prejudice to ~~his~~ **the individual's** status as
5 such officer in the armed forces or as such officer or employee in any
6 department or agency of the United States.

7 (5) To utilize the services of any or all departments and any and all
8 officers or agents of the United States, and to accept the services of all
9 officers and agents of the several States, Territories, and possessions, and
10 subdivisions thereof, and the District of Columbia, and of private welfare
11 organizations, in the execution of this title.

12 (6) To purchase such printing, binding, and blank-book work from
13 public, commercial, or private printing establishments or binderies upon
14 orders placed by the Public Printer or upon waivers issued in accordance
15 with section 12 of the Printing Act approved January 12, 1895, as
16 amended, and to obtain by purchase, loan, or gift such equipment and
17 supplies for the Selective Service System, as ~~he~~ **the President** may deem
18 necessary to carry out the provisions of this title, with or without
19 advertising or formal contract.

20 (7) To prescribe eligibility, rules, and regulations governing the
21 release for service in the armed forces, or for any other special service
22 established pursuant to this title, of any person convicted of a violation of
23 any of the provisions of this title.

1 (8) Subject to the availability of funds appropriated for such
2 purpose, to procure such space as ~~he~~ the President may deem necessary to
3 carry out the provisions of this title and the Act of March 31, 1947 (50
4 U.S.C. App. 321 et seq.).

5 (9) Subject to the availability of funds appropriated for such
6 purposes, to determine the location of such additional temporary
7 installations as ~~he~~ the President may deem essential; to utilize and enlarge
8 such existing installations; to construct, install, and equip, and to complete
9 the construction, installation, and equipment of such buildings, structures,
10 utilities, and appurtenances (including the necessary grading and removal,
11 repair or remodeling of existing structures and installations), as may be
12 necessary to carry out the provisions of this title; and, in order to
13 accomplish the purpose of this title, to acquire lands and rights pertaining
14 thereto, or other interests therein, for temporary use thereof, by donation
15 or lease, and to prosecute construction thereon prior to the approval of the
16 title by the Attorney General as required by sections 355, Revised
17 Statutes, as amended.

18 (10) Subject to the availability of funds appropriated for such
19 purposes, to utilize, in order to provide and furnish such services as may
20 be deemed necessary or expedient to accomplish the purposes of this title,
21 such personnel of the armed forces and of Reserve components thereof
22 with their consent, and such civilian personnel, as may be necessary. For
23 the purposes of this title, the provisions of section 14 of the Federal

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 Employees' Pay Act of 1946 (Public Law 390, Seventy-ninth Congress)
2 with respect to the maximum limitations as to the number of civilian
3 employees shall not be applicable to the Department of the Army, the
4 Department of the Navy, or the Department of the Air Force.

5 (c) The President is authorized to delegate any authority vested in ~~him~~the
6 President under this title, and to provide for the subdelegation of any such
7 authority.

8 [Subsections (d) through (h) omitted – no proposed amendments]

9 (i) SERVICE PLATFORM.—The Selective Service System shall provide to
10 all registrants, on its website and in communications with registrants relating to
11 registration, information about the Service Platform established under section 202
12 of the Inspire to Serve Act of 2020. The Selective Service System shall provide to
13 each registrant, at the time of registration, an option to transfer to the Service
14 Platform the information the registrant has provided to the Selective Service
15 System. The Director of Selective Service shall consult with the Director of the
16 Office of Management and Budget to ensure that information provided by the
17 Selective Service System is compatible with the information requirements of the
18 Service Platform.

19 [SEC. 11 omitted – no proposed amendments]

20 SEC. 12. [50 U.S.C. 3811] (a) Any member of the Selective Service System
21 or any other person charged as herein provided with the duty of carrying out any
22 of the provisions of this title, or the rules or regulations made or directions given
23 thereunder, who shall knowingly fail or neglect to perform such duty, and any

