INSPIRED to SERVE

Legislative Annex

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

March 2020
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to
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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.
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A BILL

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

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

SECTION 1. SHORT TITLE

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

SEC. 2. TABLE OF CONTENTS

The table of contents for this Act is as follows:

Sec. 1. Short title.
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Sec. 326. Peace Corps remote demonstration projects.
Sec. 327. National Service living allowance increases.
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**TITLE I—PRIORITIZATION OF CIVIC EDUCATION AND SERVICE LEARNING**

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

(a) **DEFINITIONS.**—In this section:

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

(2) **CIVIC EDUCATION.**—The term “civic education” means an educational program that provides participants with knowledge of law, government, and the rights and responsibilities of citizens and skills that enable participants to participate responsibly in democracy.
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(3) EDUCATIONAL SERVICE AGENCY AND STATE EDUCATIONAL AGENCY.—The terms “educational service agency” and “State educational agency” have the meanings given those terms in section 8101 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7801).

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

(A) any local educational agency;

(B) any State educational agency;

(C) any educational service agency;

(D) any institution of higher education;

(E) any community-based organization;

(F) any nonprofit, nongovernmental organization; or

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

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

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

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

(8) SCHOOL.—The term “school” means—

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

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

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

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

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

(b) PROGRAM AUTHORIZED.—

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

(A) to promote and expand civic education by supporting the development and implementation of high-quality civic education, applied civics, and service-learning programming in schools;

(B) to promote the development and implementation of evidence-based curricula and educational standards, and to provide teacher development, with respect to civic education, applied civics, and service-learning programming in schools; and

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

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

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

(A) to train teachers in effective strategies for instructing students in civic education, applied civics, and service learning;
(B) to host training sessions for teachers to share best practices and learn new skills;

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

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

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

(2) GRANTS.—

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

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

(d) DEVELOPMENT AND IMPLEMENTATION OF EFFECTIVE CIVIC EDUCATION, APPLIED CIVICS, AND SERVICE-LEARNING PROGRAMS.—
(1) IN GENERAL.—An eligible entity may apply for a grant under this section for activities to support effective civic education, applied civics, and service-learning programs in schools. Such grant may only be used—

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

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

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

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

(iii) critical thinking and media literacy;

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

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

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

(D) to create and administer classroom activities, thesis projects, individual or team projects, internships, or community service activities related to civics education;
(E) to collaborate with government entities, nonprofit organizations, or consortia of such entities and organizations to provide students with experiences related to civic education; or

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

(2) GRANTS.—

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

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

(e) MATCHING FUNDS REQUIREMENTS.—

(1) REQUIREMENTS.—Except for grants for high-need schools under subsections (c)(2)(A) and (d)(2)(A), the Federal share of the cost of a program that receives a grant under this section, whether the grant is provided directly or as a subgrant from the original recipient of the grant, may not exceed 50 percent of such cost.
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(2) **CALCULATION.**—In providing for the remaining share of the cost of carrying out the program receiving the grant, the recipient—

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

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

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

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

(f) **GEOGRAPHIC DISTRIBUTION.**—To the extent practicable, the Secretary shall ensure an equitable geographic distribution of grants awarded under this section.
(g) REPORTS.—The Secretary shall, not later than 12 months after the date of the enactment of this Act and every 12 months thereafter, submit a report to Congress that contains the following:

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

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

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

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

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

(4) Information regarding each recipient of a grant under this section that uses Federal funds to carry out the program for which the
grant is provided, other than funds made available under programs
administered by the Secretary.

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

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

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

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

(4) reporting requirements by recipients of such grants.

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

SEC. 102. SERVICE-LEARNING FUND.

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

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

(2) by striking “a consortium of such entities, or a consortium of 2
or more such entities and a for-profit organization” and inserting “or a
consortium of such entities.”
(b) ESTABLISHMENT.—Section 119 of the National and Community Service Act of 1990 (42 U.S.C. 12563) is amended by striking subsection (b) and inserting the following:

“(b) SERVICE-LEARNING FUND.—

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

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

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

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

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

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

“(A) 20 percent shall be reserved for service-learning programs in public schools under paragraphs (1) through (7), (9), and (11) of subsection (c), of which amount—
“(i) 80 percent shall be reserved for programs in elementary and secondary schools, of which amount not less than 50 percent shall be reserved for programs in low-income communities; and
“(ii) 20 percent shall be reserved for programs at institutions of higher education;
“(B) 40 percent shall be reserved for summer of service programs under paragraph (8) of subsection (c), of which amount not less than 50 percent shall be reserved for programs in low-income communities; and
“(C) 40 percent shall be reserved for semester of service programs under paragraph (10) of subsection (c), of which amount not less than 50 percent shall be reserved for programs in low-income communities.”.

(c) SUMMER OF SERVICE COMPLETION AWARDS.—Section 119(c)(8)(B)(iii) of such Act (42 U.S.C. 12563(c)(8)(B)(iii)) is amended—
(1) by inserting “no less than” before “100 hours”; and
(2) by striking “educational award of $500 or $750 as described in sections 146(a)(2)(C) and 147(d)” and inserting “completion award of $500 (or, at the discretion of the Chief Executive Officer, of $750 in the case of a participant who is economically disadvantaged)”.

(d) SEMESTER OF SERVICE PROGRAMS.—Section 119(c)(10)(A) of such Act (42 U.S.C. 12563(c)(10)(A)) is amended—
(1) by inserting “in grades 9 through 12” after “secondary school students”; and

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

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

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

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

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

“(4) MATCHING FUND REQUIREMENT.—

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

“(B) CALCULATION.—In providing for the remaining share of the cost of carrying out a program under this section, the recipient—
“(i) shall provide for such share through payment in

       cash or in kind, fairly evaluated, including facilities,

       equipment, or services; and

“(ii) may provide for such share through State

       sources, local sources, or other Federal sources.

“(C) WAIVER.—The Chief Executive Officer may waive in

       whole or in part the requirements of this paragraph with respect to

       a recipient in any fiscal year if the Chief Executive Officer

       determines that such waiver would be equitable due to a lack of

       available financial resources at the local level.”.

(g) AUTHORIZATION OF APPROPRIATIONS.—Section 119 of such Act (42

U.S.C. 12563) is amended by adding at the end the following new subsection:

“(g) AUTHORIZATION OF APPROPRIATIONS.—There is authorized to be

       appropriated to the Service-Learning Fund $250,000,000 for each fiscal year.”.

SEC. 103. NATIONAL CIVICS ASSESSMENT.

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

(1) STATE PLANS.—Section 1111 of the Elementary and Secondary

       Education Act of 1965 (20 U.S.C. 6311) is amended—

       (A) in subsection (g)(2)(D), by striking “reading and

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

       and

       (B) in subsection (h)(1)(C)(xii), by striking “reading and

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

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

(1) in subsection (b)—

(A) in paragraph (2)—

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

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

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

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

(v) by adding at the end the following:

“(I) ensure that achievement data from the civics assessments described in subparagraphs (B) and (E) are made available both in the aggregate for the United States and separately for each State.”; and
(B) in paragraph (3), in subparagraphs (A)(i) and (C)(ii), by striking “reading and mathematics” and inserting “reading, mathematics, and civics”; and

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

SEC. 104. EXCELLENCE IN CIVICS AWARD.

(a) DEFINITIONS.—In this section:

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

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

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

(4) SERVICE-LEARNING.—The term “service-learning” has the meaning given that term in section 101 of the National and Community Service Act of 1990 (42 U.S.C. 12511).
(5) State.—The term “State” means each of the several States, the District of Columbia, the Commonwealth of Puerto Rico, and any other territory or possession of the United States.

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

(c) Applications.—

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

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

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

(B) for awards given for service-learning programs or projects, the impact on measurable civics outcomes and learning, or the impact of the project on addressing community or national
needs, including disaster relief, education, poverty reduction, ex-offender reintegration, and senior citizen aid; and

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

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

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

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

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

(a) COORDINATION.—

(1) IN GENERAL.—The Librarian of Congress, the Director of the Institute of Museum and Library Services, and the Archivist of the United States shall work jointly to develop and distribute to the public educational materials and teaching resources on civic education and effective citizenship, including by enhancing existing online resources and
supporting the distribution of hard copy and digital materials to local
libraries, polling locations, and schools, especially in rural areas.

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

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

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

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

(a) FINDINGS.—Congress finds the following:

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

(2) The United States suffers from a lack of consistently effective
civic education that imparts knowledge about government, democratic
engagement, and the Constitution.
(3) Recent polling by the Annenberg Public Policy Center revealed that 22 percent of American adults are unable to name any of the three branches of government and 37 percent are unable to name or do not know any of the rights guaranteed by the First Amendment to the Constitution.

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

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

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

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

(8) Eighteen percent of teachers work a second job during the school year, making teachers three times as likely as all workers in the United States to work multiple jobs.
(9) Teachers in all subjects and at all grade levels play a crucial role in educating youth about service options and the ways youth can engage in their communities.

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

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

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

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

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

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

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

(6) officials at all levels of government should seek to address these concerns by providing teachers with resource support, adequate compensation, and career development opportunities; and
more Americans will be called to the teaching profession when government officials at all level demonstrate value for the essential role of teachers in our society by providing teachers with resource support, adequate compensation, and career development opportunities.

TITLE II—ELEVATION AND INTEGRATION OF ALL FORMS OF SERVICE

SEC. 201. COUNCIL ON MILITARY, NATIONAL, AND PUBLIC SERVICE.

(a) DEFINITIONS.—In this section:

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

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

(3) NATIONAL SERVICE.—

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

(i) is designed to enhance the common good and meet the needs of communities, the States, or the United States; and
(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.)
and E (relating to the National Civilian Community Corps; 42 U.S.C. 12611 et seq.) of the National and Community Service Act of 1990; and

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

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

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

(b) ESTABLISHMENT.—

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

(2) FUNCTIONS.—The Council shall—

(A) advise the President with respect to promoting and expanding opportunities for military service, national service, and public service for all Americans; and
(B) coordinate policies and initiatives of the executive
branch to promote and expand opportunities for military service,
national service, and public services; and

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

(c) COMPOSITION.—

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

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

(A) the Secretary of State;

(B) the Secretary of Defense;

(C) the Attorney General;

(D) the Secretary of the Interior;

(E) the Secretary of Commerce;

(F) the Secretary of Labor;

(G) the Secretary of Health and Human Services;

(H) the Secretary of Education;

(I) the Secretary of Veterans Affairs;
(J) the Secretary of Homeland Security;

(K) the Director of the Office of Management and Budget;

(L) the Director of National Intelligence;

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

(N) the Director of the Peace Corps;

(O) the Chief Executive Officer of the Corporation for National and Community Service; and

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

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

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

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

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

(3) Serve as the interagency lead for identifying critical skills to address national security and other needs of the Nation, with responsibility for coordinating Government-wide efforts to address gaps in critical skills.
and identifying methods to recruit and retain individuals possessing such
critical skills.

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

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

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

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

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

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

(8) Consult with such representatives of non-Federal entities,
including State, local, and tribal governments, State and local educational
authorities, institutions of higher education, nonprofit organizations,
philanthropic organizations, and the private sector, as the Council considers advisable, in order to promote and develop initiatives to foster and reward military, national, and public service.

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

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

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

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

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

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

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

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

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

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

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

(2) at the President’s discretion, serve as spokesperson of the executive branch on issues related to military, national, and public service; and
(3) upon request, appear before any committee or subcommittee of
the House of Representatives and of the Senate to represent the position of
the executive branch on matters within the scope of the Council’s
responsibilities.

(f) ORGANIZATIONAL MATTERS.—

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

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

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

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

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

(6) AUTHORITY TO ACCEPT VOLUNTARY SERVICES.—
Notwithstanding section 1342 of title 31, United States Code, the Council
may accept and employ voluntary and uncompensated services in
furtherance of the purposes of the Council.

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

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

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

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

SEC. 202. INTERNET-BASED SERVICE PLATFORM.

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

(b) DEFINITIONS.—In this section:

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

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

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

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

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

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

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

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

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

(ii) any other program that is consistent with subparagraph (A), as determined by the Director of the Council on Military, National, and Public Service.

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

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

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

(11) SERVICE OPPORTUNITY.—The term “service opportunity” means any paid, volunteer, or other position with a service organization.
(12) SERVICE ORGANIZATION.—The term “service organization” means any military service, national service, or public service organization that participates in the Service Platform.

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

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

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

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

(d) COORDINATION AND OVERSIGHT.—The development and maintenance of the Service Platform shall be subject to the oversight of the Director of the Council on Military, National, and Public Service who shall be responsible for
ensuring that the Service Platform achieves the policy objectives set forth in this section.

(e) USE OF THE SERVICE PLATFORM.—

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

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

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

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

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

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

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

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

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

(A) educational background;

(B) employment background;

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

(D) service organization preferences;

(E) service type preferences;
(F) service mission preferences; and

(G) geographic preferences.

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

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

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

(f) SERVICE ORGANIZATIONS.—

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

(2) NON-FEDERAL SERVICE ORGANIZATIONS.—The regulations issued under subsection (i) shall include—
(A) procedures that enable State, local, and tribal
government agencies to participate in the Service Platform as
service organizations;

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

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

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

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

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

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

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

(4) ADDITIONAL PLATFORMS NOT PRECLUDED.—Nothing in this
subsection shall prevent any service organization from creating or
maintaining its own Internet-based system or platform to recruit
individuals for employment or for volunteer or other service opportunities.
(g) **MINIMUM DESIGN REQUIREMENTS.**—In addition to the requirements set forth in this section, the Service Platform shall do the following:

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

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

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

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

5. Ensure compatibility with relevant information systems of Executive agencies and military departments.
(6) Use state-of-the-art technology and analytical tools to facilitate the efficacy of the Service Platform in connecting members with service opportunities and service organizations.

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

(h) DEVELOPMENT OF SERVICE PLATFORM PLAN.—

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

(2) CONSULTATION REQUIRED.— In developing the plan under this subsection, the Director shall consult with the Secretary of Defense, the Chief Executive Officer of the Corporation for National and Community Service, the Director of the Office of Personnel Management, the head of the United States Digital Service and, as needed, the heads of other Executive agencies. Such consultation may include seeking assistance in the design, development, and creation of the Service Platform.
(3) TECHNICAL ADVICE PERMITTED.—In developing the plan under this subsection, the Director may seek and receive technical advice from experts outside of the Federal Government and to form a committee of such experts to assist in the design and development of the Service Platform. Notwithstanding section 1342 of title 31, United States Code, the Director may accept the voluntary services of these individuals. A committee of the experts shall not be subject to the Federal Advisory Committee Act (5 U.S.C. App.).

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

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

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

“(i) SERVICE PLATFORM.—The Selective Service System shall provide to all registrants, on its website and in communications with registrants relating to registration, information about the Service Platform established under section 202 of the Inspire to Serve Act of 2020. The Selective Service System shall provide to each registrant, at the time of registration, an option to transfer to the Service Platform the information the registrant has provided to the Selective Service
System. The Director of Selective Service shall consult with the Director of the Office of Management and Budget to ensure that information provided by the Selective Service System is compatible with the information requirements of the Service Platform.”.

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

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

(2) Participation rates of service organizations and members.

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

(4) Any cybersecurity or privacy concerns.

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

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

(l) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be appropriated to the Office of Management and Budget for each fiscal year such
SEC. 203. PILOT PROGRAM TO COORDINATE MILITARY, NATIONAL, AND PUBLIC SERVICE RECRUITMENT.

(a) DEFINITIONS.—In this section:

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

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

(3) NATIONAL SERVICE.—

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

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

(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) sub-titles C (relating to the National Service Trust Program; 42 U.S.C. 12571 et seq.) and E (relating to the National Civilian Community
Corps; 42 U.S.C. 12611 et seq.) of the National and Community Service Act of 1990; and (ii) any other program that is consistent with subparagraph (A), as determined by the Director of the Council on Military, National, and Public Service.

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

(b) PILOT PROGRAM AUTHORIZED.—The Director of the Council on Military, National, and Public Service may carry out a pilot program in coordination with departments and agencies responsible for recruiting individuals for military, national, and public service, to focus on recruiting individuals from underserved markets and demographic populations, such as those defined by gender, geography, socioeconomic status, and critical skills, as determined by each participating department or agency, to better reflect the demographics of the Nation while ensuring that recruiting needs are met.

(c) CONSULTATION.—In developing a pilot program under this section, the Director of the Council on Military, National, and Public Service shall consult with the Secretary of Defense, the Secretary of Homeland Security, the Secretaries of the military departments, the Commandant of the United States Coast Guard, the Chief Executive Officer of the Corporation for National and Community Service, the Director of the Peace Corps, and the Director of the Office of Personnel Management.
(d) DURATION.— The pilot program under this section shall terminate no
earlier than 2 years after its commencement.

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

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

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

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

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

(c) AUTHORIZATION OF APPROPRIATIONS.— There are authorized to be
appropriated such sums as may be necessary for carrying out this section.
SEC. 205. INFORMATION SHARING TO ADVANCE MILITARY AND NATIONAL SERVICE.

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

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

SEC. 206. TRANSITION OPPORTUNITIES FOR MILITARY SERVICEMEMBERS AND NATIONAL SERVICE PARTICIPANTS.

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

(b) EMPLOYMENT ASSISTANCE, JOB TRAINING ASSISTANCE, AND OTHER TRANSITIONAL SERVICES: DEPARTMENT OF LABOR.—Section 1144 of title 10, United States Code, is amended—
(1) in the heading, by inserting “and the Corporation for National and Community Service” after “Department of Labor”; (2) in subsection (a)—

(A) in paragraph (1)—

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

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

(B) in paragraph (2), by striking “and the Secretary of Veterans Affairs” and inserting “the Secretary of Veterans Affairs, and the Chief Executive Officer of the Corporation for National and Community Service”; (C) in paragraph (3), by inserting “and the Chief Executive Officer” after “The Secretaries”;

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

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

(4) in subsection (c)(2)(A), by striking “and the Secretary of Veterans Affairs,” and inserting “the Secretary of Veterans Affairs, and
the Chief Executive Officer of the Corporation for National and
Community Service,”;

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

(6) by adding at the end the following:

“(g) CORPORATION FOR NATIONAL AND COMMUNITY SERVICE

PROGRAMS.—In establishing and carrying out a program under this section, the
Chief Executive Officer of the Corporation for National and Community Service
shall do the following:

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

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

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

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

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

“(2) Inform such members that the Department of Defense and the
Department of Homeland Security are required, under section 1143(a), to
provide proper certification or verification of job skills and experience
acquired while on active duty that may have application to service in programs of the Corporation for National and Community Service.

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

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

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

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

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

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

(3) by adding at the end the following:

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

SEC. 207. JOINT REPORT TO CONGRESS ON INITIATIVES TO INTEGRATE MILITARY AND NATIONAL SERVICE.

(a) REPORTING REQUIREMENT.—Not later than 4 years after the date of the enactment of this Act, and not later than the end of each 4-year period thereafter, the Director of the Council on Military, National, and Public Service established
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under section 201, in coordination with the Secretary of Defense, the Chief
Executive Officer of the Corporation for National and Community Service, and
the Director of the Peace Corps, shall submit to Congress a joint report on cross-
service recruitment, including recommendations for increasing joint advertising
and recruitment initiatives, for the armed forces, programs administered by the
Corporation for National and Community Service, and the Peace Corps.

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

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

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

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

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

(5) An assessment of ways to improve the ability of the reporting
agencies to recruit individuals from the other reporting agencies.
(c) CONSULTATION.—The Director of the Council on Military, National, and Public Service established under section 201, the Secretary of Defense, the Chief Executive Officer of the Corporation for National and Community Service, and the Director of the Peace Corps shall—

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

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

TITLE III—ADVANCEMENT OF MILITARY, NATIONAL, AND PUBLIC SERVICE
Subtitle A—Advancement of Military Service

SEC. 301. NEW PERSONNEL MANAGEMENT STRUCTURE FOR MILITARY SPECIALISTS.