1 person charged with such duty, or having and exercising any authority under said
2 title, rules, regulations, or directions who shall knowingly make, or be a party to
3 the making, of any false, improper, or incorrect registration, classification,
4 physical or mental examination, deferment, induction, enrollment, or muster, and
5 any person who shall knowingly make, or be a party to the making, of any false
6 statement or certificate regarding or bearing upon a classification or in support of
7 any request for a particular classification, for service under the provisions of this
8 title, or rules, regulations, or directions made pursuant thereto, or who otherwise
9 evades or refuses registration or service in the armed forces or any of the
10 requirements of this title, or who knowingly counsels, aids, or abets another to
11 refuse or evade registration or service in the armed forces or any of the
12 requirements of this title, or of said rules, regulations, or directions, or who in any
13 manner shall knowingly fail or neglect or refuse to perform any duty required of
14 ~~him~~ such person under or in the execution of this title, or rules, regulations, or
15 directions made pursuant to this title, or any person or persons who shall
16 knowingly hinder or interfere or attempt to do so in any way, by force or violence
17 or otherwise, with the administration of this title or the rules or regulations made
18 pursuant thereto, or who conspires to commit any one or more of such offenses,
19 shall, upon conviction in any district court of the United States of competent
20 jurisdiction, be punished by imprisonment for not more than five years or a fine of
21 not more than \$10,000, or by both such fine and imprisonment, or if subject to
22 military or naval law may be tried by court martial, and, on conviction, shall
23 suffer such punishment as a court martial may direct. No person shall be tried by

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 court martial in any case arising under this title unless such person has been
2 actually inducted for the training and service prescribed under this title or unless
3 he is subject to trial by court martial under laws in force prior to the enactment of
4 this title.

5 (b) Any person (1) who knowingly transfers or delivers to another, for the
6 purpose of aiding or abetting the making of any false identification or
7 representation, any registration certificate, alien's certificate of nonresidence, or
8 any other certificate issued pursuant to or prescribed by the provisions of this title,
9 or rules or regulations promulgated hereunder; or (2) who, with intent that it be
10 used for any purpose of false identification or representation, has in ~~his~~-such
11 ~~person's~~ possession any such certificate not duly issued to ~~him~~-such person; or (3)
12 who forges, alters, knowingly destroys, knowingly mutilates, or in any manner
13 changes any such certificate or any notation duly and validly inscribed thereon; or
14 (4) who, with intent that it be used for any purpose of false identification or
15 representation, photographs, prints, or in any manner makes or executes any
16 engraving, photograph, print, or impression in the likeness of any such certificate,
17 or any colorable imitation thereof; or (5) who has in ~~his~~-such person's possession
18 any certificate purporting to be a certificate issued pursuant to this title, or rules
19 and regulations promulgated hereunder, which ~~he~~-such person knows to be falsely
20 made, reproduced, forged, counterfeited, or altered; or (6) who knowingly violates
21 or evades any of the provisions of this title or rules and regulations promulgated
22 pursuant thereto relating to the issuance, transfer, or possession of such certificate,
23 shall upon conviction, be fined not to exceed \$10,000 or be imprisoned for not

1 more than five years, or both. Whenever on trial for a violation of this subsection
2 the defendant is shown to have or to have had possession of any certificate not
3 duly issued to ~~him~~-such person, such possession shall be deemed sufficient
4 evidence to establish an intent to use such certificate for purposes of false
5 identification or representation, unless the defendant explains such possession to
6 the satisfaction of the jury.

7 (c) The Department of Justice shall proceed as expeditiously as possible
8 with a prosecution under this section, or with an appeal, upon the request of the
9 Director of Selective Service System or shall advise the House of Representatives
10 and the Senate in writing the reasons for its failure to do so.

11 (d) No person shall be prosecuted, tried, or punished for evading,
12 neglecting, or refusing to perform the duty of registering imposed by section 3 of
13 this title unless the indictment is found within five years next after the last day
14 before such person attains the age of twenty-six, or within five years next after the
15 last day before such person does perform ~~his~~-such person's duty to register,
16 whichever shall first occur.

17 (e) The President may require the Secretary of Health and Human Services
18 to furnish to the Director, from records available to the Secretary, the following
19 information with respect to individuals who are members of any group of
20 individuals required by a proclamation of the President under section 3 to present
21 themselves for and submit to registration under such section: name, date of birth,
22 social security account number, and address. Information furnished to the Director

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 by the Secretary under this subsection shall be used only for the purpose of the
2 enforcement of this Act.

3 (f)(1) Except as provided in subsection (g), any person who is required
4 under section 3 to ~~present himself~~ appear for and submit to registration under such
5 section and fails to do so in accordance with any proclamation issued under such
6 section, or in accordance with any rule or regulation issued under such section,
7 shall be ineligible for any form of assistance or benefit provided under title IV of
8 the Higher Education Act of 1965.