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

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

(1) be based on the exercise of existing authorities;
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(2) examine the successes in recruiting and retaining personnel for other military occupational specialties requiring specific skills, such as medical workers, attorneys, and chaplains;

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

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

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

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

SEC. 302. PRE-SERVICE TUITION GRANT PROGRAM.

(a) PRE-SERVICE TUITION GRANTS AUTHORIZED.—The Secretary of each military department (as defined in section 102 of title 5, United States Code) may provide a grant, for a period of not more than 3 years, to pay all or a portion of the charges of an educational institution for the tuition of an individual who is enrolled in such educational institution for a technical degree, certificate, or certification program to meet a critical need in that military department, and who makes a commitment to military service in an armed force under the jurisdiction
of the Secretary. Each Secretary shall create a list of degrees, certificates, and
certifications that qualify for grants under this section and shall update that list at
least once every 5 years.

(b) REQUIREMENTS FOR RECEIPT OF GRANT.—The Secretary concerned

may not provide grant funds under subsection (a) to an individual unless the

individual signs an enlistment contract for military service upon completion of the

educational program for which the funds were provided, for such period as is
determined by the Secretary. Upon signing such enlistment contract, the

individual shall be placed in the Delayed Entry Program of that armed force. If, at
the time the individual is expected to begin military training, the individual no

longer qualifies for service or is otherwise unable or unwilling to serve, the

individual shall, subject to subsection (c), repay the funds received, or serve a

period equal to the military service commitment in a Federally sponsored national

service program.

(c) WAIVERS.—The Secretary of each military department may reduce or

waive the service obligation of an individual under this section in exigent

circumstances, as determined by the Secretary.

(d) RELATION TO OTHER PERSONNEL AUTHORITIES.—A grant under

subsection (a) may be provided—

(1) without regard to the lack of authority for the grant under title

10 or 37, United States Code; and

(2) notwithstanding any provision of such titles, or any regulation

prescribed under such provision, relating to methods of providing
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incentives to individuals to accept appointments or enlistments in the
armed forces, including the provision of group individual bonuses, pay, or
other incentives.

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

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

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

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

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

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

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

(f) LIMITATION ON NUMBER OF INCENTIVES.—The Secretary of a military
department may not provide to an individual more than two incentives, described
in subsection (d)(2), to encourage the individual to enlist in an armed force under
the jurisdiction of the Secretary, in addition to a grant under subsection (a).

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

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

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

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

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

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

2505);
(2) section 171 of the Workforce Innovation and Opportunity Act (relating to the YouthBuild Program; 29 U.S.C. 3226);

(3) 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

(4) Subtitles C (relating to the National Service Trust Program; 42 U.S.C. 12571 et seq.) and E (relating to the National Civilian Community Corps; 42 U.S.C. 12611 et seq.) of the National and Community Service Act of 1990.

(j) REGULATIONS.—The Secretary of each military department shall issue such regulations as may be necessary to carry out this section.

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

SEC. 303. PILOT PROGRAM ON TECHNICAL CIVILIAN PROFESSIONAL CREDENTIALS.

(a) PILOT PROGRAM.—The Secretary of Defense shall carry out, through the Secretary of one of the military departments (as defined in section 102 of title 5, United States Code), a pilot program, for a period of not more than 2 years, to assess the feasibility and advisability of establishing partnerships with community colleges and vocational schools to create technical education programs through which members of the armed forces may earn professional credentials in areas of critical need in the armed forces. The pilot program shall be comprised of such partnerships with up to 3 community colleges and vocational schools. The
educational programs created through this pilot program shall be open to
participation by members of the armed forces (including recruits) and any other
students at the selected community colleges and vocational schools.

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

(c) REPORTS.—

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

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

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

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

(2) FINAL REPORT.—Not later than 180 days after completion of
the pilot program, the Secretary of Defense shall submit to the committees
of Congress referred to in paragraph (1) a final report on the pilot program. The report shall include—

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

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

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

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

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

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

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

(c) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be appropriated such sums as may be necessary to carry out this section.
SEC. 305. EXPANSION OF CYBER INSTITUTES PROGRAM.

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

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

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

SEC. 306. TEMPORARY AUTHORITY FOR TARGETED RECRUITMENT INCENTIVES.

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

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

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

SEC. 307. MULTIYEAR APPROPRIATIONS FOR MARKETING AND ADVERTISING.
(a) IN GENERAL.—Chapter 141 of title 10, United States Code, is amended by inserting after section 2410s the following new section:

“§2410t. Contracts for periods crossing fiscal years: marketing and advertising contracts

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

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

(b) CONFORMING AMENDMENT.— The table of sections at the beginning of such chapter is amended by inserting after the item relating to section 2410s the following new item:

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

Subtitle B—Advancement of National Service

SEC. 321. NATIONAL SERVICE FELLOWSHIPS.

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

“SEC. 198B. NATIONAL SERVICE FELLOWSHIPS.

“(a) DEFINITIONS.—In this section:
“(1) AREA OF NATIONAL NEED.—The term ‘area of national need’ means targeted efforts to—

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

(B) expand and improve access to health care;

(C) improve energy efficiency and conserve natural resources;

(D) improve economic opportunities for economically disadvantaged individuals;

(E) improve disaster preparedness and response; or

(F) support the reintegration of ex-offenders.

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

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

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

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

“(1) In General.—From the amounts appropriated to carry out this section, the Corporation shall award national service fellowships in accordance with this section.

“(2) Allotment of Positions.—

“(A) Allotment by Congressional District.—The Corporation shall allot 80 percent of the eligible fellowship positions supported under this section in a fiscal year on a formula basis to be distributed evenly among the congressional districts in each of the States, to include districts of nonvoting delegates to the Congress, in accordance with the selection process described in subsection (c)(1). The Corporation shall, to the extent practicable, reserve a percentage of eligible fellowship positions approximately equal to the percentage of disadvantaged youth residing in that district. In any district in which one or more Indian tribes are located, a portion of the positions shall be reserved for applicants who are members of any such Indian tribe.

“(B) Allotment to Specific Organizations.—The Corporation shall allot 20 percent of the eligible fellowship positions supported under this section in a fiscal year to service sponsor organizations, regardless of congressional district, that have targeted service strategies for utilizing fellows, in accordance with the selection processes described in subsections (c)(2) and...
(f)(2). The Corporation shall, to the extent practicable, reserve a percentage of eligible fellowship positions approximately equal to the nationwide percentage of disadvantaged youth.

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

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

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

“(c) SELECTION BY LOTTERY.—

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

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

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

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

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

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

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

“(d) ELIGIBLE FELLOWSHIP APPLICANTS.—

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

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

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

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

“(e) FELLOWS.—

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

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

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

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

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

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

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

“(C) submits such agreement to the Corporation.

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

“(3) FELLOWSHIP AMOUNT.—

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

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

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

“(f) SERVICE SPONSOR ORGANIZATIONS.—

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

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

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

“(C) at the time of registration with a State Commission, enters into an agreement with the State Commission providing that the service sponsor organization shall—
“(i) abide by all program requirements;
“(ii) be responsible for certifying the number of hours served by each fellow and whether each fellow serving with the organization successfully completes the national service fellowship;
“(iii) provide supervision, supplies, and training for fellows, including a quarterly performance review;
“(iv) provide educational resources, funding for coursework, and other necessary resources to support fellows working towards their high school equivalency degrees; and
“(v) provide, to the State Commission, the Corporation, and the Inspector General of the Corporation, timely access to records relating to the national service fellowships.

“(2) ELIGIBILITY AS A SPECIFIC ORGANIZATION.—An organization is eligible to be considered for an allotment of positions under subsection (b)(2)(B) if the organization—
“(A) satisfies the requirements of this subsection;
“(B) submits an application to the Corporation that includes a detailed description of the area of national need that fellows will address with the organization, along with other requirements that the Corporation may establish; and
“(C) is selected by the Corporation in accordance with a
selection process established by the Corporation.

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

“(4) REGISTRATION.—

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

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

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

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

“(B) the organization shall not be eligible to receive
assistance, approved national service fellows, or approved summer
of service positions under this title for a period of not less than 5
years; and
“(C) the Corporation shall have the right to remove a fellow from the organization and relocate the fellow to another site.

“(g) Grants for Ancillary Services.—

“(1) In general.—The Corporation may award grants to service sponsor organizations to offset the costs of providing ancillary services in support of fellows serving with those service sponsor organizations, including costs for—

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

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

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

“(D) other activities approved by the Corporation.

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

“(h) Coordination within Congressional District.—Service sponsor organizations shall coordinate with other service sponsor organizations on training and events beneficial to fellows serving within the same congressional district and ensure that the offices of Members of Congress in those districts are kept apprised of such coordination.

“(i) Branded Attire.—The Corporation may provide fellows with branded attire to wear where appropriate.
“(j) **YEARLY CONVENTION.**—The Corporation may sponsor a yearly
convention to convene a geographically diverse group of fellows in a central
location to provide the fellows with the opportunity to share experiences and to
provide the fellows with information on opportunities to continue in national,
public, or military service after their fellowships end.

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

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

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

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

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

(b) **CONFORMING AMENDMENTS.**—
(1) The item relating to section 198B of the National and Community Service Act of 1990 in the table of contents for that Act is amended to read as follows:

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

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

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

SEC. 322. EXPANSION OF YOUTHBUILD, YOUTH CONSERVATION CORPS, AND NATIONAL GUARD YOUTH CHALLENGE PROGRAMS.

(a) YOUTHBUILD PROGRAM.—

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

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

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

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

(c) YOUTH CHALLENGE PROGRAM.—

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

(2) REPORTS TO CONGRESS.—The Secretary of Defense shall submit to Congress, not later than December 31 of each of the years 2023, 2026, 2029, and 2031, a report on the level of participation in the National Guard Youth Challenge Program since the end of fiscal year 2020 and on the efforts taken to achieve the goal described in paragraph (1).
(d) Authorization of Appropriations.—There are authorized to be appropriated such sums as may be necessary to carry out this section.

SEC. 323. NATIONAL SERVICE PUBLIC AWARENESS CAMPAIGN.

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

(b) Report Required.—Not later than 60 days after the end of the fiscal year in which funds are made available to carry out the public awareness campaign under subsection (a), the Chief Executive Officer shall submit to the Committee on Health, Education, Labor, and Pensions of the Senate, and the Committee on Education and Labor of the House of Representatives, a report describing the scope and effectiveness of the public awareness campaign under this section.
(c) **Authorization of Appropriations.**—There are authorized to be appropriated such sums as may be necessary to carry out the campaign under subsection (a), including for salaries and expenses related to such campaign.

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

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

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

(a) **Definitions.**—

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

(2) **Place-based model.**—The term “place-based model” means an investment initiative that seeks to leverage national service programs to expand the services available within a specific geographic location, to build the capacity of community organizations to provide those services, and to establish a community-wide culture of service and volunteerism.
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(b) PRIORITY PILOTS.—The Chief Executive Officer of the Corporation for National and Community Service may conduct, during the 3-year period beginning on October 1, 2020, up to five demonstration projects to assess the feasibility and advisability of novel approaches to and focus areas of national service, with at least one demonstration project focused on developing a place-based model and at least one demonstration project supporting the reintegration of ex-offenders.

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

SEC. 326. PEACE CORPS REMOTE DEMONSTRATION PROJECTS.

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

SEC. 327. NATIONAL SERVICE LIVING ALLOWANCE INCREASES.

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

“(7) ADJUSTMENTS.—The Chief Executive Officer shall review the amounts of living allowances under this subsection on an annual basis and, subject to paragraph (2), make adjustments as necessary to reflect changes
in inflation, cost-of-living, and the geographical areas in which the
national service programs are carried out.”.

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

SEC. 328. SENIOR CORPS STIPEND INCREASES.

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

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

SEC. 329. WRAPAROUND SUPPORT SERVICES FOR CERTAIN
NATIONAL SERVICE PARTICIPANTS.

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

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

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

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

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

“(2) Guidelines for wraparound support services.—Not later than 180 days after the date of the enactment of this subsection, the Corporation shall establish guidelines regarding the circumstances under which wraparound support services shall be made available under paragraph (1) and the types of wraparound support services that shall be made so available. Wraparound support services may include career counseling, transportation assistance, training and certification programs, and mental health assistance. In developing such guidelines, the Corporation shall consider the availability of philanthropic investment and the cost-per-member to grantees who support participants described in paragraph (1).
“(3) EXEMPTION FROM LIVING ALLOWANCE.—Wraparound support services shall not be considered in determining the maximum living allowance under subsection (a)(2).”.

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

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

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

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

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

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

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

“(ii) are located in Indian lands, or
“(iii) are located in rural communities.

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

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

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

(d) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be appropriated to the Corporation for National and Community Service such sums as may be necessary to provide wraparound support services under the amendments made by this section.
(a) **DETERMINATION OF EDUCATIONAL AWARD AMOUNT.**—Section 147(a) of the National and Community Service Act of 1990 (42 U.S.C. 12603(a)) is amended by striking “having a value equal to” and all that follows through “mandatory appropriations),” and inserting “equal to the average cost of one year of in-State tuition at a public institution of higher education that awards bachelors’ degrees, as determined by the Chief Executive Officer,”.

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

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

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

(b) **TREATMENT OF CERTAIN PROVISIONS OF LAW.**—Any individual who receives an educational award under section 146 of the National and Community Service Act of 1990 (42 U.S.C. 12602) may use the award for expenses described in section 148(a)(4) of that Act (42 U.S.C. 12604(a)(4)), by virtue of the amendment made by subsection (a) of this section, notwithstanding the provisions
of any appropriations Act that would not permit such use by virtue of such
amendment.

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

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

(1) DEFINITIONS.—In this subsection:

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

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

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

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

(2) STIPEND FOR NATIONAL SERVICE PARTICIPANTS.—

(A) AUTHORITY.—
(i) Subject to clause (ii), the Chief Executive Officer may provide to each national service participant who is performing full-time service, a stipend for any period in which such participant is in training or performing the participant’s assignments.

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

(B) AMOUNT OF STIPEND.—

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

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

(I) has completed a term of service as required under subtitle D of the National and Community Service Act of 1990 (42 U.S.C. 12601 et seq.); and
(II) has, in accordance with standards that
the Chief Executive Officer shall establish in
regulations, been designated a leader on the basis of
experience among other national service
participants.

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

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

(3) STIPEND FOR NATIONAL CIVILIAN COMMUNITY CORPS
MEMBERS.—

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

(B) AMOUNT OF STIPEND.—
(i) Subject to clauses (ii) and (iii), the amount of the stipend under subparagraph (A) shall be set at a rate that is not less than $200 per month and not more than $280 per month.

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

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

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

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

(C) RESTRICTION ON CERTAIN INDIVIDUALS—The Chief Executive Officer may not provide a stipend under this subsection to an individual who elects to receive a national service
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1 educational award under section 158 of the National and

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”; and
18 (3) by adding at the end the following:
19 “(3) has not accepted the stipend authorized under section 332 of
20 the Inspire to Serve Act of 2020.”.

21 (c) AUTHORIZED BENEFITS FOR CORPS MEMBERS.—Section 158(f) of the
22 National and Community Service Act of 1990 (42 U.S.C. 12618(f)) is amended—
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SEC. 333. EXCLUSION OF NATIONAL SERVICE EDUCATIONAL AWARD FROM GROSS INCOME.

(a) In General.—Paragraph (2) of section 117(c) of the Internal Revenue Code of 1986 is amended—

(1) by striking “or” at the end of subparagraph (B),

(2) by striking the period at the end of subparagraph (C) and inserting “, or”, and

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

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

(b) Exclusion of Discharge of Student Loan Debt.—Subsection (f) of section 108 of such Code is amended by adding at the end the following new paragraph:

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

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

SEC. 334. TRANSFERABILITY OF NATIONAL SERVICE

EDUCATIONAL AWARD.

(a) DISBURSEMENT OF EDUCATIONAL AWARDS.—Section 148(f) of the
National and Community Service Act of 1990 (42 U.S.C. 12604) is amended—
(1) in paragraph (2)(A)(i), by striking “in a national service
program that receives a grant under subtitle C” and inserting “in a position
specified under section 123”; and
(2) in paragraph (8), by striking subparagraph (C) and inserting the
following:
“(C) who meets such other requirements that the
Corporation shall specify in regulations.”.

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

SEC. 335. NONCOMPETITIVE ELIGIBILITY FOR FULL-TIME
NATIONAL SERVICE PARTICIPANTS.
(a) NONCOMPETITIVE ELIGIBILITY FOR AMERICORPS ALUMNI.—

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

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

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

(2) OTHER NATIONAL SERVICE PARTICIPANTS.—

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

“SEC. 142. NONCOMPETITIVE ELIGIBILITY FOR NATIONAL SERVICE PARTICIPANTS.

“Participants in a national service program who are eligible to receive a national service educational award under section 141, and who the Chief Executive Officer determines have successfully completed their terms of service, shall be eligible for noncompetitive appointment in the competitive service for a period of 36 months beginning on the date on which their required term of service ends. The Chief Executive Officer shall make such determination in accordance
with the requirements of Executive Order Number 11103 of April 10, 1963,
without regard to section 4 of such Order.”.

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

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

(b) NONCOMPETITIVE ELIGIBILITY FOR RETURNED PEACE CORPS

VOLUNTEERS AND VOLUNTEER LEADERS.—Section 5 of the Peace Corps Act (22
U.S.C. 2504) is amended by adding at the end the following new subsection:

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

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

(1) any volunteer under the Domestic Volunteer Service Act of
1973,
(2) any participant in a national service program to whom section
141 of the National and Community Service Act of 1990 applies, and
(3) any volunteer or volunteer leader under the Peace Corps Act,
who has not completed a required term of service as of the date of the enactment
of this Act.

SEC. 336. PENSION SERVICE CREDIT FOR FEDERAL SERVICE
CORPS PARTICIPANTS.

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

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

(1) by inserting after “Domestic Volunteer Service Act of 1973,”
the first place it appears the following: “as a National Civilian Community
Corps member or leader under subtitle E of title I of the National and
Community Service Act of 1990 (42 U.S.C. 12611 et seq.), as a member
of a program under title I or title II of the Act commonly referred to as the

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

(3) by striking “for each period of service as such a volunteer or
volunteer leader” and inserting the following: “or of the living allowance
paid to the National Civilian Community Corps member or leader under
subtitle E of title I of the National and Community Service Act of 1990, or
to the member of a program under title I or title II of the Act commonly
referred to as the ‘Youth Conservation Corps Act of 1970’, for each period
of service as such a volunteer, volunteer leader, member, or leader”.

SEC. 337. SENIOR CORPS COMPETITIVE GRANT MODEL.

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

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

(1) in subsection (e)—

(A) in paragraph (1), by striking subparagraph (A) and
inserting the following:
“(A) awarded for a period of not more than 3 years; and”;
and

(B) in paragraph (2)(B)—

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

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

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

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

(1) by striking paragraph (2); and
(2) in paragraph (1)—

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

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

(c) NOTICE AND HEARING PROCEDURES FOR SUSPENSION AND TERMINATION OF FINANCIAL ASSISTANCE.—Section 412(a) of the Domestic Volunteer Service Act of 1973 (42 U.S.C. 5052) is amended—

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

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

Subtitle C—Advancement of Public Service:

Modernization of Federal Personnel Systems

SEC. 341. ENHANCED AWARENESS OF THE VALUE OF FEDERAL PUBLIC SERVICE.

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

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

“Subject to guidance issued by the Comptroller General, any Executive agency or military department may use appropriated funds to educate and inform the public about the role of Federal employees, the value of Federal employment, and the mission of the agency or department. The use of funds pursuant to the
guidance issued by the Comptroller General under this section shall not constitute self-aggrandizement, publicity, or propaganda that is otherwise prohibited under any other provision of law enacted before, on, or after the date of the enactment of this section.”.

(b) CONFORMING AMENDMENT.—The table of sections at the beginning of chapter 3 of title 5, United States Code, is amended by inserting after the item relating to section 306 the following new item:

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

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

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

SEC. 342. RESPONSIBILITY FOR DETERMINING ELIGIBILITY FOR HIRING PREFERENCES AND SPECIAL HIRING OPTIONS.

(a) DEFINITIONS.—In this section:

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

(2) PREFERENCE ELIGIBLE.—The term “preference eligible” has the meaning given that term in section 2108(3) of title 5, United States Code.
(b) **AUTHORITY TO DETERMINE ELIGIBILITY.**—The Director of the Office of Personnel Management shall be responsible for determining whether an individual is a preference eligible, or whether an individual is eligible for appointment to a position in an Executive agency under any of the following authorities:

1. Section 4214 of title 38, United States Code.
2. Section 3112 of title 5, United States Code.
3. Section 3304(f) of title 5, United States Code.
4. Section 3330d of title 5, United States Code.
5. Section 415(d) of the Domestic Volunteer Service Act of 1973 (42 U.S.C. 5055(d)), as amended by section 335(a)(1) of this Act.
6. Section 142 of the National and Community Service Act of 1990, as added by section 335(a)(2) of this Act.
7. Section 5(q) of the Peace Corps Act, as added by section 335(b) of this Act.
8. Section 344 of this Act.
9. Section 370 of this Act.

(c) **COORDINATION.**—The Director of the Office of Personnel Management shall coordinate with the Secretary of Defense, the Secretary of Veterans Affairs, the Director of the Peace Corps, and the Chief Executive Officer of the Corporation for National and Community Service in developing the process for making determinations under subsection (b).
(d) Regulations.—Not later than 24 months after the date of the enactment of this Act, the Director of the Office of Personnel Management shall issue regulations setting forth the manner in which applicants for employment in Executive agencies may access determinations under subsection (b) and the procedures to appeal such determinations.

(e) Preparation of Certificates of Eligibility.—Executive agencies shall rely on the eligibility determinations of the Director of the Office of Personnel Management under subsection (b) in preparing lists, registers, and certificates of such eligibility. The Director shall issue guidance to Executive agencies on Office of Personnel Management policies and procedures established under this section.

(f) Other Remedies Available to Preference Eligibles Not Affected.—Nothing in this section shall be construed to limit the rights of preference eligibles to seek administrative or judicial remedies under sections 3330a and 3330b of title 5, United States Code.

SEC. 343. ENHANCEMENT OF SPECIAL HIRING AUTHORITIES FOR MILITARY VETERANS.

(a) Exception to Preference Eligibility.—Section 2108 of title 5, United States Code, is amended by striking paragraph (4) and inserting the following:

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

“(A) a retired member of the armed forces unless—
“(i) the individual is a disabled veteran; or
“(ii) the individual retired below the rank of major
or its equivalent;
“(B) a veteran who has been discharged or released from
active duty for more than 10 years; or
“(C) a veteran who is an employee who has been in the
competitive service for more than 2 years; and”.

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

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

§3313. Competitive service; registers of eligibles

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

(2) ALTERNATIVE RANKING AND SELECTION PROCEDURES.—

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

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

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

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

SEC. 344. NONCOMPETITIVE ELIGIBILITY FOR HIGH-PERFORMING CIVILIAN EMPLOYEES.

(a) DEFINITIONS.—In this section:

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

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

(b) IN GENERAL.—Under such regulations as the Office of Personnel Management shall prescribe, an Executive agency may noncompetitively appoint, for other than temporary employment to a position, in the competitive service any individual who—
(1) is certified by the Office of Personnel Management as having been a high-performing employee in a former position in the competitive service; (2) has been separated from such former position for less than 6 years; and (3) is qualified for the new position in the competitive service, as determined by the Executive agency making the noncompetitive appointment. 

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

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

SEC. 345. FLEXIBILITY FOR TEMPORARY AND TERM APPOINTMENTS.

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

"§3117. Temporary and term appointments

“(a) DEFINITIONS.—In this section:
“(1) DIRECTOR.—The term ‘Director’ means the Director of the Office of Personnel Management.

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

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

“(b) APPOINTMENT.—

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

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

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

“(B) extend a term appointment made under paragraph (1) in increments determined appropriate by the head of the agency, up to a maximum of 6 total years of service.
“(c) APPOINTMENTS FOR CRITICAL HIRING NEEDS.—Under conditions prescribed by the Director, the head of an Executive agency may make a noncompetitive temporary appointment, or a noncompetitive term appointment for a period of not more than 18 months, to a position in the competitive service for which a critical hiring need exists, as determined under section 3304, without regard to the requirements of sections 3327 and 3330. An appointment made under this subsection may not be extended.

“(d) REGULATIONS.—The Director may prescribe regulations to carry out this section.

“(e) SPECIAL PROVISION REGARDING THE DEPARTMENT OF DEFENSE.—Nothing in this section shall preclude the Secretary of Defense from making temporary and term appointments in the competitive service pursuant to section 1105 of the National Defense Authorization Act for Fiscal Year 2017 (10 U.S.C. note prec. 1580; Public Law 114–328), and any regulations prescribed by the Director for the administration of this section shall not apply to the Secretary of Defense in the exercise of the authorities granted under such section 1105.”.

(b) CONFORMING AMENDMENT.—The table of sections for chapter 31 of title 5, United States Code, is amended by inserting after the item relating to section 3116 the following new item:

“3117. Temporary and term appointments.”.

SEC. 346. CRITERIA FOR GRANTING DIRECT-HIRE AUTHORITY TO AGENCIES.
Section 3304(a)(3)(B) of title 5, United States Code, is amended by striking “shortage of candidates” and all that follows through “highly qualified candidates)” and inserting “shortage of highly qualified candidates”.

SEC. 347. CAFETERIA PLAN FOR FEDERAL EMPLOYEES.

(a) DEFINITIONS.—In this section:

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

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

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

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

(b) PLAN AUTHORIZED.—The Director shall establish and administer a cafeteria plan through which a Federal employee may select certain benefits from a menu of options, including cash, life insurance, disability-income insurance, flexible spending arrangements for health care, flexible spending arrangements for dependent care, a health savings account, enhanced dental benefits, and enhanced vision benefits.
(c) CONTRIBUTION.—Not later than October 1 of each year, the Director shall identify the amount of the Federal Government’s contribution to the cafeteria plan described in subsection (b). The Director shall determine the annual adjustment of the Federal Government’s contribution based on inflation and other appropriate factors as determined by the Director. The Director shall ensure that the amount of the Federal Government’s contribution for the cafeteria plan does not increase or decrease Government-wide spending by Executive agencies on benefits for Federal employees.

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

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

(f) REGULATIONS.—The Director shall, not later than 1 year after the date of the enactment of this Act, propose for public notice and comment regulations to implement the plan authorized by this section, including regulations for a disability-income insurance program for Federal employees.
(g) **STATUTORY PROPOSALS.**—The Director shall, not later than 180 days after the date of the enactment of this Act, submit to Congress recommendations for legislative proposals that should be made to chapter 87 of title 5, United States Code, (relating to life insurance) that are necessary for the establishment of the cafeteria plan under this section.

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

(a) **DEFINITIONS.**—In this section:

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

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

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

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

(5) **PUBLIC SAFETY EMPLOYEE.**—The term “public safety employee” means an employee serving an Executive agency as a law enforcement officer, air traffic controller, firefighter, nuclear materials courier, or customs and border protection officer, as those positions are defined in section 8401 of title 5, United States Code.
(b) PILOT PROGRAM AUTHORIZED.—The Director shall carry out a pilot program in three Executive agencies to offer eligible employees a benefits package described in subsection (d). In developing the pilot program, the Director shall consult with benefits experts, actuaries, labor unions, and the participating agencies. The pilot program may be carried out without regard to any requirement or limitation under section 4703 of title 5, United States Code (as amended by this Act), except that the pilot program shall be considered to be a demonstration project for purposes of subsection (a) of such section.

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

(d) PROGRAM DETAILS.—The Director shall ensure that the benefits package authorized under this section is of equivalent value to the benefits package otherwise applicable to civil service employees in the applicable Executive agency and offers the following:
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(1) An enhanced Thrift Savings Plan benefit, including eligibility for a total agency contribution of not less than 10 percent of pay, vested immediately.

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

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

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

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

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

(1) evaluations of the pilot program; and

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

(f) ADDITIONAL REPORT.—Not later than 1 year after the date on which the pilot program under this section is established, the Director shall contract with the National Academy of Public Administration—
(1) to conduct a study of the pilot program; and

(2) to submit to the Director, not later than 6 years after the date on which the pilot program is established, a report on the pilot program that includes the elements set forth subsection (e).

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

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

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

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

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

“(A) The effectiveness of the demonstration project in achieving the purpose identified in the project plan.
“(B) Significant impacts on any other matters important to attracting and maintaining a highly qualified workforce.

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

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

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

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

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

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

“(3) The Director of the Office of Personnel Management may promulgate regulations to make a demonstration project permanent, without requesting separate statutory approval therefor, if at least one of the two officers making the evaluations under paragraph (1) recommend, in their evaluations for the same 5-year period, that a demonstration project be expanded governmentwide. In exercising the authority under this paragraph, the Director of the Office of Personnel Management may consider the reports made under paragraph (2)”.
SEC. 350. ADVANCED ASSESSMENT TOOLS FOR FEDERAL AGENCY HIRING.

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

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

SEC. 351. COMPETENCY STANDARDS FOR HUMAN RESOURCES SPECIALISTS.

Section 1303(b) of the Homeland Security Act of 2002 (5 U.S.C. 1401 note) is amended by inserting before the period the following: “, and to establish competency standards for human resources employees, including technical knowledge, analytical skills, and collaborative skills”. 
SEC. 352. EVALUATION OF IMPROVEMENTS TO THE FEDERAL CIVIL SERVICE PERSONNEL SYSTEM.

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

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

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

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

(c) ELEMENTS.—Each report under subsections (a) and (b) shall include the following:
(1) A list of all changes to laws, regulations, and policies governing the Federal civil service personnel system that address or reflect recommendations contained in the Commission Report.

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

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

(B) the cost of implementing the changes; and

(C) the challenges associated with implementing the changes.

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

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

SEC. 353. PROPOSALS FOR MODERN TALENT-MANAGEMENT SYSTEM.

(a) REPORTS REQUIRED.—Not later than December 31, 2031, the Director of the Office of Management and Budget and the Comptroller General shall each submit to the Committee on Oversight and Reform of the House of Representatives, the Committee on Homeland Security and Government Affairs
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of the Senate, and the Committees on Armed Services of the Senate and the House of Representatives a report setting forth detailed proposals for a modern talent-management system to replace existing civil service personnel systems.

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

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

and

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

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

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

(A) classification;

(B) hiring;

(C) compensation;

(D) evaluation; and
(E) promotion.

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

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

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

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

(1) In paragraph (1)—

(A) by striking “(c)(1)” and inserting “(c)(1)(A)”;

(B) by adding at the end the following:

“(B)(i) The Office of Personnel Management shall collect from Federal agencies, other than elements of the intelligence community (as defined in section 3(4) of the National Security Act of 1947 (50 U.S.C. 3003(4)), on at least an annual basis the following:

“(I) The total number of persons employed directly by the agency.

“(II) The total number of prime contractor employees and subcontractor employees, as those terms are defined in section 8701 of title 41, issued credentials allowing access to agency property or computer systems.

“(III) The total number of employees of Federal grant and cooperative agreement recipients, as those legal instruments are described
in sections 6304 and 6305 of title 31, United States Code, who are issued credentials allowing access to agency property or computer systems.

“(IV) A total count of the workforce, including employees, prime contractor employees, subcontractor employees, grantee employees, and cooperative agreement employees.

“(ii) The Office of Personnel Management shall compile the data collected under clause (i) and issue, and post on its website, an annual report containing this data.”; and

(2) in paragraph (2), by striking “paragraph (1)” and inserting “paragraph (1)(A)”.

SEC. 355. SENSE OF CONGRESS ON EFFECTIVE AND EFFICIENT MANAGEMENT OF THE BLENDED FEDERAL WORKFORCE.

(a) FINDINGS.—Congress finds the following:

(1) The implementation of Federal laws and the competent administration of Federal programs require skilled and capable personnel.

(2) Federal agencies depend on a blended workforce that includes Federal employees, employees of prime contractors and subcontractors performing services to Federal agencies, and employees of State or local governments, nonprofit organizations, or institutions of higher education performing services to Federal agencies under the terms of grants and cooperative agreements (“grantees”), all of whom make essential
contributions to achieving the missions of the Government in service to
the American people.

(3) Approximately 2 million Federal employees help to execute the
laws of the United States, supplemented by an unknown number,
estimated to exceed 5 million, of employees of prime contractors,
subcontractors, and grantees providing services to Federal agencies.

(4) Policymakers, agencies, and observers have often focused on
individual components of the blended workforce, such as employees,
without considering all components or considering the entire blended
workforce and how all three components can work most effectively
together.

(5) Federal agencies inhibit their own workforce planning and risk
making decisions that may reduce the overall efficiency and cost
effectiveness of the blended workforce by focusing on only one
component in isolation.

(6) By establishing artificial limits on headcounts or full-time
equivalent positions for Federal employees, administrators and managerial
employees of Federal agencies may discourage the employment of interns
or entry-level employees to build a balanced employment pipeline and
may inadvertently encourage managers to shift work to contractors and
grantees for the purpose of complying with such numerical limits, even if
those decisions are not justified by an approach to improve the efficiency
or cost effectiveness of the agency’s work.
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(7) The Government Accountability Office has identified strategic human capital management as a high-risk area for the Federal Government, adding that critical skills gaps “impede the government from cost-effectively serving the public and achieving results”.

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

(1) Federal agencies should manage the entire Federal blended workforce, including employees, contractors, and grantees, using a comprehensive and holistic approach to advance their missions as effectively and cost efficiently as possible, within appropriated budgets and without using artificial numerical limits on headcounts or full-time-equivalent positions; and

(2) Federal agencies should conduct a holistic review of their blended workforce and develop a comprehensive plan to ensure an efficient and cost-effective blended workforce.

Subtitle D—Advancement of Public Service:

Students, Recent Graduates, Critical Skills

SEC. 361. FEDERAL FELLOWSHIP AND SCHOLARSHIP CENTER.

(a) DEFINITIONS.—In this section:

(1) CRITICAL SKILLS.—The term “critical skills” means any knowledge, skills, abilities, or education that a sponsoring agency determines is necessary to meet critical workforce requirements.
(2) EXECUTIVE AGENCY.—The term “Executive agency” has the meaning given that term in section 105 of title 5, United States Code.

(3) EXECUTIVE DIRECTOR.—The term “Executive Director” means the Executive Director of the Federal Fellowship and Scholarship Center.

(4) FELLOWSHIP.—The term “fellowship” means a short-term employment opportunity (other than a post-fellowship service requirement), of not more than 2 years in length, that is intended to provide the recipient with work experience with an Executive agency that prepares the recipient for permanent employment with an Executive agency.

(5) INSTITUTION OF HIGHER EDUCATION.—The term “institution of higher education” has the meaning given that term in section 101 of the Higher Education Act of 1965 (20 U.S.C. 1001).

(6) INTERN.—The term “intern” means a student enrolled in an institution of higher education who is providing voluntary services to an Executive agency under section 3111(b) of title 5, United States Code.

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

(8) SCHOLARSHIP.—The term “scholarship” means—

(A) financial support paid by a Federal agency towards an individual’s cost of attendance, in a course of study leading to a credential in a critical skill or another program that requires the student to demonstrate an interest in or agreement to pursue a
career in public service, at an institution of higher education that is authorized to participate in a Federal student aid program under title IV of the Higher Education Act of 1965 (20 U.S.C. 1070 et seq.); or

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

(9) SPONSORING AGENCY.—The term “sponsoring agency” means any entity of the executive branch of the United States Government, including any military department or Executive agency, or any administration, service, board, or bureau part thereof, that operates one or more fellowship or scholarship programs. Scholarships may be paid directly to scholars or directly to institutions of higher education in which individuals are enrolled.

(b) ESTABLISHMENT OF FEDERAL FELLOWSHIP AND SCHOLARSHIP CENTER.—The Director of the Office of Personnel Management shall establish and maintain a Federal Fellowship and Scholarship Center to administer, manage, and promote all Government fellowship and scholarship programs within the executive branch in order to attract individuals to serve in the Federal Government in a civilian capacity and facilitate the entry of those individuals into the Federal civil service.

(c) MANAGEMENT OF FEDERAL FELLOWSHIP AND SCHOLARSHIP CENTER.—

(1) EXECUTIVE DIRECTOR.—The Director of the Office of Personnel Management shall appoint a member of the Senior Executive
Service with appropriate expertise to serve a 5-year term as the Executive Director of the Federal Fellowship and Scholarship Center.

(2) ASSISTANT TO THE PRESIDENT FOR MILITARY, NATIONAL, AND PUBLIC SERVICE.—The Director of the Council on Military, National, and Public Service established under section 201 shall provide strategic guidance to, and facilitate interagency cooperation with, the Executive Director of the Federal Fellowship and Scholarship Center.

(3) REGULATIONS.—The Executive Director shall issue such regulations as may be necessary to implement and manage the Federal Fellowship and Scholarship Center.

(d) FUNCTIONS OF THE FEDERAL FELLOWSHIP AND SCHOLARSHIP CENTER.—The Federal Fellowship and Scholarship Center shall do the following:

(1) Establish, maintain, and operate an Internet-based platform accessible to the public that contains information regarding every fellowship and scholarship opportunity available in the executive branch of the Federal Government, including information on how individuals may apply for each such opportunity.

(2) Approve, promote, and facilitate fellowship and scholarship programs at the request of any sponsoring agency to meet workforce requirements of such sponsoring agency, especially in critical skill areas.

(3) Develop a standard application for Federal fellowships and scholarships for use by applicants and sponsoring agencies, which may be supplemented by additional requirements of each sponsoring agency;
(4) Ensure that all individuals who successfully complete a fellowship or scholarship program of a sponsoring agency are awarded noncompetitive eligibility for employment in the Federal civil service.

(e) VIRTUAL STUDENT FEDERAL SERVICE.—

(1) IN GENERAL.—The Executive Director of the Federal Fellowship and Scholarship Center shall establish and operate a Virtual Student Federal Service, an Internet-based platform on which Executive agencies may solicit for interns to work approximately 10 hours per week during the academic school year. The intern shall communicate with and submit work to the Executive agency electronically and is not required to travel.

(2) AGENCY RESPONSIBILITIES.—An Executive agency sponsoring an opportunity through the Virtual Student Federal Service shall provide the Federal Fellowship and Scholarship Center with relevant information about the needed intern services.

(f) RESPONSIBILITIES OF SPONSORING AGENCIES.—The head of each sponsoring agency shall—

(1) establish the terms of each fellowship or scholarship program, including identifying eligibility requirements, compensation, and length of service requirements;

(2) provide the Federal Fellowship and Scholarship Center with the necessary information on existing fellowship and scholarship programs to enable the Center to undertake its responsibilities to promote and facilitate
those programs through the Internet-based platform and application

process;

(3) select fellows and scholars in a timely manner from among the
applicants identified by the Federal Fellowship and Scholarship Center;

and

(4) comply with requests from the Federal Fellowship and
Scholarship Center for information about the status of the programs of the
sponsoring agency.

(g) REPORTS TO CONGRESS.—Not later than 12 months after the date of
the enactment of this Act, the Executive Director of the Federal Fellowship and
Scholarship Center shall submit to Congress a report on the establishment of the
Federal Fellowship and Scholarship Center, including the status of the Internet-
based platform established in subsection (d)(1), the participation of sponsoring
agencies, the number of applicants, and any additional information the Director of
the Office of Personnel Management or the President requires.

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

SEC. 362. PUBLIC SERVICE CORPS.