9 (2) In order to receive any grant, loan, or work assistance under title IV of
10 the Higher Education Act of 1965 (20 U.S.C. 1070 et seq.), a person who is
11 required under section 3 to ~~present himself~~ appear for and submit to registration
12 under such section shall file with the institution of higher education which the
13 person intends to attend, or is attending, a statement of compliance with section 3
14 and regulations issued thereunder or proof of registration in accordance with
15 subsection (g).

16 (3) The Secretary of Education, in agreement with the Director, shall
17 prescribe methods for verifying such statements of compliance or proof of
18 registration filed pursuant to paragraph (2). Such methods may include requiring
19 institutions of higher education to provide a list to the Secretary of Education or to
20 the Director of persons who have submitted such statements of compliance or
21 proof of registration.

22 (4) The Secretary of Education, in consultation with the Director, shall
23 issue regulations to implement the requirements of this subsection. Such

1 regulations shall provide that any person to whom the Secretary of Education
2 proposes to deny assistance or benefits under title IV for failure to meet the
3 registration requirements of section 3 and regulations issued ~~thereunder~~
4 ~~thereunder~~, or failure to provide proof of registration in accordance with
5 subsection (g), shall be given notice of the proposed denial and shall have a
6 suitable period (of not less than thirty days) after such notice to provide the
7 Secretary with information and materials establishing that ~~he~~ such person has
8 complied with the registration requirement under section 3 or has registered in
9 accordance with subsection (g). Such regulations shall also provide that the
10 Secretary may afford such person an opportunity for a hearing to establish his
11 compliance or for any other purpose.

12 (g) A person may not be denied a right, privilege, or benefit under Federal
13 law by reason of failure to ~~present himself~~ appear for and submit to registration
14 under section 3 of this title if—

15 (1) the requirement for the person to so register has terminated or
16 become inapplicable to the person; ~~and~~ and the person shows by a
17 preponderance of the evidence that the failure of the person to register was
18 not a knowing and willful failure to register; or

19 (2) ~~the person shows by a preponderance of the evidence that the~~
20 ~~failure of the person to register was not a knowing and willful failure to~~
21 ~~register~~; the person was provided notice of the person's failure to register
22 and the person registered within 30 days with the Selective Service
23 System, regardless of the person's age at the time of registration.

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 SEC. 13. [50 U.S.C. 3812] (a) Nothing in sections 203, 205, or 207 of title
2 18 of the United States Code, or in the second sentence of subsection (a) of
3 section 9 of the Act of August 2, 1939 (53 Stat. 1148), entitled "An Act to prevent
4 pernicious political activities", as amended, shall be deemed to apply to any
5 person because of ~~his~~-such person's appointment under authority of this title or
6 the regulations made pursuant thereto as an uncompensated official of the
7 Selective Service System, or as an individual to conduct hearings on appeals of
8 persons claiming exemption from combatant or noncombatant training because of
9 conscientious objections, or as a member of the National Selective Service Appeal
10 Board.

11 (b) All functions performed under this title shall be excluded from the
12 operation of the Administrative Procedure Act (60 Stat. 237) except as to the
13 requirements of section 3 of such Act. Notwithstanding the foregoing sentence, no
14 regulation issued under this Act shall become effective until the expiration of
15 thirty days following the date on which such regulation has been published in the
16 Federal Register. After the publication of any regulation and prior to the date on
17 which such regulation becomes effective, any person shall be given an
18 opportunity to submit ~~his~~-such person's views to the Director on such regulation,
19 but no formal hearing shall be required on any such regulation. The requirements
20 of this subsection may be waived by the President in the case of any regulation if
21 ~~he~~-the President (1) determines that compliance with such requirements would
22 materially impair the national defense, and (2) gives public notice to that effect at
23 the time such regulation is issued.