(a) DEFINITIONS.—

(1) FEDERAL FELLOWSHIP AND SCHOLARSHIP CENTER.—The term
“Federal Fellowship and Scholarship Center” means the organization
established under section 361.
2 (2) PUBLIC SERVICE CORPS HOST.—The term “Public Service
Corps host” or “PSC host” means an institution of higher education, as
defined in section 101 of the Higher Education Act of 1965 (20 U.S.C.
1001), that has been selected by the Federal Fellowship and Scholarship
Center to host Public Service Corps members.

3 (3) PUBLIC SERVICE CORPS MEMBER.—The term “Public Service
Corps member” or “PSC member” means a student at a Public Service
Corps host, who is awarded a Public Service Corps scholarship in
exchange for a commitment to work at a sponsoring agency or other
Federal agency upon completion of program requirements, as established
by the sponsoring agency, and graduation from the student’s PSC host.

4 (4) SPONSORING AGENCY.—The term “sponsoring agency” means
an Executive agency or military department, as those terms are defined in
sections 102 and 105, respectively, of title 5, United States Code, that
funds Public Service Corps scholarships in exchange for a 4-year
commitment to serve in the Federal civil service.

5 (b) ESTABLISHMENT.—The Director of the Office of Personnel
Management shall establish a Public Service Corps Program, which shall be
managed by the Federal Fellowship and Scholarship Center.

6 (c) SELECTION OF PUBLIC SERVICE CORPS HOSTS.—

7 (1) SELECTION.—The Executive Director of the Federal Fellowship
and Scholarship Center shall select a PSC host through a competitive
process with criteria established by the Director, which should include a
demonstrated commitment by the institution of higher education concerned to foster public service careers. The Executive Director of the Federal Fellowship and Scholarship Center shall develop standards for PSC hosts and ensure consistency among PSC host programs.

(2) APPLICATION REQUIREMENTS FOR PSC HOSTS.—An institution of higher education that desires to become a PSC host shall apply to the Federal Fellowship and Scholarship Center at such time and in such manner as the regulations issued under this section require.

(3) PSC INTERACTION WITH OTHER TRAINING PROGRAMS.—A PSC host that also supports a Senior Reserve Officers’ Training Corps program under section 2102 or title 10, United States Code, or a Defense Civilian Training Corps established under chapter 113 of title 10, United States Code (as added by section 860 of the National Defense Authorization Act for Fiscal Year 2020 (Public Law 116-92)), shall establish joint leadership training opportunities, offer joint courses, and permit PSC members, Senior Reserve Officers’ Training Corps members, and Defense Civilian Training Corps members to enroll in coursework from either of the other two programs, on a space-available basis.

(4) INTEGRATION OF STATE, LOCAL, AND TRIBAL GOVERNMENT SERVICE PROGRAMS.—PSC hosts shall consider the establishment of similar public service scholarship programs with State, local, and tribal governments, with the goal of integrating PSC members and State, local, and tribal scholarship students in PSC programs on campus.
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(d) **Selection of Public Service Corps Members.**—

(1) **Application Requirements.**—A student interested in a PSC scholarship shall submit an application to the sponsoring agency at such time and in such manner as the Executive Director of the Federal Fellowship and Scholarship Center may require. The sponsoring agency shall select the PSC members who will be offered a scholarship.

(2) **Eligibility.**—An applicant may receive a PSC scholarship only if the applicant is enrolled in or admitted to a PSC host.

(3) **Scholarships.**—A sponsoring agency may offer 2-year, 3-year, or 4-year scholarships to PSC members. All scholarships, regardless of length, require a 4-year service commitment to the sponsoring agency or other Federal agency upon completion of educational requirements. To ensure socio-economic diversity, a portion of each sponsoring agency’s scholarships shall be reserved for students who meet the eligibility requirements for a Federal Pell Grant under section 401 of the Higher Education Act of 1965 (20 U.S.C. 1070a).

(e) **Requirements for Public Service Corps Members.**—The sponsoring agency shall enter into a contract with each PSC member requiring the member to serve for the period required by the program and to fulfill the other requirements set forth in the contract. The contract shall require—

(1) the PSC member to be enrolled full-time as a student at a PSC host;
(2) the sponsoring agency to include any conditions of the scholarship, such as whether the PSC member must complete a specific academic program, major, certificate, or coursework relevant to the sponsoring agency’s needs;

(3) any obligations imposed by the sponsoring agency to participate in structured academic and experiential leadership training, community service projects, or an internship with a Federal, State, local or tribal entity; and

(4) such other terms and conditions as may be determined by the sponsoring agency.

(f) RESPONSIBILITIES AND AUTHORITIES OF SPONSORING AGENCIES.—

(1) SELECTION OF SCHOLARSHIP RECIPIENTS.—The sponsoring agency shall interview and select scholarship recipients in accordance with procedures established by the Executive Director of the Federal Fellowship and Scholarship Center.

(2) AMOUNT OF SCHOLARSHIP.—The annual amount of each scholarship offered by a sponsoring agency may not be less than the maximum amount of a Federal Pell Grant under section 401 of the Higher Education Act of 1965 (20 U.S.C. 1070a) that a student eligible for such Grant may receive in the aggregate (without regard to whether the funds are provided through discretionary or mandatory appropriations), for the award year for which the PSC scholarship is offered. An individual’s eligibility for Federal student assistance provided under title IV of the
(3) CONDITIONS OF SCHOLARSHIP.—The sponsoring agency shall include in each contract signed under subsection (e) the conditions of the scholarship, including coursework requirements, and the consequences if a PSC member does not complete the terms and conditions of the scholarship.

(4) COORDINATION OF INTERNSHIP OPPORTUNITIES.—The sponsoring agency shall coordinate internship opportunities for PSC members during the term of the scholarship.

(5) SECURITY CLEARANCES.—The sponsoring agency shall coordinate, sponsor, and manage the process for PSC members to obtain any necessary security clearances.

(g) PUBLIC SERVICE EMPLOYMENT.—

(1) NONCOMPETITIVE APPOINTMENTS FOR INTERNSHIPS.—An Executive agency or military department may appoint noncompetitively, for temporary employment, a PSC member for the purpose of completing an internship in accordance with section 3111a of title 5, United States Code.

(2) OTHER NONCOMPETITIVE APPOINTMENTS.—A sponsoring agency may noncompetitively appoint to the competitive service, for other
than temporary employment, a PSC member who has satisfactorily
completed the requirements of the PSC scholarship and graduated from
the PSC host.

(3) SERVICE COMMITMENT.—Upon satisfactorily completing the
requirements of the PSC scholarship and graduating from the PSC host, a
PSC member shall accept an offer of employment by the sponsoring
agency. If the sponsoring agency does not offer employment, the PSC
member shall receive noncompetitive eligibility for 36 months after
graduation and may fulfill the PSC member’s service commitment through
employment with any Executive agency.

(h) FAILURE TO COMPLETE SCHOLARSHIP REQUIREMENTS.—

(1) LIABILITY FOR RESTITUTION IN CASE OF NONCOMPLETION OR
DECLINATION OF EMPLOYMENT.—A PSC member who does not complete
the required course of instruction, who fails to graduate in accordance with
the terms of the scholarship, or who fails to complete the 4-year service
commitment shall, subject to paragraph (2), repay the dollar amount of the
scholarship.

(2) WAIVER OF LIABILITY.—The Executive Director of the Federal
Fellowship and Scholarship Center may, in extraordinary circumstances,
waive some or all of the liability for the 4-year service obligation or the
requirements of paragraph (1).
(i) REGULATIONS.—The Director of the Office of Personnel Management and the Executive Director of the Federal Fellowship and Scholarship Center shall jointly issue such regulations as may be necessary to carry out this section.

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

SEC. 363. PUBLIC SERVICE ACADEMY GRANTS.

(a) DEFINITIONS.—In this section:

(1) ENROLLMENT OF NEEDY STUDENTS.—The term “enrollment of needy students” has the meaning given that term in section 312(d) of the Higher Education Act of 1965 (20 U.S.C. 1058(d)).

(2) INSTITUTION OF HIGHER EDUCATION.—The term “institution of higher education” has the meaning given that term in section 101(a) of the Higher Education Act of 1965 (20 U.S.C. 1001(a)).

(3) PUBLIC SERVICE.—The term “public service” means civilian employment in the Federal Government or a State, local, or tribal government in the United States.

(4) PUBLIC SERVICE ACADEMY.—The term “public service academy” means a leadership development program at an institution of higher education that is designed to prepare students for public service through curricular, extracurricular, experiential learning, and internship programs.
(5) PUBLIC SERVICE ACADEMY COST.—The term “public service academy cost” means the cost of developing and administering a public service academy at an institution of higher education.

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

(b) PROGRAM AUTHORIZED.—The Secretary of Education shall establish and administer a program to issue grants to up to 50 institutions of higher education, on a competitive basis, to support the development of public service academies—

(1) to attract postsecondary students to careers in public service;

(2) to promote public service as a career path for younger Americans;

(3) to prepare future generations with skills needed in all levels of public service; and

(4) to support the Federal Government and State, local, and tribal governments in their efforts to attract exceptional talent from the Nation’s recent graduates.

(c) GRANT APPLICATION.—An institution of higher education seeking a grant under this section shall submit an application to the Secretary at such time, in such manner, and containing such information as the Secretary may require. Such application shall include—

(1) a plan for the development of a public service academy, including an account of existing curricular, extracurricular, experiential
learning, and internship programs at the institution of higher education
that would be included in the public service academy, as well as new
curricular, extracurricular, experiential learning, and internship programs
that would be established with grant funds;
(2) an assessment of anticipated costs for the public service
academy in each of the first 4 years of operation, including the potential
sources of non-Federal funds to be used for the public service academy;
and
(3) information regarding the enrollment of needy students at the
institution of higher education.
(d) SELECTION BY COMPETITIVE PROCESS.—
(1) IN GENERAL.—The Secretary shall issue grants under this
section pursuant to a competitive process and shall establish rules for
evaluating applicants and awarding grants under this section.
(2) RESERVATION OF FUNDS FOR CERTAIN INSTITUTIONS.—Of the
funds made available for grants under this section, the Secretary shall
reserve not less than 50 percent for grants to institutions of higher
education that have enrollments of needy students.
(3) EQUITABLE GEOGRAPHIC DISTRIBUTION OF GRANTS.—To the
extent practicable, the Secretary shall ensure an equitable geographic
distribution of grants awarded under this section.
(e) DURATION AND AMOUNT OF FEDERAL GRANTS.—
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(1) DURATION.—A grant under this section shall be awarded for a period of not more than 4 years.

(2) CERTAIN COSTS EXCLUDED.—A grant under this section shall not include funds for the cost of any curricular, extracurricular, experiential learning, and internship programs maintained or sponsored by the institution of higher education at the time an application for a grant under this section is made.

(3) AMOUNT OF GRANT.—The amount of the grant may not exceed—

(A) 75 percent of the public service academy cost in the first year; and

(B) 50 percent of the public service academy cost in each of the second, third, and fourth years.

(f) PERMISSIBLE USES.—An institution of higher education receiving a grant under this section may use funds from the grant—

(1) to develop, expand, and modify curricula to prepare students for careers in public service, including experiential learning components of curricula;

(2) to create and administer classroom activities, thesis projects, individual or team projects, internships, degree or certificate programs, or community service activities related to promoting public service and preparing students for careers in public service;
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(3) to collaborate with government entities, nonprofit organizations, or consortia of such entities and organizations to provide students with public service-related work experiences and introduce students to potential careers upon their graduation;

(4) to provide scholarships for students who participate in the public service academy; and

(5) to evaluate the effectiveness of the public service academy as it relates to leading participants into careers with local, State, or Federal government agencies.

(g) ANNUAL GRANTEE REPORT.—A recipient of a grant under this section shall submit to the Secretary on an annual basis a comprehensive report on the public service academy supported by the grant and the use of the grant funds to support the academy. The Secretary shall provide guidance on what information shall be included in the report.

(h) CONGRESSIONAL REPORTS.—The Secretary shall—

(1) not later than 12 months after the date of the enactment of this Act and every 12 months thereafter, submit to Congress a report on the results or outcomes of all public service academies provided grants under this section and the potential need for additional funding for such academies; and

(2) in the fourth annual report submitted under paragraph (1), include a recommendation to Congress about whether the grant program under this section should receive continued funding.
(i) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be appropriated such sums as may be necessary to carry out this section.

SEC. 364. PUBLIC SERVICE CADET PROGRAM AT MILITARY SERVICE ACADEMIES.

(a) PLAN FOR PUBLIC SERVICE CADET PROGRAM.—The Superintendent of each military service academy, in consultation with the Secretaries of the military departments (as defined in section 102 of title 5, United States Code) and the Director of the Office of Personnel Management, shall develop a plan to create a program for the instruction of and preparation for public service of certain cadets at such service academy, in accordance with subsection (b).

(b) ELEMENTS OF PLAN.—The plan described in subsection (a) shall—

(1) provide for the appointment of cadets to a public service cadet program representing at least five percent of the total incoming class at each academy, with no corresponding decline in enrollment of military cadets or midshipmen;

(2) require that each graduate of the public service cadet program accept an appointment to the Federal civil service and commit to serve in the Federal civil service for a period of 5 years after such appointment;

(3) provide a process for any graduate who does not serve in a position in the Federal civil service or who resigns from a position in the Federal civil service before the expiration of the 5-year service commitment to pay back the cost of the graduate’s education at the military service academy, consistent with requirements of military cadets.
or midshipmen, along with a process for the Superintendent to issue a waiver to all or part of such requirement;

(4) specify the training, curricular, and other requirements for public service cadets;

(5) address the applicability of the Uniform Code of Military Justice or alternative disciplinary procedures to public service cadets; and

(6) provide a detailed plan for implementing the public service cadet program, including the amount of time needed to implement the plan.

(c) SUBMISSION TO CONGRESS.—Not later than 12 months after the date of the enactment of this Act, the Superintendent of each military service academy shall submit, to the Committees on Armed Services of the Senate and the House of Representatives, the plan developed under this section.

SEC. 365. COMPENSATION FOR FEDERAL INTERNS.

(a) FEDERAL AGENCY INTERNS.—Section 3111 of title 5, United States Code, is amended—

(1) in subsection (b)(1), by inserting before the semicolon the following: “, but only insofar as the institution provides academic credit to the student for the voluntary service”; and

(2) by adding at the end the following:

“(f) An agency may provide reimbursement for transportation and subsistence expenses for any student who provides voluntary service under
subsection (b), pursuant to regulations issued by the Office of Personnel Management.”.

(b) INTERNS IN THE UNITED STATES HOUSE OF REPRESENTATIVES.—

Section 120 of division B of title I of the Energy and Water, Legislative Branch, and Military Construction and Veterans Affairs Appropriations Act, 2019 (2 U.S.C. 5322a) is amended by striking subsection (b) and inserting the following:

“(b) REQUIRED PAYMENT.—An office of a Member of the House of Representatives shall pay all interns who serve in the office not less than the minimum wage set out in section 6 of the Fair Labor Standards Act of 1938 (29 U.S.C. 206), unless the intern is a student who is participating in a program established by the institution at which the intern is enrolled and the institution provides academic credit to the student for the voluntary service of the intern.”.

(c) INTERNS IN THE UNITED STATES SENATE.

(1) ESTABLISHMENT OF ALLOWANCE.—There is established for the Senate an allowance which shall be available for the compensation of interns who serve in the offices of Senators during a calendar year.

(2) REQUIRED PAYMENT.—An office of a Senator shall pay all interns who serve in the office no less than the minimum wage set out in section 6 of the Fair Labor Standards Act of 1938 (29 U.S.C. 206), unless the intern is a student who is participating in a program established by the institution at which the intern is enrolled and the institution provides academic credit to the student for the voluntary service of the intern.
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(3) BENEFIT EXCLUSION.—Interns compensated under this section shall be excluded from the operation of the following provisions of title 5, United States Code:

(A) Chapter 84 (relating to the Federal Employees’ Retirement System).

(B) Chapter 87 (relating to life insurance).

(C) Chapter 89 (relating to health insurance).

(4) DEFINITION.—In this subsection, the term “intern” means an individual who serves in the office of the Senator for not more than 120 days in a 12-month period and whose service is primarily for the educational experience of the individual.

(d) CONFORMING AMENDMENT FOR CONGRESSIONAL INTERNS.—Section 201(d) of the Congressional Accountability Act of 1995 (2 U.S.C. 1311(d)) is amended—

(1) in paragraph (1), by striking “including an intern,”; and

(2) by striking paragraph (3).

(e) FEDERAL JUDICIARY INTERNS.—

(1) COMPENSATION.—The Director of the Administrative Office of the United States Courts shall issue regulations to provide for the compensation of all interns serving in the Federal Judiciary.

(2) INTERN DEFINED.—In this subsection, the term “intern” means an individual who serves in a court of the United States or the Administrative Office of the United States Courts for not more than 120
days in a 12-month period and whose service is primarily for the 
educational experience of the individual.

(f) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be 
appropriated such sums as may be necessary to carry out this section and the 
amendments made by this section.

SEC. 366. ESTABLISHMENT OF PATHWAYS PROGRAM.

(a) DEFINITIONS.—In this section:

(1) AGENCY.—The term “agency” means an Executive agency as 
defined in section 105 of title 5, United States Code, and the Government 
Printing Office.

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

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

(4) EXCEPTED SERVICE.—The term “excepted service” has the 
meaning given that term in section 2103 of title 5, United States Code.

(b) ESTABLISHMENT.—The Director shall establish the Pathways Program.

The purpose of the Pathways Program is to promote employment opportunities 
for students and recent graduates in the Federal workforce by excepting 
participants in the Program from the competitive service for certain positions in 
the civil service. The Pathways Program shall consist of an Internship Program 
and a Recent Graduates Program.
(c) REGULATIONS.—The Director shall issue regulations for the Pathways Program, including—

(1) a description of the positions that agencies may fill through the Pathways Program because conditions of good administration necessitate excepting those positions from the competitive hiring rules;

(2) rules governing whether, to what extent, and in what manner public notice should be provided of job opportunities in the Pathways Program;

(3) a description of career-development, training, and mentorship opportunities for participants in the Pathways Program;

(4) requirements that managers assess the performance of participants in the Pathways Program to identify those individuals who should be considered for conversion to career civil service positions;

(5) a description of oversight by the Office of Personnel Management of the use by agencies of the Pathways Program to ensure that—

(A) the Pathways Program serves as a supplement to, and not a substitute for, the competitive hiring process, and

(B) agencies are using the Pathways Program in order to develop talent for careers in the civil service;

(6) a description of plans by the Office of Personnel Management to evaluate—
(A) the effectiveness of agencies in recruiting and retaining
talent using the Pathways Program; and

(B) the satisfaction of those students and graduates
participating in the Pathways Program; and

(7) standard naming conventions across agencies, so that students
and recent graduates can clearly understand and compare the career
pathway opportunities available to them in the Federal Government.

(d) INTERNSHIP PROGRAM.—The Internship Program shall provide
students in high schools, community colleges, 4-year colleges, trade schools,
career and technical education programs, and other qualifying educational
institutions and programs, as determined by the Director, with paid opportunities
to work in agencies and explore Federal careers while still in school. The
following principles and policies shall govern the Internship Program:

(1) Participants in the Program shall be students enrolled, or
accepted for enrollment, in qualifying educational institutions and
programs, as determined by the Director.

(2) Subject to such exceptions as may be provided by regulation,
agencies shall provide interns with meaningful developmental work and
set clear expectations regarding the work experience of the intern.

(3) Students employed by third-party internship providers but
placed in agencies may, to the extent permitted by regulation, be treated as
participants in the Internship Program.
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(4) Agencies shall participate in the Internship Program for the primary purpose of developing and evaluating entry-level talent for future permanent employment with the Federal Government.

(e) RECENT GRADUATES PROGRAM.—The Recent Graduates Program shall provide individuals who have recently graduated from qualifying educational institutions or programs with developmental experiences in the Federal Government intended to promote possible careers in the civil service. The following principles and policies shall govern the Recent Graduates Program:

(1) Participants in the program shall have obtained a qualifying degree, or completed a qualifying career or technical education program, as determined by the Director, within the preceding 3-year period, except that any veteran who, due to the veteran’s military service obligation, was precluded from participating in the Recent Graduates Program during the 3-year period after obtaining a qualifying degree or completing a qualifying program shall be eligible to participate in the Program within 6 years after obtaining a qualifying degree or completing a qualifying program.

(2) Responsibilities assigned to a recent graduate shall be consistent with the graduate’s qualifications, educational background, and career interests, the purpose of the Recent Graduates Program, and the needs of agencies.

(f) APPOINTMENT AND CONVERSION.—The following requirements shall apply to appointments in the Pathways Program:
(1) Appointments to the Pathways Program shall be under the excepted service.

(2) Appointments to the Recent Graduates Program may not exceed 2 years, unless extended by the employing agency for up to 120 days.

(3) Appointments to the Pathways Program shall not confer any right to further Federal employment in either the competitive service or the excepted service upon the expiration of the appointment, except that agencies may convert eligible participants noncompetitively to term, career, or career conditional appointments after satisfying requirements to be established by the Director, and agencies may noncompetitively convert participants who were initially converted to a term appointment under this section to a career or career-conditional appointment before the term appointment expires.

(g) DEFINITION OF FEDERAL INTERNSHIP PROGRAM.—Section 3111a(c)(1) of title 5, United States Code, is amended—

(1) by redesignating subparagraphs (B), (C), and (D) as subparagraphs (C), (D), and (E), respectively; and

(2) by inserting after subparagraph (A) the following:

“(B) the Internship Program established under section 366 of the Inspire to Serve Act of 2020;”.

SEC. 367. ENHANCED HIRING FOR RECENT COLLEGE GRADUATES AND POST-SECONDARY STUDENTS.
(a) **RECENT GRADUATE HIRING AUTHORITY.**—Section 3115(e) of title 5, United States Code, is amended—

(1) in paragraph (1), by striking all that follows “exceed” and inserting “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.”; and

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

“(2) TEMPORARY CAP INCREASE.—Under a regulation prescribed under subsection (f), the Director shall increase the limit on the number of individuals that may be appointed by a head of an agency under paragraph (1) during a fiscal year as prescribed under section 368 of the Inspire to Serve Act of 2020 (relating to aggregate number of hires of recent college graduates and post-secondary students). Such an increase shall terminate not later than September 30, 2031.”.

(b) **POST-SECONDARY STUDENT HIRING AUTHORITY.**—Section 3116 of title 5, United States Code, is amended—

(1) in subsection (d)—

(A) in paragraph (1), by striking all that follows “exceed” and inserting “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.”; and
number of permanent employees in the agency during the previous fiscal year.”; and

(B) by striking paragraph (2) and inserting the following:

“(2) TEMPORARY CAP INCREASE.—Under a regulation prescribed under subsection (g), the Director shall increase the limit on the number of individuals that may be appointed by a head of an agency under paragraph (1) during a fiscal year as prescribed under section 368 of the Inspire to Serve Act of 2020 (relating to aggregate number of hires of recent college graduates and post-secondary students). Such an increase shall terminate no later than September 30, 2031.”; and

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

SEC. 368. AGGREGATE NUMBER OF HIRES OF RECENT COLLEGE GRADUATES AND POST-SECONDARY STUDENTS.

(a) TARGETS.—The Director of the Office of Personnel Management shall ensure that the aggregate number of applicants hired into term or permanent, competitive service positions in Federal agencies under section 366 of this Act (relating to the Pathways Program), section 1102 of the National Defense Authorization Act for Fiscal Year 2019 (10 U.S.C. note prec. 1580), and sections 3115 and 3116 of title 5, United States Code, is not less than 30,000 by September 30, 2026, and not less than 50,000 by September 30, 2031.

(b) PRO RATA SHARE DETERMINATION.—The Director shall determine the pro rata share, for each fiscal year, of each agency’s obligation to meet the targets under subsection (a), based on the number of competitive service positions at the
agencies.

(c) SHORTFALL DETERMINATION.—The Director shall determine, in each fiscal year, each agency’s progress in achieving the targets under subsection (a) by subtracting the number of applicants hired into term or permanent, competitive service positions at the agency in the preceding fiscal year pursuant to the provisions of law set forth in subsection (a) from the agency’s pro rata share determined under subsection (b).

SEC. 369. DEMONSTRATION PROJECT TO HIRE RECENT COLLEGE GRADUATES AND POST-SECONDARY STUDENTS WITH CRITICAL SKILLS.

(a) DEFINITIONS.—In this section:

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

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

(b) DEMONSTRATION PROJECT.—

(1) PURPOSE.—The Director of the Office of Personnel Management shall, pursuant to section 4703 of title 5, United States Code, carry out a demonstration project described in paragraph (2) for the purpose of—
(A) assessing the sufficiency of hiring authorities to meet
the hiring needs of Executive agencies in positions that require
critical skills; and
(B) determining whether changes are needed in methods of
establishing qualification requirements for, recruitment for, and
appointment to such positions.
(2) PROJECT DESCRIBED.—The demonstration project under
paragraph (1) shall appoint students and recent graduates—
(A) to internship programs for the purpose of acquiring
critical skills that address the needs of Executive agencies; or
(B) to full-time positions, in Executive agencies, that
require such critical skills.
(c) REPORT TO CONGRESS.—The Director of the Office of Personnel
Management shall, not later than 60 days after the date on which the
demonstration project under this section terminates, submit to Congress a report
on the project, including the assessment and determination of the Director under
subsection (b)(1).
(d) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be
appropriated such sums as may be necessary for carrying out the demonstration
project under this section.
SEC. 370. NONCOMPETITIVE ELIGIBILITY FOR FEDERAL
DEVELOPMENTAL POSITIONS.
(a) DEFINITIONS.—In this section:
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(1) COMPETITIVE SERVICE.—The term “competitive service” has the meaning given that term in section 2102 of title 5, United States Code.

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

(3) FELLOWSHIP.—The term “fellowship” means a short-term employment opportunity (other than a post-fellowship service requirement), of not more than 2 years in length, that is intended to provide the recipient with work experience with an Executive agency that prepares the recipient for permanent employment with an Executive agency.

(4) INTERNSHIP.—The term “internship” means an internship within the meaning of section 3111a of title 5, United States Code.

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

(A) financial support paid by an Executive agency towards an individual’s cost of attendance, in a course of study leading to a credential in a critical skill or another program that requires the student to demonstrate an interest in or agreement to pursue a career in public service, at an institution of higher education that is authorized to participate in a Federal student aid program under title IV of the Higher Education Act of 1965 (20 U.S.C. 1070 et seq.); or
(B) financial support paid by an Executive agency towards an individual’s cost of procuring private instruction in a critical skill.

(6) THIRD-PARTY INTERNSHIP OR FELLOWSHIP.—The term “third-party internship or fellowship” means an internship or a fellowship in the Federal Government that is facilitated and organized through a nongovernmental, third-party organization that has a formal arrangement with one or more Executive agencies, or with the legislative branch, to provide such internships or fellowships.

(b) APPOINTMENT IN COMPETITIVE SERVICE.—The head of any Executive agency may appoint in the competitive service any individual who has been certified by the Office of Personnel Management, within the 12-month period preceding the appointment, as having successfully completed any internship, scholarship, or fellowship program, or a third-party internship or fellowship.

(c) DOCUMENTATION.—The Director of the Office of Personnel Management, through the Executive Director of the Federal Fellowship and Scholarship Center established under section 361, shall issue such documentation as is necessary to certify individuals under subsection (b) as eligible for noncompetitive appointments in the competitive service.

SEC. 371. FACILITATION OF FEDERAL EMPLOYEE RESKILLING.

(a) DEFINITIONS.—In this section:

(1) COMPETITIVE SERVICE; EXCEPTED SERVICE.—The terms “competitive service” and “excepted service” have the meanings given
those terms in sections 2102 and 2103, respectively, of title 5, United States Code.

(2) FEDERAL RESKILLING PROGRAM.—The term “Federal reskilling program” means a program approved by the Director of the Office of Personnel Management to provide an employee serving in a position in the competitive service or the excepted service with technical skill or expertise that will enable such employee to continue work in the Federal Government in a different position in the competitive or excepted service that requires such skill or expertise.

(b) REENTRY AT SAME OR HIGHER CLASS AND GRADE.—Any employee who successfully completes a Federal reskilling program and transfers to a position in the Federal Government in the competitive or excepted service that requires technical skill or expertise provided to the employee in such Federal reskilling program shall serve in the new position at a class and grade at or higher than the class and grade of the position from which the employee transferred, notwithstanding the classification requirements set out in chapter 51 of title 5, United States Code.

(c) GUIDANCE AND REGULATIONS.—Not later than 120 days after the date of the enactment of this Act, the Director of the Office of Personnel Management shall issue guidance on the approval process for Federal reskilling programs, and shall issue regulations ensuring the rights of participants described in subsection (b).

SEC. 372. CIVILIAN CYBERSECURITY RESERVE.
(a) Definitions.—In this section:

(1) Agency.—The term “agency” means the Department of Homeland Security and the National Security Agency, unless otherwise specified.

(2) Director.—The term “Director” means the Director of the National Security Agency.

(3) Secretary.—The term “Secretary” means the Secretary of Homeland Security.

(4) Uniformed Services.—The term “uniformed services” has the meaning given that term in section 2101 of title 5, United States Code.

(b) Purpose.—The purpose of this section is to establish as a pilot project the Civilian Cybersecurity Reserve to provide to the Federal Government trained and qualified civilian personnel who have previously served with the Federal Government in the civil service or in the uniformed services and possess cybersecurity expertise, in order to address cybersecurity needs of the United States to protect the national security of the United States.

(c) Pilot Project.—The Secretary and the Director are each authorized to establish a Civilian Cybersecurity Reserve as a pilot project within their respective agencies for the purpose of supplementing the Federal civilian cybersecurity workforce with former Federal Government employees of the agency and former members of the uniformed services who have cybersecurity expertise. As part of the pilot project, the Secretary and the Director may
noncompetitively appoint members of the Civilian Cybersecurity Reserve to
temporary positions in the competitive service.

(d) CIVILIAN CYBERSECURITY RESERVE.—

(1) ELIGIBILITY.—

(A) IN GENERAL.—The Secretary and the Director shall
establish the criteria for individuals to be eligible for the Civilian
Cybersecurity Reserve in their respective agencies, and the
application and selection processes for the Reserve. The criteria
shall include—

(i) previous employment at a Federal agency or
within the uniformed services; and

(ii) cybersecurity expertise.

(B) EXCEPTION FOR CONTINUING MILITARY SERVICE
COMMITMENTS.—A member of the armed forces who is in the
Selected Reserve, as set out in section 10143 of title 10, United
States Code, shall not be eligible to be a member of the Civilian
Cybersecurity Reserve.

(C) AGREEMENT REQUIRED.—An individual may become a
member of the Civilian Cybersecurity Reserve only if the
individual enters into an agreement with the Secretary or the
Director, as appropriate, to become such a member. The agreement
shall set forth the rights and obligations of the individual and the
agency.
(2) COMPONENTS OF THE CIVILIAN CYBERSECURITY RESERVE.—The Secretary and the Director may consider developing different components of the Civilian Cybersecurity Reserve in their respective agencies, one with an obligation to respond when called into activation at the direction of the Secretary or the Director, as the case may be, and one that is not compelled to so respond, with appropriate corresponding differing benefits for each such component.

(3) SECURITY CLEARANCES.—The Secretary and the Director, as appropriate, shall ensure that all members of the Civilian Cybersecurity Reserve have an active security clearance in accordance with Executive Orders 12968 and 13467.

(e) PROJECT GUIDANCE.—The Secretary and the Director shall, not later than 180 days after the date of the enactment of this Act, each issue guidance establishing and implementing the Civilian Cybersecurity Reserve pilot project in their respective agencies. The Secretary and the Director may provide penalties for individuals who do not respond to activation when called, such as loss of security clearance, recoupment of pay or benefits earned as a member of the Civilian Cybersecurity Reserve, or recoupment of service credit toward the Federal Employees Retirement System pension.

(f) EVALUATION.—The Comptroller General shall conduct a study evaluating the pilot project 5 years after the Civilian Cybersecurity Reserve project is established in each agency, and shall report the results of the study to
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1 Congress, together with a recommendation on whether the project should be modified, extended in duration, or established as a permanent program.

3 (g) AUTHORIZATION OF APPROPRIATIONS.— There are authorized to be appropriated to the Department of Homeland Security and the National Security Agency such sums as may be necessary to carry out this section.

6 SEC. 373. EXPANSION OF CYBER TALENT MANAGEMENT SYSTEM.

(a) EXPANSION OF CYBER TALENT MANAGEMENT SYSTEM.—Subject to subsection (b), the head of any Executive agency, as defined in section 105 of title 5, United States Code, may exercise the authorities under section 2208 of the Homeland Security Act of 2002 (6 U.S.C. 658) to the same extent as the Secretary of Homeland Security may exercise such authorities.

(b) COORDINATION BY SECRETARY OF HOMELAND SECURITY.—The Secretary of Homeland Security shall coordinate with the heads of Executive agencies to facilitate the exercise of authorities under subsection (a).

6 SEC. 374. PERSONNEL POLICY DEMONSTRATION PROJECT FOR FEDERAL AGENCIES WITH EMPLOYEES IN SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS FIELDS.

(a) ESTABLISHMENT.—The Director of the Office of Personnel Management, in consultation with the heads of the agencies specified in subsection (b), shall develop and implement a personnel policy demonstration project to assess innovative approaches to new personnel policies for employees, that may include implementing—
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(1) more flexible job classifications;

(2) competency-based hiring;

(3) market-based pay;

(4) promotion based on experience, skill, and performance; and

(5) streamlined personnel transfers between agencies.

(b) AGENCIES.—The agencies referred to in subsection (a) are—

(1) the National Aeronautics and Space Administration;

(2) the Department of Energy;

(3) the National Science Foundation;

(4) the Department of Commerce;

(5) the Department of the Interior;

(6) the Environmental Protection Agency; and

(7) up to two additional agencies, which the Director of the Office of Personnel Management may designate, that have significant numbers of employees in positions that require skills in science, technology, engineering, or mathematics.

(c) PARTICIPATION.—The head of each agency referred to in subsection (b) may determine whether that agency will participate in the personnel demonstration project under this section, and, if the agency head determines that the agency will so participate, whether the project will apply to current employees of that agency, current employees of one or more components of that agency, newly hired employees of that agency, or newly hired employees of one or more components of that agency.
(d) DURATION AND SIZE OF PROJECT.—The demonstration project under this section shall be carried out for a period of 10 years beginning on the date of the enactment of this Act, except that the Director of the Office of Personnel Management may extend the project for an additional period of up to 10 years. The total number of Federal employees included in the demonstration project in any 1-year period may not exceed 10 percent of the total number of Federal civilian employees in all Executive agencies (as defined in section 105 of title 5, United States Code) in the preceding 1-year period.

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

SEC. 375. SIMPLIFIED PERSONNEL SYSTEM FOR VETERANS HEALTH ADMINISTRATION.

(a) LEGISLATIVE PROPOSAL.—The Secretary of Veterans Affairs shall develop a legislative proposal to establish, under title 38, United States Code, a single personnel system that applies to all positions in the Veterans Health Administration and that—

(1) applies best practices from the private sector to human capital management; and

(2) supports pay and benefits that are competitive with private-sector health care delivery systems.

(b) RESOURCES; CONSULTATION; AVAILABILITY.—In developing the proposal under subsection (a), the Secretary shall—
(1) draw from, in addition to other resources, the applicable research and conclusions of the Commission on Care, established in section 202 of the Veterans Access, Choice, and Accountability Act of 2014 (38 U.S.C. 101 note), including Recommendation #15 of the Commission as set forth in the June 30, 2016, Final Report of the Commission on Care;

(2) consult with the heads of other Federal agencies that operate health care delivery systems, employees of the Veterans Health Administration, and labor unions that represent employees of the Veterans Health Administration; and

(3) ensure that the proposal is available for use by other agencies that operate health care delivery systems.

(c) SUBMISSION TO CONGRESS.—The Secretary shall, not later than 12 months after the date of the enactment of this Act, submit the legislative proposal developed under this section to the Committees on Veterans’ Affairs of the Senate and the House of Representatives.

SEC. 376. PORTABILITY OF HEALTH CARE LICENSURE FOR FEDERAL EMPLOYEES.

(a) PORTABILITY OF LICENSURE FOR FEDERAL HEALTH CARE PROFESSIONALS.—Notwithstanding any other provision of law regarding the licensure of health care providers, a health care professional described in subsection (b) may practice, at any location in any State, the District of Columbia, the Commonwealth of Puerto Rico, or any other territory or possession of the
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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
6 (b) INDIVIDUALS DESCRIBED.— A health care professional described in
7 this subsection is a Federal employee—
8
9 (1) who is credentialed and privileged at a Federal health care
10 institution;
11
12 (2) who has a current license to practice medicine, osteopathic
13 medicine, dentistry, psychology, nursing, therapy, or another health
14 profession; and
15
16 (3) who is performing authorized duties for the Federal
17 Government to practice the health profession described in paragraph (2)
18 for which such license was issued.
19
20 (c) DEFINITION OF LICENSE.—As used in this section, the term "license"
21 means a grant of permission by an official agency of a State, the District of
22 Columbia, the Commonwealth of Puerto Rico, or any other territory or possession
23 of the United States to provide health care independently as a health care
24 professional and includes, in the case of such care furnished in a foreign country
25 by any person who is not a national of the United States, a grant of permission by
26 an official agency of that foreign country for that person to provide health care
27 independently as a health care professional.
TITLE IV—STRENGTHENING OF NATIONAL MOBILIZATION

SEC. 401. MODERNIZATION OF THE SELECTIVE SERVICE SYSTEM.

(a) REFERENCE.—Except as expressly provided otherwise, any reference in this section to a section or other provision shall be deemed to be a reference to that section or other provision of the Military Selective Service Act (50 U.S.C. 3801 et seq.).

(b) PURPOSE OF SELECTIVE SERVICE.— Section 1(b) (50 U.S.C. 3801(b)) is amended—

(1) by striking “armed strength” and inserting “military strength”;

(2) by striking “insure” and inserting “ensure”; and

(3) by inserting before the period at the end the following: “by ensuring adequate personnel with the requisite capabilities to meet the mobilization needs of the Department of Defense during a national emergency and not solely to provide combat replacements”.

(c) SOLEMNITY OF MILITARY SERVICE.— Section 3 (50 U.S.C. 3802) is amended by adding at the end the following:

“(c) Regulations prescribed pursuant to subsection (a) shall include methods to convey to every person required to register the solemn obligation for military service in the event of a military draft.”.

(d) EXPANDED REGISTRATION TO ALL AMERICANS.—

(1) Section 3(a) (50 U.S.C. 3802(a)) is amended—

(A) by striking “male citizen” and inserting “citizen”;

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(B) by striking “male person” and inserting “person”; and

(C) by striking “present himself” and inserting “appear”;

and

(D) by striking “so long as he” and inserting “so long as such alien”.

(2) Section 4(e) (50 U.S.C. 3804(e)) is amended by striking “enlisted men” and inserting “enlisted persons”.

(3) Section 5 (50 U.S.C. 3805) is amended—

(A) in subsection (a)(1)—

(i) by striking “race or color” and inserting “race, color, sex, or gender”; and

(ii) by striking “call for men” and inserting “call for persons”; and

(B) in subsection (b), by striking “men” each place it appears and inserting “persons”.

(4) Section 6 (50 U.S.C. 3806) is amended—

(A) in subsection (a)(1)—

(i) by striking “enlisted men” and inserting “enlisted persons”; and

(ii) by striking “accrue to him” and inserting “accrue to such alien”;

(B) in subsection (h)—
(i) by striking “(other than wives alone, except in cases of extreme hardship)”; and
(ii) by striking “wives and children” and inserting “spouses and children”.