1 (c) In computing the lump-sum payments made to Air Force Reserve
2 Officers under the provisions of section 2 of the Act of June 16, 1936, as amended
3 (U.S.C., title 10, sec. 300a) and to Reserve officers of the Navy or to their
4 beneficiaries under section 12 of the Act of August 4, 1942, as amended (U.S.C.,
5 title 34, sec. 850k), no credit shall be allowed for any period of active service
6 performed from the effective date of this title to the date on which this title shall
7 cease to be effective. Each such lump-sum payment shall be prorated for a
8 fractional part of a year of active service in the case of any reserve officer subject
9 to the provisions of either such section, if such reserve officer performs
10 continuous active service for one or more years (inclusive of such service
11 performed during the period in which this title is effective) and such active
12 service includes a fractional part of a year immediately prior to the effective date
13 of this title, or immediately following the date on which this title shall cease to be
14 effective, or both.

15 SEC. 15. [50 U.S.C. 3813] (a) Every person shall be deemed to have notice
16 of the requirements of this title upon publication by the President of a
17 proclamation or other public notice fixing a time for any registration under section
18 3.

19 (b) It shall be the duty of every registrant to keep ~~his~~ the registrant's local
20 board informed as to ~~his~~ the registrant's current address and changes in status as
21 required by such rules and regulations as may be prescribed by the President.

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 (c) If any provision of this title, or the application thereof to any person or
2 circumstance, is held invalid, the remainder of the title, and the application of
3 such provision to other persons or circumstances, shall not be affected thereby.

4 (d) Except as provided in section 4(c), nothing contained in this title shall
5 be construed to repeal, amend, or suspend the laws now in force authorizing
6 voluntary enlistment or reenlistment in the Armed Forces of the United States,
7 including the reserve components thereof, except that no person shall be accepted
8 for enlistment after ~~he~~ such person has been issued an order to report for induction
9 unless authorized by the Director and the Secretary of Defense and except that,
10 whenever the Congress or the President has declared that the national interest is
11 imperiled, voluntary enlistment or reenlistment in such forces, and their reserve
12 components, may be suspended by the President to such extent as ~~he~~ the President
13 may deem necessary in the interest of national defense.

14 (e) In order to assist the Armed Forces in recruiting individuals for
15 voluntary service in the Armed Forces, the Director shall, upon the request of the
16 Secretary of Defense or the Secretary of Homeland Security, furnish to the
17 Secretary the names and addresses of individuals registered under this Act. Names
18 and addresses furnished pursuant to the preceding sentence may be used by the
19 Secretary of Defense or Secretary of Homeland Security only for recruiting
20 purposes.

21 SEC. 16. [50 U.S.C. 3814] When used in this title—

22 (a) The term "between the ages of eighteen and twenty-six" shall refer to
23 ~~men~~ persons who have attained the eighteenth anniversary of the day of their birth

1 and who have not attained the twenty-sixth anniversary of the day of their birth;
2 and other terms designating different age groups shall be construed in a similar
3 manner.

4 (b) The term "United States", when used in a geographical sense, shall be
5 deemed to mean the several States, the District of Columbia, Puerto Rico, the
6 Virgin Islands, and Guam.

7 (c) The term "armed forces" shall be deemed to include the Army, the
8 Navy, the Marine Corps, the Air Force, and the Coast Guard.

9 (d) The term "district court of the United States" shall be deemed to
10 include the courts of the United States for the Territories and possessions of the
11 United States.

12 (e) The term "local board" shall be deemed to include an intercounty local
13 board in the case of any registrant who is subject to the jurisdiction of an
14 intercounty local board.

15 (f) The term "Director" shall be deemed to mean the Director of the
16 Selective Service System.

17 (g)(1) The term "duly ordained minister of religion" means a person who
18 has been ordained, in accordance with the ceremonial, ritual, or discipline of a
19 church, religious sect, or organization established on the basis of a community of
20 faith and belief, doctrines and practices of a religious character, to preach and to
21 teach the doctrines of such church, sect, or organization and to administer the rites
22 and ceremonies thereof in public worship, and who, as ~~his~~-such person's regular
23 and customary vocation preaches and teaches the principles of religion and

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 administers the ordinances of public worship as embodied in the creed or
2 principles of such church, sect, or organization.

3 (2) The term "regular minister of religion" means ~~a person~~ ~~one~~-who, as ~~his~~
4 ~~such person's~~ customary vocation preaches and teaches the principles of religion
5 of a church, a religious sect, or organization of which ~~he~~-~~such person~~ is a member,
6 without having been formally ordained as a minister of religion, and who is
7 recognized by such church, sect, or organization as a regular minister.