(5) Section 10(b)(3) (50 U.S.C. 3809(b)(3)) is amended—
(A) by striking “the President is requested” and all that follows through “within its jurisdiction” and inserting “the President is requested to appoint the membership of each local board so that each board has both male and female members and, to the maximum extent practicable, it is proportionately representative of the race, national origin, and sex of those registrants within its jurisdiction”; and
(B) by striking “race or national origin” and inserting “race, sex, or national origin”.

(6) Section 16(a) (50 U.S.C. 3814(a)) is amended by striking “men” and inserting “persons”.

(e) MAINTAINING THE HEALTH OF THE SELECTIVE SERVICE SYSTEM.—
Section 10(a) (50 U.S.C. 3809(a)) is amended by adding at the end the following new paragraph:
“(5) The Selective Service System shall conduct exercises periodically of all mobilization plans, systems, and processes to evaluate and test the effectiveness of such plans, systems, and processes. Once every 4 years, the exercise shall include the full range of internal and interagency procedures to
ensure functionality and interoperability and may take place as part of the Department of Defense mobilization exercise under section 10208 of title 10, United States Code. The Selective Service System shall conduct a public awareness campaign in conjunction with each exercise to communicate the purpose of the exercise to the public.”.

(f) DUE PROCESS FOR FAILURE TO REGISTER.—

(1) Section 12 (50 U.S.C. 3811) is amended—

(A) in subsection (f)—

(i) in paragraph (2), by inserting before the period at the end “or proof of registration in accordance with subsection (g)”;

(ii) in paragraph (3)—

(I) in the first sentence, by striking “compliance” and inserting “compliance or proof of registration”; and

(II) in the second sentence, by inserting before the period at the end “or proof of registration”; and

(iii) in paragraph (4), in the second sentence—

(I) by striking “thereunder” and inserting “thereunder, or failure to provide proof of registration in accordance with subsection (g),”; and
(II) by inserting before the period at the end
“or has registered in accordance with subsection
(g)”; and

(B) in subsection (g)—

(i) in paragraph (1), by striking “; and” and inserting
“and the person shows by a preponderance of the evidence
that the failure of the person to register was not a knowing
and willful failure to register; or”; and

(ii) by amending paragraph (2) to read as follows:
“(2) the person was provided notice of the person’s
failure to register and the person registered within 30 days
with the Selective Service System, regardless of the
person’s age at the time of registration.”.

(g) TECHNICAL AND CONFORMING AMENDMENTS.—The Military
Selective Service Act is amended—

(1) in section 4—

(A) in subsection (a)—

(i) in the third undesignated paragraph, by striking
“his acceptability in all respects, including his” and
inserting “such persons’ acceptability in all respects,
including such persons’”; and
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(ii) in the third undesignated paragraph, by striking “he may prescribe” and inserting “the President may prescribe”; 

(B) in subsection (c)—

(i) in paragraph (2), by striking “any enlisted member” and inserting “any person who is an enlisted member”;

(ii) in paragraphs (3), (4), and (5), by striking “in which he resides” and inserting “in which such person resides”;

(C) in subsection (g), by striking “coordinate with him” and inserting “coordinate with the Director”; 

(D) in subsection (k)(1), by striking “finding by him” and inserting “finding by the President”; 

(2) in section 5(d), by striking “he may prescribe” and inserting “the President may prescribe”; 

(3) in section 6—

(A) in subsection (c)(2)(D), by striking “he may prescribe” and inserting “the President may prescribe”; 

(B) in subsection (d)(3), by striking “he may deem appropriate” and inserting “the President may deem appropriate”; 

and
(C) in subsection (h), by striking “he may prescribe” each place it appears and inserting “the President may prescribe”;

(4) in section 10—

(A) in subsection (b)—

(i) in paragraph (3)—

(I) by striking “He shall create” and inserting “The President shall create”; and

(II) by striking “upon his own motion” and inserting “upon the President’s own motion”;

(ii) in paragraph (4), by striking “his status” and inserting “the individual’s status; and

(iii) in paragraphs (4), (6), (8), and (9), by striking “he may deem” each place it appears and inserting “the President may deem”; and

(B) in subsection (c), by striking “vested in him” and inserting “vested in the President”;

(5) in section 13(b), by striking “regulation if he” and inserting “regulation if the President”;

(6) in section 15—

(A) in subsection (b), by striking “his” each place it appears and inserting “the registrant’s”; and

(B) in subsection (d), by striking “he may deem” and inserting “the President may deem”;

(7) in section (16)(g)—

(A) in paragraph (1), by striking “who as his regular and
customary vocation” and inserting “who, as such person’s regular
and customary vocation,”; and

(B) in paragraph (2)—

(i) by striking “one who as his customary vocation”
and inserting “a person who, as such person’s customary
vocation,”; and

(ii) by striking “he is a member” and inserting “such
person is a member”;

(8) in section (18)(a), by striking “he is authorized” and inserting
“the President is authorized”;

(9) in section 21—

(A) by striking “he is sooner” and inserting “sooner”;

(B) by striking “he” each subsequent place it appears and
inserting “such member”; and

(C) by striking “his consent” and inserting “such member’s
consent”;

(10) in section 22(b), in paragraphs (1) and (2), by striking “his”
each place it appears and inserting “the registrant’s”; and

(11) except as otherwise provided in this section—

(A) by striking “he” each place it appears and inserting
“such person”;
(B) by striking “his” each place it appears and inserting “such person’s”;

(C) by striking “him” each place it appears and inserting “such person”; and

(D) by striking “present himself” each place it appears in section 12 and inserting “appear”.

(h) CONFORMING AMENDMENTS TO OTHER LAWS.—

(1) Section 3328 of title 5, United States Code, is amended by striking subsection (a) and inserting the following:

“(a) An individual who was required to register under section 3 of the Military Selective Service Act (50 U.S.C. 3803) but failed to meet the registration requirements of section 2 of that Act shall be ineligible for appointment to a position in an Executive agency, unless—

“(1) the requirement for the person to so register has terminated or become inapplicable to the person and the person shows by a preponderance of the evidence that the failure of the person to register was not a knowing and willful failure to register; or

“(2) the person was provided notice of the person’s failure to register and the person registered within 30 days with the Selective Service System, regardless of the person’s age at the time of registration.

(2) Section 484(n) of the Higher Education Act of 1965 (20 U.S.C. 1091(n)) is amended by striking “(50 U.S.C. App. 462(f))” and inserting “(50 U.S.C. 3811(f))”.
(i) EFFECTIVE DATE.—The amendments made by this section shall take effect on the date of the enactment of this Act, except that the amendments made by subsections (d) and (h)(1) shall take effect 1 year after such date of enactment.

SEC. 402. REPORT ON EXEMPTIONS AND DEFERMENTS FOR A POSSIBLE MILITARY DRAFT.

The Director of the Selective Service System, in coordination with the Secretaries of Defense and of Homeland Security, shall submit a report to Congress, not later than 120 days after the date of the enactment of this Act, providing a review of exemptions and deferments from registration, training, and service under the Military Selective Service Act and of proposed revisions to those exemptions and deferments, taking into account amendments to the Military Selective Service Act under section 401(d) of this Act to require registration of all United States citizens and persons residing in the United States.

SEC. 403. RESPONSIBILITIES FOR NATIONAL MOBILIZATION; PERSONNEL REQUIREMENTS.

(a) LEAD OFFICIAL FOR NATIONAL MOBILIZATION.—The President shall designate an employee of the National Security Council to serve as lead national mobilization official, whose duties and responsibilities shall include coordinating the planning and execution of any national effort to mobilize government and industry to respond to a national emergency.

(b) EXECUTIVE AGENT FOR NATIONAL MOBILIZATION.—The Secretary of Defense shall designate a senior official within the Office of the Secretary of
Defense as the Executive Agent for National Mobilization. The Executive Agent for National Mobilization shall be responsible for—

(1) developing, managing, and coordinating policy and plans that address the full spectrum of military mobilization readiness, including full mobilization of personnel from volunteers to draftees in the event of a draft activation;

(2) providing Congress and the Selective Service System with updated requirements and timelines for obtaining draft inductees in the event of a national emergency requiring mass mobilization and activation of the draft; and

(3) providing Congress with a plan, developed in coordination with the Selective Service System, to induct large numbers of volunteers who may respond to a national call for volunteers during an emergency.

(c) REPORT REQUIRED.—Not later than 12 months after the date of the enactment of this Act, the Secretary of Defense shall provide to Congress a plan for obtaining draft inductees as part of a mobilization timeline for the Selective Service System. The plan shall include a description of resources, locations, and capabilities of the military services required to train, equip, and integrate drafted personnel into the total force, addressing scenarios that would include 300,000, 600,000, and 1,000,000 new volunteer and drafted personnel. The plan may be provided in classified form.
SEC. 404. ENHANCEMENTS TO NATIONAL MOBILIZATION EXERCISES.

Section 10208 of title 10, United States Code, is amended by adding at the end the following:

“(c) The Secretary shall, beginning in the first fiscal year that begins after the date of the enactment of this subsection, and every 5 years thereafter, as part of the major mobilization exercise under subsection (a), include the processes of the Selective Service System in preparation for a draft, and submit to Congress a report on the results of this exercise. The report may be submitted in classified form.

“(d) The exercise under subsection (c)—

“(1) shall include a review of national mobilization strategic and operational concepts;

“(2) shall include a simulation of a mobilization of all armed forces and reserve units, with plans and processes for incorporating Selective Service System inductees; and

“(3) shall involve the Selective Service System, the Department of Homeland Security, the Department of Commerce, the Department of Labor, and other relevant interagency stakeholders.”.

SEC. 405. CRITICAL SKILLS FOR THE DEPARTMENT OF DEFENSE.

(a) FINDINGS.—The Congress finds the following:
(1) The Department of Defense needs a workforce of skilled individuals to meet the national security challenges facing the United States.

(2) As the Department develops tools to bring individuals with critical skills into civilian and military service, it must identify the type and number of critically skilled personnel that are needed.

(b) CRITICAL SKILLS AND SKILLED INDIVIDUALS.—The Secretary of Defense, acting through the Under Secretary of Defense for Personnel and Readiness, shall develop and maintain a list of the critical skills and numbers of skilled individuals needed for the Department of Defense, the armed forces, and the National Guard.

(c) RESPONSIBILITY.—

(1) IN GENERAL.—The Under Secretary of Defense for Personnel and Readiness shall ensure that the list developed under subsection (b) is updated annually in accordance with paragraph (2). Critical skills are those skills for which the Department of Defense has a critical need, such as medical, dental, and nursing skills, language skills, cyber skills, and science, technology, engineering, and mathematics skills.

(2) COORDINATION.—The Under Secretary of Defense for Personnel and Readiness shall develop, maintain, and update the list of critical skills in close consultation with each military department, through its Assistant Secretaries 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 established under section 201.

(3) IMPLEMENTATION.—The Under Secretary of Defense for Personnel and Readiness shall implement the list of critical skills under this section not later than January 1, 2022.

SEC. 406. INDIVIDUAL READY RESERVE FOR CRITICAL SKILLS.

(a) IN GENERAL.—Chapter 1005 of title 10, United States Code, is amended by adding at the end the following new section:

“§10155. Ready Reserve: Individual Ready Reserve for Critical Skills

“(a) ESTABLISHMENT.— For the purpose of recruiting personnel with the requisite critical skills, the Secretary of each military department, under the direction of the President, may establish and maintain an Individual Ready Reserve for Critical Skills within the Ready Reserve of each of the reserve components.

“(b) MEMBERSHIP REQUIREMENTS.—The Secretary of Defense shall outline the requirements for membership in the Individual Ready Reserve for Critical Skills, including providing guidance on—

“(1) a means for each military service to establish qualifying critical skills for inclusion in its Individual Ready Reserve for Critical Skills;

“(2) the standards and process for selection of individuals who are not otherwise in a reserve status to qualify for Individual Ready Reserve for Critical Skills of a military service;
“(3) requirements for screening and re-evaluation of members in
the Individual Ready Reserve for Critical Skills;
“(4) the training and obligations required for members in the
Individual Ready Reserve for Critical Skills; and
“(5) the use of allowances and nonmonetary incentives to retain
members in the Individual Ready Reserve for Critical Skills.
“(c) MOBILIZATION.—
“(1) ACTIVE DUTY.—A member of the Individual Ready Reserve
for Critical Skills may be ordered to active duty without the consent of the
member in accordance with section 12304, or in accordance with any
other provision of law authorizing activation of individual ready reserve
members.
“(2) ELIGIBILITY FOR BENEFITS.—A member of the Individual
Ready Reserve for Critical Skills who is mobilized under paragraph (1)
shall be eligible for benefits available to members of the Selected
Reserve.”.

(b) CONFORMING AMENDMENT.—The table of sections at the beginning of
chapter 1005 of title 10, United States Code, is amended by adding at the end the
following new item:
“Sec. 10155. Ready Reserve: Individual Ready Reserve for Critical Skills.”.

(c) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be
appropriated such sums as may be necessary to carry out this section.
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 manner.
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 AUTHORIZED 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 credentialled 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 Stated 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.
### TITLE I—PRIORITIZATION OF CIVIC EDUCATION AND SERVICE LEARNING

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TITLE I—PRIORITIZATION OF CIVIC EDUCATION AND SERVICE LEARNING

SEC. 101. CIVIC EDUCATION FUND.

This section would not amend existing law.

SEC. 102. SERVICE-LEARNING FUND.

This section would amend section 119 of the National and Community Service Act of 1990 (42 U.S.C. 12563) as follows:

(a) DEFINITIONS.— In this part:

(1) ELIGIBLE ENTITY.— The term “eligible entity” means a State educational agency, a State Commission, a territory, an Indian tribe, an institution of higher education, or a public or private nonprofit organization (including community-based entities), a public or private elementary school or secondary school, a local educational agency, a consortium of such entities, or a consortium of 2 or more such entities and a for-profit organization or a consortium of such entities.

(2) ELIGIBLE PARTNERSHIP.— The term “eligible partnership” means a partnership that—

(A) shall include—

(i) 1 or more community-based entities that have demonstrated records of success in carrying out service-learning programs with economically disadvantaged students, and that meet such criteria as the Chief Executive Officer may establish; and
TITLE I—PRIORITIZATION OF CIVIC EDUCATION AND SERVICE LEARNING

SEC. 101. CIVIC EDUCATION FUND.

This section would not amend existing law.

SEC. 102. SERVICE-LEARNING FUND.

This section would amend section 119 of the National and Community Service Act of 1990 (42 U.S.C. 12563) as follows:

(a) DEFINITIONS.— In this part:

(1) ELIGIBLE ENTITY.— The term “eligible entity” means a State educational agency, a State Commission, a territory, an Indian tribe, an institution of higher education, or a public or private nonprofit organization (including community-based entities), a public or private elementary school or secondary school, a local educational agency, a consortium of such entities, or a consortium of 2 or more such entities and a for-profit organization or a consortium of such entities.

(2) ELIGIBLE PARTNERSHIP.— The term “eligible partnership” means a partnership that—

(A) shall include—

(i) 1 or more community-based entities that have demonstrated records of success in carrying out service-learning programs with economically disadvantaged students, and that meet such criteria as the Chief Executive Officer may establish; and

(ii) a local educational agency for which—

(I) a high number or percentage, as determined by the Corporation, of the students served by the agency are economically disadvantaged students; and

(II) the graduation rate (as defined in section 1111(b)(2)(C)(vi) of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 6311(b)(2)(C)(vi)) and as clarified in applicable regulations promulgated by the Department of Education for the secondary school students served by the agency is less than 70 percent; and

(B) may also include—

(i) a local government agency that is not described in subparagraph (A);

(ii) the office of the chief executive officer of a unit of general local government;

(iii) an institution of higher education;

(iv) a State Commission or State educational agency; or

(v) more than 1 local educational agency described in subclause (I).
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(3) YOUTH ENGAGEMENT ZONE.— The term “youth engagement zone” means the area in which a youth engagement zone program is carried out.

(4) YOUTH ENGAGEMENT ZONE PROGRAM.— The term “youth engagement zone program” means a service-learning program in which members of an eligible partnership collaborate to provide coordinated school-based or community-based service-learning opportunities—

(A) in order to address a specific community challenge;

(B) for an increasing percentage of out-of-school youth and secondary school students served by a local educational agency; and

(C) in circumstances under which—

(i) not less than 90 percent of such students participate in service-learning activities as part of the program; or

(ii) service-learning is a part of the curriculum in all of the secondary schools served by the local educational agency.

(b) GENERAL AUTHORITY.— From the amounts appropriated to carry out this part [this section] for a fiscal year, the Corporation may make grants (which may include approved summer of service positions in the case of a grant for a program described in subsection (c)(3)) and fixed-amount grants (in accordance
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with section 129(l) to eligible entities or eligible partnerships, as appropriate, for programs and activities described in subsection (c).

(b) SERVICE-LEARNING FUND.—

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

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

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

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

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

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

(A) 20 percent shall be reserved for service-learning programs in public schools under paragraphs (1) through (7), (9), and (11) of subsection (c), of which amount—
(i) 80 percent shall be reserved for programs in elementary and secondary schools, of which amount not less than 50 percent shall be reserved for programs in low-income communities; and

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

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

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

(c) AUTHORIZED ACTIVITIES.—Funds under this part may be used to—

(1) integrate service-learning programs into the science, technology, engineering, and mathematics (referred to in this part as “STEM”) curricula at the elementary, secondary, postsecondary, or postbaccalaureate levels in coordination with practicing or retired STEM professionals;

(2) involve students in service-learning programs focusing on energy conservation in their community, including conducting educational
outreach on energy conservation and working to improve energy efficiency in low-income housing and in public spaces;

(3) involve students in service-learning programs in emergency and disaster preparedness;

(4) involve students in service-learning programs aimed at improving access to and obtaining the benefits from computers and other emerging technologies, including improving such access for individuals with disabilities, in low-income or rural communities, in senior centers and communities, in schools, in libraries, and in other public spaces;

(5) involve high school age youth in the mentoring of middle school youth while involving all participants in service-learning to seek to meet unmet human, educational, environmental, public safety, or emergency and disaster preparedness needs in their community;

(6) conduct research and evaluations on service-learning, including service-learning in middle schools, and disseminate such research and evaluations widely;

(7) conduct innovative and creative activities as described in section 112(a);

(8) establish or implement summer of service programs (giving priority to programs that enroll youth who will be enrolled in any of grades 6 through 9 at the end of the summer concerned) during the summer months (including recruiting, training, and placing service-learning coordinators)—
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(A) for youth who will be enrolled in any of grades 6 through 12 at the end of the summer concerned; and

(B) for community-based service-learning projects—

(i) that shall—

(I) meet unmet human, educational, environmental (including energy conservation and stewardship), and emergency and disaster preparedness and other public safety needs; and

(II) be intensive, structured, supervised, and designed to produce identifiable improvements to

the community;

(ii) that may include the extension of academic year service-learning programs into the summer months; and

(iii) under which a student who completes no less than 100 hours of service as described in section 146(b)(2), shall be eligible for a summer of service educational award of $500 or $750 as described in sections 146(a)(2)(C) and 147(d) completion award of $500 (or, at the discretion of the Chief Executive Officer, of $750 in the case of a participant who is economically disadvantaged);

(9) establish or implement youth engagement zone programs in youth engagement zones, for students in secondary schools served by local
educational agencies for which a majority of such students do not participate in service-learning activities that are—

(A) carried out by eligible partnerships; and

(B) designed to—

(i) involve all students in secondary schools served by the local educational agency in service-learning to address a specific community challenge;

(ii) improve student engagement, including student attendance and student behavior, and student achievement, graduation rates, and college-going rates at secondary schools; and

(iii) involve an increasing percentage of students in secondary school and out-of-school youth in the community in school-based or community-based service-learning activities each year, with the goal of involving all students in secondary schools served by the local educational agency and involving an increasing percentage of the out-of-school youth in service-learning activities;

and

(10) conduct semester of service programs that—

(A) provide opportunities for secondary school students in grades 9 through 12 to participate in a semester of coordinated school-based or community-based service-learning opportunities
for a minimum of 70 hours–150 hours (of which at least a third will be spent participating in field-based activities) over a semester, to address specific community challenges;

(B) engage as participants high percentages or numbers of economically disadvantaged students;

(C) allow participants to receive academic credit, for the time spent in the classroom and in the field for the program, that is equivalent to the academic credit for any class of equivalent length and with an equivalent time commitment; and

(D) ensure that the classroom-based instruction component of the program is integrated into the academic program of the local educational agency involved; and

(11) carry out any other innovative service-learning programs or research that the Corporation considers appropriate.