8 (3) The term "regular or duly ordained minister of religion" does not
9 include a person who irregularly or incidentally preaches and teaches the
10 principles of religion of a church, religious sect, or organization and does not
11 include any person who may have been duly ordained a minister in accordance
12 with the ceremonial, rite, or discipline of a church, religious sect or organization,
13 but who does not regularly, as a bona fide vocation, teach and preach the
14 principles of religion and administer the ordinances of public worship, as
15 embodied in the creed or principles of ~~his~~-~~such person's~~ church, sect, or
16 organization.

17 (h) The term "organized unit", when used with respect to a reserve
18 component, shall be deemed to mean a unit in which the members thereof are
19 required satisfactorily to participate in scheduled drills and training periods as
20 prescribed by the Secretary of Defense.

21 (i) The term "reserve components of the armed forces" shall, unless the
22 context otherwise requires, be deemed to include the federally recognized
23 National Guard of the United States, the federally recognized Air National Guard

1 of the United States, the Officers' Reserve Corps, the Regular Army Reserve, the
2 Air Force Reserve, the Enlisted Reserve Corps, the Navy Reserve, the Marine
3 Corps Reserve, and the Coast Guard Reserve, and shall include, in addition to the
4 foregoing, the Public Health Service Reserve when serving with the armed forces.

5 [SEC. 17 omitted – no proposed amendments]

6 SEC. 18. [50 U.S.C. 3816] (a) Whenever the President after consultation
7 with and receiving advice from the National Security Resources Board determines
8 that it is in the interest of the national security for the Government to obtain
9 prompt delivery of any articles or materials the procurement of which has been
10 authorized by the Congress exclusively for the use of the armed forces of the
11 United States, or for the use of the Atomic Energy Commission, ~~he~~ the President
12 is authorized, through the head of any Government agency, to place with any
13 person operating a plant, mine, or other facility capable of producing such articles
14 or materials an order for such quantity of such articles or materials as the
15 President deems appropriate, except that no order which requires payments
16 thereunder in excess of \$25,000,000 shall be placed with any person, unless the
17 Committees on Armed Services of the Senate and the House of Representatives
18 have been notified in writing of such proposed order and 60 days of continuous
19 session of Congress have expired following the date on which such notice was
20 transmitted to such committees and neither House of Congress has adopted,
21 within such 60-day period, a resolution disapproving such order. For purposes of
22 the preceding sentence, the continuity of a session of Congress is broken only by
23 an adjournment of the Congress sine die, and the days on which either House is

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 not in session because of an adjournment of more than 3 days to a day certain are
2 excluded in the computation of such 60-day period. Any person with whom an
3 order is placed pursuant to the provisions of this section shall be advised that such
4 order is placed pursuant to the provisions of this section. Under any such program
5 of national procurement, the President shall recognize the valid claim of
6 American small business to participate in such contracts, in such manufactures,
7 and in such distribution of materials, and small business shall be granted a fair
8 share of the orders placed, exclusively for the use of the armed forces or for other
9 Federal agencies now or hereafter designated in this section. For the purposes of
10 this section, a business enterprise shall be determined to be "small business" if (1)
11 its position in the trade or industry of which it is a part is not dominant, (2) the
12 number of its employees does not exceed 500, and (3) it is independently owned
13 and operated.

14 (b) It shall be the duty of any person with whom an order is placed
15 pursuant to the provisions of subsection (a), (1) to give such order such
16 precedence with respect to all other orders (Government or private) theretofore or
17 thereafter placed with such person as the President may prescribe, and (2) to fill
18 such order within the period of time prescribed by the President or as soon
19 thereafter as possible.

20 (c) In case any person with whom an order is placed pursuant to the
21 provisions of subsection (a) refuses or fails—

1 (1) to give such order such precedence with respect to all other
2 orders (Government or private) theretofore or thereafter placed with such
3 person as the President may have prescribed;

4 (2) to fill such order within the period of time prescribed by the
5 President or as soon thereafter as possible as determined by the President;

6 (3) to produce the kind or quality of articles or materials ordered;

7 or

8 (4) to furnish the quantity, kind, and quality of articles or materials
9 ordered at such price as shall be negotiated between such person and the
10 Government agency concerned; or in the event of failure to negotiate a
11 price, to furnish the quantity, kind, and quality of articles or materials
12 ordered at such price as ~~he~~ such person may subsequently be determined
13 to be entitled to receive under subsection (d);

14 the President is authorized to take immediate possession of any plant, mine, or
15 other facility of such person and to operate it, through any Government agency,
16 for the production of such articles or materials as may be required by the
17 Government.