(d) APPLICATIONS.—To be eligible to receive a grant to carry out a program or activity under this part, an entity or partnership, as appropriate, shall prepare and submit to the Corporation an application at such time and in such manner as the Chief Executive Officer may reasonably require, and obtain approval of the application.

(e) PRIORITY.—In making grants under this part, in accordance with the objectives and funding requirements set forth in subsection (b), the Corporation shall give priority to applicants proposing to—
(1) involve students and community stakeholders in the design and implementation of service-learning programs carried out using funds received under this part;

(2) implement service-learning programs in low-income or rural communities; and

(3) utilize adult volunteers, including tapping the resources of retired and retiring adults, in the planning and implementation of service-learning programs.

(f) REQUIREMENTS.—

(1) TERM.—Each program or activity funded under this part shall be carried out over a period of 3 years, which may include 1 planning year. In the case of a program funded under this part, the 3-year period may be extended by 1 year, if the program meets performance levels established in accordance with section 179(k) and any other criteria determined by the Corporation.

(2) COLLABORATION ENCOURAGED.—Each entity carrying out a program or activity funded under this part shall, to the extent practicable, collaborate with entities carrying out programs under this subtitle, subtitle C, and titles I and II of the Domestic Volunteer Service Act of 1973 (42 U.S.C. 4951 et seq., 5001 et seq.).

(3) EVALUATION.—Not later than 4 years after the effective date of the Serve America Act—Inspire to Serve Act of 2020, the Corporation shall conduct an independent evaluation of the programs and activities carried
out using funds made available under this part, and determine best practices relating to service-learning and recommendations for improvement of those programs and activities. The Corporation shall widely disseminate the results of the evaluations, and information on the best practices and recommendations to the service community through multiple channels, including the Corporation’s Resource Center or a clearinghouse of effective strategies.

(4) MATCHING FUND REQUIREMENT.—

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

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

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

(ii) may provide for such share through State sources, local sources, or other Federal sources.
(C) WAIVER.—The Chief Executive Officer may waive in whole or in part the requirements of this paragraph with respect to a recipient in any fiscal year if the Chief Executive Officer determines that such waiver would be equitable due to a lack of available financial resources at the local level.

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

SEC. 103. NATIONAL CIVICS ASSESSMENT.

This section would amend sections 1111(g) and (h) of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 6311) as follows:

(g) OTHER PLAN PROVISIONS.—

[paragraph (1) omitted]

(2) ASSURANCES.—Each State plan shall contain assurances that—

(A) the State will make public any methods or criteria the State is using to measure teacher, principal, or other school leader effectiveness for the purpose of meeting the requirements described in paragraph (1)(B);

(B) the State educational agency will notify local educational agencies, Indian tribes and tribal organizations, schools, teachers, parents, and the public of the challenging State academic standards, academic assessments, and State accountability system, developed under this section;
(C) the State educational agency will assist each local educational agency and school affected by the State plan to meet the requirements of this part;

(D) the State will participate in the biennial State academic assessments in reading, mathematics, and civics in grades 4 and 8 of the National Assessment of Educational Progress carried out under section 303(b)(3) of the National Assessment of Educational Progress Authorization Act (20 U.S.C. 9622(b)(3)) if the Secretary pays the costs of administering such assessments;

[subparagraphs (E) through (N) omitted]

(3) RULES OF CONSTRUCTION.— Nothing in paragraph (2)(N) shall be construed to—

(A) require groups of students obtained by any entity that cross-tabulates the information provided under such paragraph to be considered subgroups of students, as defined in subsection (c)(2), for the purposes of the State accountability system under subsection (c); or

(B) require or prohibit States or local educational agencies from publicly reporting data in a cross-tabulated manner, in order to meet the requirements of paragraph (2)(N).
(4) TECHNICAL ASSISTANCE.—Upon request by a State educational agency, the Secretary shall provide technical assistance to such agency to—

(A) meet the requirements of paragraph (2)(N); or

(B) in the case of a State educational agency choosing, at its sole discretion, to disaggregate data described in clauses (ii) and (iii)(II) of subsection (h)(1)(C) for Asian and Native Hawaiian or Pacific Islander students using the same race response categories as the decennial census of the population, assist such State educational agency in such disaggregation and in using such data to improve academic outcomes for such students.

(h) REPORTS.—

(1) ANNUAL STATE REPORT CARD.—

(A) IN GENERAL.—A State that receives assistance under this part shall prepare and disseminate widely to the public an annual State report card for the State as a whole that meets the requirements of this paragraph.

(B) IMPLEMENTATION.—The State report card required under this paragraph shall be—

(i) concise;

(ii) presented in an understandable and uniform format that is developed in consultation with parents and, to
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the extent practicable, in a language that parents can understand; and

(iii) widely accessible to the public, which shall include making available on a single webpage of the State educational agency’s website, the State report card, all local educational agency report cards for each local educational agency in the State required under paragraph (2), and the annual report to the Secretary under paragraph (5).

(C) MINIMUM REQUIREMENTS.—Each State report card required under this subsection shall include the following information

[clauses (i) through (xi) omitted]

(xii) Results on the State academic assessments in reading and mathematics, reading, mathematics, and civics in grades 4 and 8 of the National Assessment of Educational Progress carried out under section 303(b)(3) of the National Assessment of Educational Progress Authorization Act (20 U.S.C. 9622(b)(3)), compared to the national average of such results.

[remainder of subsection (h) omitted]

This section would also amend paragraphs (3) of section 1112(c) of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 6312(c)) as follows:
(c) ASSURANCES.—Each local educational agency plan shall provide assurances that the local educational agency will—

[paragraphs (1) through (2) omitted]

(3) participate, if selected, in the National Assessment of Educational Progress in reading, mathematics, and civics in grades 4 and 8 carried out under section 303(b)(3) of the National Assessment of Educational Progress Authorization Act (20 U.S.C. 9622(b)(3));

[remaining paragraphs omitted]

This section would also amend section 303 of the National Assessment of Education Progress Authorization Act (20 U.S.C. 9622) as follows:

(a) ESTABLISHMENT.—The Commissioner for Education Statistics shall, with the advice of the Assessment Board established under section 302, carry out, through grants, contracts, or cooperative agreements with one or more qualified organizations, or consortia thereof, a National Assessment of Educational Progress, which collectively refers to a national assessment, State assessments, and a long-term trend assessment in reading and mathematics.

(b) PURPOSE; STATE ASSESSMENTS.—

(1) PURPOSE.—The purpose of this section is to provide, in a timely manner, a fair and accurate measurement of student academic achievement and reporting of trends in such achievement in reading, mathematics, and other subject matter as specified in this section.
(2) MEASUREMENT AND REPORTING.—The Commissioner for Education Statistics, in carrying out the measurement and reporting described in paragraph (1), shall—

(A) use a random sampling process which is consistent with relevant, widely accepted professional assessment standards and that produces data that are representative on a national and regional basis;

(B) conduct a national assessment and collect and report assessment data, including achievement data trends, in a valid and reliable manner on student academic achievement in public and private elementary schools and secondary schools at least once every 2 years, in grades 4 and 8 in reading and mathematics, reading, mathematics, and civics;

(C) conduct a national assessment and collect and report assessment data, including achievement data trends, in a valid and reliable manner on student academic achievement in public and private schools in reading and mathematics in grade 12 in regularly scheduled intervals, but at least as often as such assessments were conducted prior to the date of enactment of the No Child Left Behind Act of 2001;

(D) to the extent time and resources allow, and after the requirements described in subparagraph (B) are implemented and the requirements described in subparagraph (C) are met, conduct
additional national assessments and collect and report assessment
data, including achievement data trends, in a valid and reliable
manner on student academic achievement in grades 4, 8, and 12 in
public and private elementary schools and secondary schools in
regularly scheduled intervals in additional subject matter, including
writing, science, history, geography, economics, foreign
languages, and arts, and the trend assessment described in
subparagraph (F);

(E) conduct the reading and mathematics, reading,
mathematics, and civics assessments described in subparagraph (B)
in the same year, and every other year thereafter, to provide for 1
year in which no such assessments are conducted in between each
administration of such assessments;

(F) continue to conduct the trend assessment of academic
achievement at ages 9, 13, and 17 for the purpose of maintaining
data on long-term trends in reading and mathematics;

(G) include information on special groups, including,
whenever feasible, information collected, cross tabulated,
compared, and reported by race, ethnicity, socioeconomic status,
gender, disability and limited English proficiency; and

(H) ensure that achievement data are made available on a
timely basis following official reporting, in a manner that
facilitates further analysis and that includes trend lines; and
(I) ensure that achievement data from the civics assessments described in subparagraphs (B) and (E) are made available both in aggregate for the United States and separately for each state.

(3) STATE ASSESSMENTS.

(A) IN GENERAL.—The Commissioner for Education Statistics—

(i) shall conduct biennial State academic assessments of student achievement in reading and mathematics, reading, mathematics, and civics in grades 4 and 8 as described in paragraphs (2)(B) and (2)(E);

(ii) may conduct the State academic assessments of student achievement in reading and mathematics in grade 12 as described in paragraph (2)(C);

(iii) may conduct State academic assessments of student achievement in grades 4, 8, and 12 as described in paragraph (2)(D); and

(iv) shall conduct each such State assessment, in each subject area and at each grade level, on a developmental basis until the Commissioner for Education Statistics determines, as the result of an evaluation required by subsection (f), that such assessment produces high quality data that are valid and reliable.
(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
plan under section 1111 of the Elementary and Secondary Education Act of 1965.

[paragraphs (4) through (6) omitted, section (c) omitted]

(d) PARTICIPATION.—

(1) VOLUNTARY PARTICIPATION.—Participation in any assessment authorized under this section shall be voluntary for students, schools, and local educational agencies.

(2) STUDENT PARTICIPATION.—Parents of children selected to participate in any assessment authorized under this section shall be informed before the administration of any authorized assessment, that their child may be excused from participation for any reason, is not required to finish any authorized assessment, and is not required to answer any test question.

(3) STATE PARTICIPATION.—

(A) VOLUNTARY.—Participation in assessments authorized under this section, other than reading and mathematics, reading, mathematics, and civics in grades 4 and 8, shall be voluntary.

(B) AGREEMENT.—For reading and mathematics, reading, mathematics, and civics assessments in grades 4 and 8, the Secretary shall enter into an agreement with any State carrying out an assessment for the State under this section. Each such agreement shall contain provisions designed to ensure that the State will participate in the assessment.
(4) REVIEW.—Representatives of State educational agencies and local educational agencies or the chief State school officer shall have the right to review any assessment item or procedure of any authorized assessment upon request in a manner consistent with subsection (c), except the review described in subparagraph (2)(C) of subsection (c) shall take place in consultation with the representatives described in this paragraph.

[subsections (e) through (g) omitted]

SEC. 104. EXCELLENCE IN CIVICS AWARD.

This section would not amend existing law.

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

This section would not amend existing law.

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

This section would not amend existing law.

TITLE II—ELEVATION AND INTEGRATION OF ALL FORMS OF SERVICE

SEC. 201. COUNCIL ON MILITARY, NATIONAL, AND PUBLIC SERVICE.

This section would amend section 1105(a) of title 31, United States Code, as follows:
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(a) On or after the first Monday in January but not later than the first Monday in February of each year, the President shall submit a budget of the United States Government for the following fiscal year. Each budget shall include a budget message and summary and supporting information. The President shall include in each budget the following:

[paragraphs (1) through (39) omitted]

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

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

[subsections (b) through (h) omitted]

SEC. 202. INTERNET-BASED SERVICE PLATFORM.

This section would amend section 10 of the Military Selective Service Act (5 U.S.C. 3809) by adding at the end of the following:

(i) SERVICE PLATFORM.—The Selective Service System shall provide to all registrants, on its website and in communications with registrants relating to registration, information about the Service Platform established under section 202
of the Inspire to Serve Act of 2020. The Selective Service System shall provide to
each registrant, at the time of registration, an option to transfer to the Service
Platform the information the registrant has provided to the Selective Service
System. The Director of Selective Service shall consult with the Director of the
Office of Management and Budget to ensure that information provided by the
Selective Service System is compatible with the information requirements of the
Service Platform.

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

This section would not amend existing law.

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

This section would not amend existing law.

SEC. 205. INFORMATION SHARING TO ADVANCE MILITARY AND
NATIONAL SERVICE.

This section would not amend existing law.

SEC. 206. TRANSITION OPPORTUNITIES FOR MILITARY
SERVICEMEMBERS AND NATIONAL SERVICE
PARTICIPANTS.

This section would amend section 1143(c)(1) of title 10, United States
Code, as follows:

(c) INFORMATION TO CIVILIAN ENTITIES.—(1) For the purpose of assisting
members covered by subsection (a) and their spouses in locating civilian
employment and training opportunities, the Secretary of Defense and the Secretary of Homeland Security shall establish and implement procedures to release to civilian employers, organizations, State employment agencies, the Corporation for National and Community Service, and other appropriate entities the names (and other pertinent information) of such members and their spouses. Such names may be released for such purpose only with the consent of such members and spouses.

This section would also amend section 1144 of title 10, United States Code, as follows:

§1144. Employment assistance, job training assistance, and other transitional services: Department of Labor and the Corporation for National and Community Service

(a) IN GENERAL.—(1) The Secretary of Labor, in conjunction with the Secretary of Defense, the Secretary of Homeland Security, and the Secretary of Veterans Affairs, and the Chief Executive Officer of the Corporation for National and Community Service, shall establish and maintain a program to furnish counseling, assistance in identifying employment and training opportunities, help in obtaining such employment and training, and other related information and services to members of the armed forces under the jurisdiction of the Secretary concerned who are being separated from active duty and the spouses of such members. Subject to subsection (f)(2), such services shall be provided to a member within the time periods provided under paragraph (3) of section 1142(a) of this title, except that the Secretary
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concerned or the Chief Executive Officer, as the case may be, shall not provide preseparation counseling to a member described in paragraph (4)(A) of such section.

(2) The Secretary of Defense, the Secretary of Homeland Security, and the Secretary of Veterans Affairs shall cooperate with the Secretary of Labor in establishing and maintaining the program under this section.

(3) The Secretaries and the Chief Executive Officer referred to in paragraph (1) shall enter into a detailed agreement to carry out this section.

(b) ELEMENTS OF PROGRAM.— In establishing and carrying out a program under this section, the Secretary of Labor shall do the following:

(1) Provide information concerning employment and training assistance, including (A) labor market information, (B) civilian workplace requirements and employment opportunities, (C) instruction in resume preparation, and (D) job analysis techniques, job search techniques, and job interview techniques.

(2) In providing information under paragraph (1), use experience obtained from implementation of the pilot program established under section 408 of Public Law 101-237.

(3) Provide information concerning Federal, State, and local programs, and programs of military and veterans' service organizations, that may be of assistance to such members after separation from the armed forces.
forces, including, as appropriate, the information and services to be provided under section 1142 of this title.

(4) Inform such members that the Department of Defense and the Department of Homeland Security are required under section 1143(a) of this title to provide proper certification or verification of job skills and experience acquired while on active duty that may have application to employment in the civilian sector for use in seeking civilian employment and in obtaining job search skills.

(5) Provide information and other assistance to such members in their efforts to obtain loans and grants from the Small Business Administration and other Federal, State, and local agencies.

(6) Provide information about the geographic areas in which such members will relocate after separation from the armed forces, including, to the degree possible, information about employment opportunities, the labor market, and the cost of living in those areas (including, to the extent practicable, the cost and availability of housing, child care, education, and medical and dental care).

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

(8) Provide information about disability-related employment and education protections.
(9) Provide information regarding the required deduction, pursuant to subsection (h) of section 1175a of this title, from disability compensation paid by the Secretary of Veterans Affairs of amounts equal to any voluntary separation pay received by the member under such section.

(10) Acting through the Secretary of the department in which the Coast Guard is operating, provide information on career and employment opportunities available to members with transportation security cards issued under section 70105 of title 46.

(11) Provide information on public service opportunities, training on public service job recruiting, and the advantages of careers with the Federal Government.

(c) PARTICIPATION.—(1) Except as provided in paragraph (2), the Secretary of Defense and the Secretary of Homeland Security shall require the participation in the program carried out under this section of the members eligible for assistance under the program.

(2) The Secretary of Defense and the Secretary of Homeland Security may, under regulations such Secretaries shall prescribe, waive the participation requirement of paragraph (1) with respect to—

(A) such groups or classifications of members as the Secretaries determine, after consultation with the Secretary of Labor, the Secretary of Veterans Affairs, the Secretary of Veterans Affairs, and the Chief Executive Officer of the
Corporation for National and Community Service, for whom participation is not and would not be of assistance to such members based on the Secretaries' articulable justification that there is extraordinarily high reason to believe the exempted members are unlikely to face major readjustment, health care, employment, or other challenges associated with transition to civilian life; and

(B) individual members possessing specialized skills who, due to unavoidable circumstances, are needed to support a unit's imminent deployment.

(d) USE OF PERSONNEL AND ORGANIZATIONS.— In carrying out the program established under this section, the Secretaries and the Chief Executive Officer of the Corporation for National and Community Service may—

(1) provide, as the case may be, for the use of disabled veterans outreach program specialists, local veterans' employment representatives, and other employment service personnel funded by the Department of Labor to the extent that the Secretary of Labor determines that such use will not significantly interfere with the provision of services or other benefits to eligible veterans and other eligible recipients of such services or benefits;

(2) use military and civilian personnel of the Department of Defense and the Department of Homeland Security;
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(3) use personnel of the Veterans Benefits Administration of the Department of Veterans Affairs and other appropriate personnel of that Department;

(4) use representatives of military and veterans' service organizations;

(5) enter into contracts with public entities;

(6) enter into contracts with private entities, particularly with qualified private entities that have experience with instructing members of the armed forces eligible for assistance under the program carried out under this section on—

(A) private sector culture, resume writing, career networking, and training on job search technologies;

(B) academic readiness and educational opportunities; or

(C) other relevant topics; and

(7) take other necessary action to develop and furnish the information and services to be provided under this section.

(e) PARTICIPATION IN APPRENTICESHIP PROGRAMS.— As part of the program carried out under this section, the Secretary of Defense and the Secretary of Homeland Security may permit a member of the armed forces eligible for assistance under the program to participate in an apprenticeship program registered under the Act of August 16, 1937 (commonly known as the "National Apprenticeship Act"; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et seq.), or a pre-apprenticeship program that provides credit toward a program registered under
such Act, that provides members of the armed forces with the education, training, and services necessary to transition to meaningful employment that leads to economic self-sufficiency.

(f) PROGRAM CONTENTS.—(1) The program carried out under this section shall consist of instruction as follows:

(A) One day of preseparation training specific to the armed force concerned, as determined by the Secretary concerned.

(B) One day of instruction regarding—

(i) benefits under laws administered by the Secretary of Veterans Affairs; and

(ii) other subjects determined by the Secretary concerned.

(C) One day of instruction regarding preparation for employment.

(D) Two days of instruction regarding a topic selected by the member from the following subjects:

(i) Preparation for employment.

(ii) Preparation for education.

(iii) Preparation for vocational training.

(iv) Preparation for entrepreneurship.

(v) Other options determined by the Secretary concerned.

(2) The Secretary concerned may permit a member to attend training and instruction under the program established under this section--

(A) before the time periods established under section 1142(a)(3) of this title;
(B) in addition to such training and instruction required
during such time periods.