18 (d) Fair and just compensation shall be paid by the United States (1) for
19 any articles or materials furnished pursuant to an order placed under subsection
20 (a), or (2) as rental for any plant, mine, or other facility of which possession is
21 taken under subsection (c).

22 (e) Nothing contained in this section shall be deemed to render
23 inapplicable to any plant, mine, or facility of which possession is taken pursuant

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 to subsection (c) any State or Federal laws concerning the health, safety, security,
2 or employment standards of employees.

3 (f) Any person, or any officer of any person as defined in this section, who
4 willfully fails or refuses to carry out any duty imposed upon ~~him~~ such person by
5 subsection (b) of this section shall be guilty of a felony and, upon conviction
6 thereof, shall be punished by imprisonment for not more than three years, or by a
7 fine of not more than \$50,000, or by both such imprisonment and fine.

8 (g)(1) As used in this section—

9 (A) The term "person" means any individual, firm, company, association,
10 corporation, or other form of business organization.

11 (B) The term "Government agency" means any department, agency,
12 independent establishment, or corporation in the Executive branch of the United
13 States Government.

14 (2) For the purposes of this section, a plant, mine, or other facility shall be
15 deemed capable of producing any articles or materials if it is then producing or
16 furnishing such articles or materials or if the President after consultation with and
17 receiving advice from the National Security Resources Board determines that it
18 can be readily converted to the production or furnishing of such articles or
19 materials.

20 (h) The President is empowered, through the Secretary of Defense, to
21 require all producers of steel in the United States to make available, to
22 individuals, firms, associations, companies, corporations, or organized
23 manufacturing industries having orders for steel products or steel materials

1 required by the armed forces, such percentages of the steel production of such
2 producers, in equal proportion deemed necessary for the expeditious execution of
3 orders for such products or materials. Compliance with such requirement shall be
4 obligatory on all such producers of steel and such requirement shall take
5 precedence over all orders and contracts theretofore placed with such producers.
6 If any such producer of steel or the responsible head or heads thereof refuses to
7 comply with such requirement, the President, through the Secretary of Defense, is
8 authorized to take immediate possession of the plant or plants of such producer
9 and, through the appropriate branch, bureau, or department of the armed forces, to
10 insure compliance with such requirement. Any such producer of steel or the
11 responsible head or heads thereof refusing to comply with such requirement shall
12 be deemed guilty of a felony and upon conviction thereof shall be punished by
13 imprisonment for not more than three years and a fine not exceeding \$50,000.

14 [SEC. 19 omitted – no proposed amendments]

15 SEC. 20. [50 U.S.C. 3818] This title shall become effective immediately;
16 except that unless the President, or the Congress by concurrent resolution,
17 declares a national emergency after the date of enactment of this Act, no person
18 shall be inducted or ordered into active service without ~~his~~-such person's consent
19 under this title within ninety days after the date of its enactment.

20 SEC. 21. [50 U.S.C. 3819] Until July 1, 1953, and subject to the limitations
21 imposed by section 2 of the Selective Service Act of 1948, as amended, the
22 President shall be authorized to order into the active military or naval service of
23 the United States for a period of not to exceed twenty-four consecutive months,

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 with or without their consent, any or all members and units of any or all Reserve
2 components of the Armed Forces of the United States and retired personnel of the
3 Regular Armed Forces. Unless ~~he is~~ sooner released under regulations prescribed
4 by the Secretary of the military department concerned, any member of the
5 inactive or volunteer reserve who served on active duty for a period of 12 months
6 or more in any branch of the Armed Forces between the period of December 7,
7 1941, and September 2, 1945, inclusive, who is now or may hereafter be ordered
8 to active duty pursuant to this section, shall upon completion of 17 or more
9 months of active duty since June 25, 1950, if ~~he~~ such member makes application
10 therefor to the Secretary of the branch of service in which ~~he~~ such member is
11 serving, be released from active duty and shall not thereafter be ordered to active
12 duty for periods in excess of 30 days without ~~his~~ such member's consent except in
13 time of war or national emergency hereafter declared by the Congress: *Provided,*
14 That the foregoing shall not apply to any member of the inactive or volunteer
15 reserve ordered to active duty whose rating or specialty is found by the Secretary
16 of the military department concerned to be critical and whose release to inactive
17 duty prior to the period for which ~~he~~ such member was ordered to active duty
18 would impair the efficiency of the military department concerned.

19 The President may retain the unit organizations and the equipment thereof,
20 exclusive of the individual members thereof, in the active Federal service for a
21 total period of five consecutive years, and upon being relieved by the appropriate
22 Secretary from active Federal service, National Guard, or Air National Guard
23 units, shall, insofar as practicable, be returned to their National Guard or Air

1 National Guard status in their respective States, Territories, the District of
2 Columbia, and Puerto Rico, with pertinent records, colors, histories, trophies, and
3 other historical impedimenta.

4 SEC. 22. [50 U.S.C. 3820] (a) It is hereby declared to be the purpose of this
5 section to guarantee to each registrant asserting a claim before a local or appeal
6 board, a fair hearing consistent with the informal and expeditious processing
7 which is required by selective service cases.

8 (b) Pursuant to such rules and regulations as the President may
9 prescribe—

10 (1) Each registrant shall be afforded the opportunity to appear in
11 person before the local or any appeal board of the Selective Service
12 System to testify and present evidence regarding ~~his~~ the registrant's status.

13 (2) Subject to reasonable limitations on the number of witnesses
14 and the total time allotted to each registrant, each registrant shall have the
15 right to present witnesses on ~~his~~ the registrant's behalf to the local board.

16 (3) A quorum of any local board or appeal board shall be present
17 during the registrant's personal appearance.

18 (4) In the event of a decision adverse to the claim of a registrant,
19 the local or appeal board making such decision shall, upon request, furnish
20 to such registrant a brief written statement of the reasons for its decision.

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

1 *This section would also amend section 3328 of title 5, United States Code,*
2 *as follows:*

3 ~~(a) An individual—~~

4 ~~(1) who was born after December 31, 1959, and is or was required~~
5 ~~to register under section 3 of the Military Selective Service Act (50 U.S.C.~~
6 ~~App. 453);¹ and~~

7 ~~(2) who is not so registered or knowingly and willfully did not so~~
8 ~~register before the requirement terminated or became inapplicable to the~~
9 ~~individual;~~

10 ~~shall be ineligible for appointment to a position in an Executive agency.~~

11 (a) An individual who was required to register under section 3 of the
12 Military Selective Service Act (50 U.S.C. 3803) but failed to meet the registration
13 requirements of section 2 of that Act shall be ineligible for appointment to a
14 position in an Executive agency, unless—

15 (1) the requirement for the person to so register has terminated or
16 become inapplicable to the person and the person shows by a
17 preponderance of the evidence that the failure of the person to register was
18 not a knowing and willful failure to register; or

19 (2) the person was provided notice of the person’s failure to
20 register and the person registered within 30 days with the Selective
21 Service System, regardless of the person’s age at the time of registration.

22 (b) The Office of Personnel Management, in consultation with the
23 Director of the Selective Service System, shall prescribe regulations to carry out

1 this section. Such regulations shall include provisions prescribing procedures for
2 the adjudication of determinations of whether a failure to register was knowing
3 and willful. Such procedures shall require that such a determination may not be
4 made if the individual concerned shows by a preponderance of the evidence that
5 the failure to register was neither knowing nor willful. Such procedures may
6 provide that determinations of eligibility under the requirements of this section
7 shall be adjudicated by the Executive agency making the appointment for which
8 the eligibility is determined.

9 *This section would also amend section 484(n) of the Higher Education Act*
10 *of 1965 (20 U.S.C. 1091(n)), as follows:*

11 (n) DATA BASE MATCHING.— To enforce the Selective Service
12 registration provisions of section 12(f) of the Military Selective Service Act ~~(50~~
13 ~~U.S.C. App. 462(f))~~ (50 U.S.C. 3811(f)), the Secretary shall conduct data base
14 matches with the Selective Service, using common demo-graphic data elements.
15 Appropriate confirmation, through an application output document or through
16 other means, of any person’s registration shall fulfill the requirement to file a
17 separate statement of compliance. In the absence of a confirmation from such data
18 matches, an institution may also use data or documents that support either the
19 student’s registration, or the absence of a registration requirement for the student,
20 to fulfill the requirement to file a separate statement of compliance. The
21 mechanism for reporting the resolution of nonconfirmed matches shall be
22 prescribed by the Secretary in regulations.

1 **SEC. 402. REPORT ON EXEMPTIONS AND DEFERMENTS FOR A**
2 **POSSIBLE MILITARY DRAFT.**

3 *This section would not amend existing law.*

4 **SEC. 403. RESPONSIBILITIES FOR NATIONAL MOBILIZATION;**
5 **PERSONNEL REQUIREMENTS.**

6 *This section would not amend existing law.*

7 **SEC. 404. ENHANCEMENTS TO NATIONAL MOBILIZATION**
8 **EXERCISES.**

9 *This section would amend section 10208 of title 10, United States Code, as*
10 *follows:*

11 (a) The Secretary of Defense shall conduct at least one major mobilization
12 exercise each year. The exercise should be as comprehensive and as realistic as
13 possible and should include the participation of associated active component and
14 reserve component units.

15 (b) The Secretary shall maintain a plan to test periodically each active
16 component and reserve component unit based in the United States and all
17 interactions of such units, as well as the sustainment of the forces mobilized as
18 part of the exercise, with the objective of permitting an evaluation of the adequacy
19 of resource allocation and planning.

20 (c) The Secretary shall, beginning in the first fiscal year that begins after
21 the date of the enactment of this subsection, and every 5 years thereafter, as part
22 of the major mobilization exercise under subsection (a), include the processes of
23 the Selective Service System in preparation for a draft, and submit to Congress a

1 report on the results of this exercise. The report may be submitted in classified
2 form.

3 (d) The exercise under subsection (c)—

4 (1) shall include a review of national mobilization strategic and
5 operational concepts;

6 (2) shall include a simulation of a mobilization of all armed forces
7 and reserve units, with plans and processes for incorporating Selective
8 Service System inductees; and

9 (3) shall involve the Selective Service System, the Department of
10 Homeland Security, the Department of Commerce, the Department of
11 Labor, and other relevant interagency stakeholders.

12 **SEC. 405. CRITICAL SKILLS FOR THE DEPARTMENT OF DEFENSE.**

13 *This section would not amend existing law.*

14 **SEC. 406. INDIVIDUAL READY RESERVE FOR CRITICAL SKILLS.**

15 *This section would amend chapter 1005 of title 10, United States Code, by
16 adding at the end the following:*

17 **§10155. Ready Reserve: Individual Ready Reserve for Critical Skills**

18 (a) ESTABLISHMENT.— For the purpose of recruiting personnel with the
19 requisite critical skills, the Secretary of each military department, under the
20 direction of the President, may establish and maintain an Individual Ready
21 Reserve for Critical Skills within the Ready Reserve of each of the reserve
22 components.

1 (b) MEMBERSHIP REQUIREMENTS.—The Secretary of Defense shall outline
2 the requirements for membership in the Individual Ready Reserve for Critical
3 Skills, including providing guidance on—

4 (1) a means for each military service to establish qualifying critical
5 skills for inclusion in its Individual Ready Reserve for Critical Skills;

6 (2) the standards and process for selection of individuals who are
7 not otherwise in a reserve status to qualify for Individual Ready Reserve
8 for Critical Skills of a military service;

9 (3) requirements for screening and re-evaluation of members in the
10 Individual Ready Reserve for Critical Skills;

11 (4) the training and obligations required for members in the
12 Individual Ready Reserve for Critical Skills; and

13 (5) the use of allowances and nonmonetary incentives to retain
14 members in the Individual Ready Reserve for Critical Skills.

15 (c) MOBILIZATION.—

16 (1) ACTIVE DUTY.—A member of the Individual Ready Reserve for
17 Critical Skills may be ordered to active duty without the consent of the
18 member in accordance with section 12304, or in accordance with any
19 other provision of law authorizing activation of individual ready reserve
20 members.

21 (2) ELIGIBILITY FOR BENEFITS.—A member of the Individual
22 Ready Reserve for Critical Skills who is mobilized under paragraph (1)

Proposed Amendments to Existing Law in the Inspire to Serve Act of 2020

- 1 shall be eligible for benefits available to members of the Selected
- 2 Reserve.