(g) CORPORATION FOR NATIONAL AND COMMUNITY SERVICE PROGRAMS—

In establishing and carrying out a program under this section, the Chief Executive
Officer of the Corporation for National and Community Service shall—

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

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

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

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

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

(2) Inform such members that the Department of Defense and the
Department of Homeland Security are required, under section 1143(a), to
provide proper certification or verification of job skills and experience
acquired while on active duty that may have application to service in
programs of the Corporation for National and Community Service.

(3) Work with military and veterans' service organizations and
other appropriate organizations in promoting and publicizing job fairs for
such members.
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(4) Provide information about disability-related employment and education protections.

This section would also amend section 193A(b) of the National and Community Service Act of 1990 (42 U.S.C. 12651d(b)) as follows:

(b) DUTIES.— In addition to the duties conferred on the Chief Executive Officer under any other provision of the national service laws, the Chief Executive Officer, in collaboration with the State Commissions, shall—

[paragraphs (1) through (23) omitted]

(24) conduct outreach to ensure the inclusion of economically disadvantaged individuals in national service programs and activities authorized under the national service laws; and

(25) ensure that outreach, awareness, and recruitment efforts are consistent with the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) and section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794); and

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

SEC. 207. JOINT REPORT TO CONGRESS ON INITIATIVES TO INTEGRATE MILITARY AND NATIONAL SERVICE.

This section would not amend existing law.
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 not amend existing law.

SEC. 302. PRE-SERVICE TUITION GRANT PROGRAM.

This section would not amend existing law.

SEC. 303. PILOT PROGRAM ON TECHNICAL CIVILIAN PROFESSIONAL CREDENTIALS.

This section would not amend existing law.

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

This section would amend section 2031(a) of title 10, United States Code, as follows:

(a) (1) The Secretary of each military department shall establish and maintain a Junior Reserve Officers’ Training Corps, organized into units, at public and private secondary educational institutions which apply for a unit and meet the standards and criteria prescribed pursuant to this section. The President shall promulgate regulations prescribing the standards and criteria to be followed by the military departments in selecting the institutions at which units are to be established and maintained and shall provide for the fair and equitable distribution of such
 units throughout the Nation, except that more than one such unit may be 
established and maintained at any military institute.

(2) It is a purpose of the Junior Reserve Officers' Training Corps to
instill in students in United States secondary educational institutions the
values of citizenship, service to the United States, including an
introduction to service opportunities in military, national, and public
service, and personal responsibility and a sense of accomplishment.

[subsections (b) through (f) omitted]

SEC. 305. EXPANSION OF CYBER INSTITUTES PROGRAM.

This section would amend section 1640 of the John S. McCain National
Defense Authorization Act for Fiscal Year 2019 (10 U.S.C. 2200 note), as follows:

(a) PROGRAM AUTHORIZED.—The Secretary of Defense may carry out a
program to establish a Cyber Institute at institutions of higher learning selected
under subsection (b) for purposes of accelerating and focusing the development of
foundational expertise in critical cyber operational skills for future military and
civilian leaders of the Armed Forces and the Department of Defense, including
such leaders of the reserve components.

(b) SELECTED INSTITUTIONS OF HIGHER LEARNING.—

(1) IN GENERAL.—The Secretary of Defense shall select
institutions of higher learning for purposes of the program established
under subsection (a) from among institutions of higher learning that have a
Reserve Officers' Training Corps program.
(2) **Consideration of Senior Military Colleges.**—In selecting institutions of higher learning under paragraph (1), the Secretary shall consider the senior military colleges with Reserve Officers' Training Corps programs.

(c) **Elements.**—Each institute established under the program authorized by subsection (a) shall include the following:

1. Programs to provide future military and civilian leaders of the Armed Forces or the Department of Defense who possess cyber operational expertise from beginning through advanced skill levels. Such programs shall include instruction and practical experiences that lead to recognized certifications and degrees in the cyber field.

2. Programs of targeted strategic foreign language proficiency training for such future leaders that--(A) are designed to significantly enhance critical cyber operational capabilities; and (B) are tailored to current and anticipated readiness requirements.

3. Programs related to mathematical foundations of cryptography and courses in cryptographic theory and practice designed to complement and reinforce cyber education along with the strategic language programs critical to cyber operations.

4. Programs related to data science and courses in data science theory and practice designed to complement and reinforce cyber education along with the strategic language programs critical to cyber operations.
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(5) Programs designed to develop early interest and cyber talent through summer programs, dual enrollment opportunities for cyber, strategic language, data science, and cryptography related courses.

(6) Training and education programs to expand the pool of qualified cyber instructors necessary to support cyber education in regional school systems.

(d) PARTNERSHIPS WITH DEPARTMENT OF DEFENSE AND THE ARMED FORCES.—Any institute established under the program authorized by subsection (a) may enter into a partnership with one or more components of the Armed Forces, active or reserve, or any agency of the Department of Defense to facilitate the development of critical cyber skills for students who may pursue a military career.

(e) PARTNERSHIPS.—Any institute established under the program authorized by subsection (a) may enter into a partnership with one or more local educational agencies to facilitate the development of critical cyber skills.

(f) SENIOR MILITARY COLLEGES DEFINED.—The term "senior military colleges" has the meaning given such term in section 2111a(f) of title 10, United States Code.

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

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

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 (10 U.S.C. 503 note), as follows:

(h) Termination of authority to provide incentives. Notwithstanding subsection (f), the authority to provide recruitment incentives under this section expires on December 31, 2020.

SEC. 307. MULTIYEAR APPROPRIATIONS FOR MARKETING AND ADVERTISING.

This section would amend chapter 141 of title 10, United States Code, by inserting the following:

§2410t. Contracts for periods crossing fiscal years: marketing and advertising contracts

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

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

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) as follows:

SEC. 198B. SERVEAMERICA NATIONAL SERVICE FELLOWSHIPS.

(a) DEFINITIONS.—In this section:

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

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

(B) expand and improve access to health care;

(C) improve energy efficiency and conserve natural
resources;

(D) improve economic opportunities for economically
disadvantaged individuals; or

(E) improve disaster preparedness and response; or

(F) support the reintegration of ex-offenders.
(2) **ELIGIBLE FELLOWSHIP RECIPIENT.**—The term ‘‘eligible fellowship recipient’’ means an individual who is selected by a State Commission under subsection (c) and, as a result of such selection, is eligible for a ServeAmerica Fellowship.

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

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

(3)(4) **FELLOW.**—The term ‘‘fellow’’ means an eligible fellowship applicant who is awarded a ServeAmerica Fellowship national service fellowship and is designated a fellow under subsection (e)(2).

(4) **SMALL SERVICE SPONSOR ORGANIZATION.**—The term ‘‘small service sponsor organization’’ means a service sponsor organization described in subsection (d)(1) that has not more than 10 full-time employees and 10 part-time employees.

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

This section would strike subsections (b) through (h) and replace with the following:

(b) **FELLOWSHIP AWARDS AND POSITIONS.**—
(1) IN GENERAL.—From the amounts appropriated to carry out this section, the Corporation shall award national service fellowships in accordance with this section.

(2) ALLOTMENT OF POSITIONS.—

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

(B) ALLOTMENT TO SPECIFIC ORGANIZATIONS.—The Corporation shall allot 20 percent of the eligible fellowship positions supported under this section in a fiscal year to service sponsor organizations, regardless of congressional district, that have targeted service strategies for utilizing fellows, in accordance with the selection processes described in subsections (c)(2) and (f)(2). The Corporation shall, to the extent practicable, reserve a
percentage of eligible fellowship positions approximately equal to the nationwide percentage of disadvantaged youth.

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

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

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

(c) SELECTION BY LOTTERY.—

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

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

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

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

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

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

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

(d) ELIGIBLE FELLOWSHIP APPLICANTS.—

(1) IN GENERAL.—An applicant desiring to become an eligible fellowship applicant shall submit an application to the Corporation at such time and in such manner as the Corporation may require and containing information on the applicant’s age, educational status, disadvantaged youth status, Indian tribal status, and contact information, and stating whether the applicant elects to be considered for placement in a position in
a congressional district under subsection (b)(2)(A) or in a position
described in subsection (b)(2)(B). Each applicant may apply for only one
national service fellowship for any fiscal year.

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

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

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

(c) FELLOWS.—

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

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

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

(ii) with which the applicant would serve in a
position that is located in the congressional district in
which the fellow resides or a district adjoining the district
in which the fellow resides, for a position allotted under
subsection (b)(2)(A), or would serve in a position allotted under subsection (b)(2)(B);

(B) enters into an agreement with the organization—

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

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

(C) submits such agreement to the Corporation.

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

(3) FELLOWSHIP AMOUNT.—

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

(B) PRORATION OF AMOUNT.—In the case of a fellow who is authorized to serve on a part-time basis under paragraph (1)(B)(ii), the amount provided to a fellow under this paragraph shall be prorated accordingly.
(4) **EDUCATIONAL AWARDS.**—A fellow who serves in a service project under this section shall be considered to have served in an approved position and, upon meeting the requirements of section 147 for full-time or part-time national service, shall be eligible for an educational award described in such section or the alternative discounted end-of-service cash stipend described in section 332 of the Inspire to Serve Act of 2020. The Corporation shall transfer an appropriate amount of funds to the National Service Trust to provide for the educational award for such fellow.

(f) **SERVICE SPONSOR ORGANIZATIONS.**—

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

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

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

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

(i) abide by all program requirements;

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

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

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

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

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

(A) satisfies the requirements of this subsection;

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

(C) is selected by the Corporation in accordance with a selection process established by the Corporation.
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(3) ADDITIONAL ASSISTANCE.—Each service sponsor organization may provide additional benefits to fellows, including additional funding.

(4) REGISTRATION.—

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

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

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

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

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

(C) the Corporation shall have the right to remove a fellow from the organization and relocate the fellow to another site.
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(g) GRANTS FOR ANCILLARY SERVICES.—

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

(A) attending the convention described in subsection (j);
(B) courses and exams necessary to obtain a high school diploma or recognized equivalent;
(C) recruitment or training activities for fellows; and
(D) other activities approved by the Corporation.

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

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

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

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

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

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

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

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

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

This section would also amend section 123 of the National and
Community Service Act of 1990 (42 U.S.C. 12573) as follows:

The Corporation may approve of any of the following service positions as
an approved national service position that includes the national service
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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.

SEC. 322. EXPANSION OF YOUTHBUILD, YOUTH CONSERVATION
16 CORPS, AND NATIONAL GUARD YOUTH CHALLENGE
17 PROGRAMS.

18 This section would not amend existing law.

SEC. 323. NATIONAL SERVICE PUBLIC AWARENESS CAMPAIGN.

19 This section would not amend existing law.

SEC. 324. RECOGNITION OF CORPORATE CONTRIBUTIONS TO
20 NATIONAL SERVICE.

21 This section would not amend existing law.
SEC. 325. CORPORATION FOR NATIONAL AND COMMUNITY SERVICE DEMONSTRATION PROJECTS.

This section would not amend existing law.

SEC. 326. PEACE CORPS REMOTE DEMONSTRATION PROJECTS.

This section would not amend existing law.

SEC. 327. NATIONAL SERVICE LIVING ALLOWANCE INCREASES.

This section would amend section 140(a) of the National and Community Service Act of 1990 (42 U.S.C. 12594(a)) as follows:

(a) Provision of Living Allowance.—

(1) Living allowance required.—Subject to paragraphs (2) and (3), a national service program carried out using assistance provided under section 12571 of this title shall provide to each participant who participates on a full-time basis in the program a living allowance in an amount equal to or greater than the average annual subsistence allowance provided to VISTA volunteers under section 4955 of this title.

(2) Maximum living allowance.—Except as provided in subsection (c), the total amount of an annual living allowance that may be provided to a participant in a national service program shall not exceed 200 percent of the average annual subsistence allowance provided to VISTA volunteers under section 4955 of this title.

(3) Federal work-study students.—The living allowance that may be provided under paragraph (1) to an individual whose term of service includes hours for which the individual receives a Federal work-
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study award under part C of title IV of the Higher Education Act of 1965 (42 U.S.C. et seq.) shall be reduced by the amount of the individual’s Federal work study award.

(4) PRORATION OF LIVING ALLOWANCE.—The amount provided as a living allowance under this subsection shall be prorated in the case of a participant who is authorized to serve a term of service that is less than 12 months.

(5) WAIVER OR REDUCTION OF LIVING ALLOWANCE.—The Corporation may waive or reduce the requirement of paragraph (1) with respect to such national service program if such program demonstrates that—

(A) such requirement is inconsistent with the objectives of the program; and

(B) the amount of the living allowance that will be provided to each full-time participant is sufficient to meet the necessary costs of living (including food, housing, and transportation) in the area in which the program is located.

(6) EXEMPTION.—The requirement of paragraph (1) shall not apply to any program that was in existence on September 21, 1993.

(7) ADJUSTMENTS.—The Chief Executive Officer shall review the amounts of living allowances under this subsection on an annual basis and, subject to paragraph (2), make adjustments as necessary to reflect changes
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in inflation, cost-of-living, and the geographical areas in which the national service programs are carried out.

SEC. 328. SENIOR CORPS STIPEND INCREASES.

This section would amend section 211(d) of the Domestic Volunteer Service Act of 1973 (42 U.S.C. 5011(d)) as follows:

(d) The Director, in accordance with regulations he shall prescribe, may provide to low-income persons serving as volunteers under this part, such allowances, stipends, and other support as the Director determines are necessary to carry out the purpose of this part. Any stipend or allowance provided under this section shall not be less than $3.00 per hour 60 percent of the Federal minimum wage under section 6 of the Fair Labor Standards Act of 1938 (29 U.S.C. 206), except that (1) such stipend or allowance shall not be increased as a result of an amendment made to this sentence unless the funds appropriated for carrying out this part are sufficient to maintain for the fiscal year in question a number of participants to serve under this part at least equal to the number of such participants serving during the preceding fiscal year, and (2) in the event that sufficient appropriations for any fiscal year are not available to increase any such stipend or allowance provided to the minimum hourly rate specified in this sentence, the Director shall increase the stipend or allowance to such amount as appropriations for such year permit consistent with clause (1) of this exception. In establishing the amount of, and the effective date for, such adjustment, the Director, in consultation with the State Commissions on National and Community Service (as established under section 178 of the National and Community Service
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Act of 1990) and the heads of the State offices established under section 195 of such Act, shall consider the effect such adjustment will have on the ability of non-federally funded volunteer programs similar to the programs under this title to maintain their current level of volunteer hours.

SEC. 329. WRAPAROUND SUPPORT SERVICES FOR CERTAIN NATIONAL SERVICE PARTICIPANTS.

This section would amend section 140 of the National and Community Service Act of 1990 (42 U.S.C. 12594) by adding at the end the following:

(g) WRAPAROUND SUPPORT SERVICES.—

(1) PROVISION OF ADDITIONAL SUPPORT SERVICES.—In addition to the living allowance and other benefits provided under this section, and subject to the availability of appropriations to carry out this subsection, a State or other recipient of assistance under section 221 shall provide support services under this subsection (in this subsection referred to as ‘wraparound support services’) to those individuals who—

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

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

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

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

This section would also amend section 189(c) of the National and
Community Service Act of 1990 (42 U.S.C. 12645c(c)) as follows:

(c) COSTS NOT SUBJECT TO LIMITATION. The limitation under subsection
(a), and the increased limitation under subsection (e)(1), shall not apply to
expenses under a grant authorized under the national service laws to operate a
program that are not included in the grant award for operating the program.—

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

(2) expenses for wraparound support services provided under
section 140(g).

This section would also amend section 105(b) of the Domestic Volunteer
Service Act of 1973 (42 U.S.C. 4955(b)) as follows:
(b)(1) The Director shall also provide volunteers such living, travel (including travel to and from places of training and to and from locations to which volunteers are assigned during periods of service) and leave allowances, and such housing, supplies, equipment, subsistence, clothing, health and dental care, transportation, supervision, preservice training and where appropriate in-service training, technical assistance, and such other support as the Director deems necessary and appropriate to carry out the purpose and provisions of this part, and shall insure that each such volunteer has available such allowances and support as will enable the volunteer to carry out the purpose and provisions of this part and to effectively perform the work to which such volunteer is assigned.

(2) The Director shall set the subsistence allowance for volunteers under paragraph (1) for each fiscal year so that—

(A) the minimum allowance is not less than an amount equal to 95 percent of such poverty line (as defined in section 673(2) of the Community Services Block Grant Act (42 U.S.C. 9902(2))) for a single individual as expected for each fiscal year;

and

(B) the average subsistence allowance, excluding allowances for Hawaii, Guam, American Samoa, and Alaska, is no less than 105 percent of such poverty line.

(3) The Director shall adjust the subsistence allowances for volunteers serving in areas that have a higher cost of living than the
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national average to reflect such higher cost. The Director shall review such
adjustments on an annual basis to ensure that the adjustments are current.

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

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

(ii) are located in Indian lands, or

(iii) are located in rural communities.

In this subparagraph, the terms ‘disadvantaged youth’ and ‘Indian lands’
have the meanings given those terms in section 101 of the National and

(B) Not later than 180 days after the date of the enactment of this
paragraph, the Corporation shall establish guidelines regarding the
circumstances under which wraparound support services shall be made
available to volunteers under subparagraph (A), and the types of
wraparound support services that shall be made so available. Wraparound
support services may include career counseling, transportation assistance,
training and certification programs, and mental health assistance. In
developing such guidelines, the Corporation shall consider the availability
of funds and the cost-per-volunteer to grantee who support such
volunteers.
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SEC. 330. NATIONAL SERVICE EDUCATIONAL AWARD INCREASES.

This section would amend Section 147(a) of the National and Community Service Act of 1990 (42 U.S.C. 12603(a)) as follows:

(a) AMOUNT FOR FULL-TIME NATIONAL SERVICE.— Except as provided in subsection (c), an individual described in section 146(a) who successfully completes a required term of full-time national service in an approved national service position shall receive a national service educational award having a value equal to the maximum amount of a Federal Pell Grant under section 1070a of title 20 that a student eligible for such Grant may receive in the aggregate (without regard to whether the funds are provided through discretionary or mandatory appropriations), equal to the average cost of one year of in-State tuition at a public institution of higher education that awards bachelors’ degrees, as determined by the Chief Executive Officer, for the award year for which the national service position is approved by the Corporation.

SEC. 331. EXPANDED USE OF NATIONAL SERVICE EDUCATIONAL AWARD.

This section would amend Section 148(a)(4) of the National and Community Service Act of 1990 (42 U.S.C. 12604(a)(4)) as follows:

(a) IN GENERAL.—Amounts in the Trust shall be available—

(1) to repay student loans in accordance with subsection (b);

(2) to pay all or part of the cost of attendance or other educational expenses at an institution of higher education in accordance with subsection (c);
(3) to pay expenses incurred in participating in an approved school-to-work program in accordance with subsection (d);

(4) to pay expenses incurred in enrolling in an educational institution or training establishment that is approved under chapter 36 of title 38, United States Code, or other applicable provisions of law, for offering programs of education, apprenticeship, or on-job training for which educational assistance may be provided by the Secretary of Veterans Affairs, regardless of whether the individual is an eligible veteran for purposes of such chapter 38; and

(5) to pay interest expenses in accordance with regulations prescribed pursuant to subsection (e).

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

This section would amend section 141(a) of the National and Community Service Act of 1990 (42 U.S.C. 12595(a)) as follows:

(a) Eligibility generally.—A participant in a national service program carried out using assistance provided to an applicant under section 121 shall be eligible for the national service educational award described in subtitle D if the participant—

(1) serves in an approved national service position; and

(2) satisfies the eligibility requirements specified in section 146 with respect to service in that approved national service position; and
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(3) has not accepted the stipend authorized under section 332 of the Inspire to Serve Act of 2020.

This section would also amend section 158(f) of the National and Community Service Act of 1990 (42 U.S.C. 12618(f)) as follows:

(f) NATIONAL SERVICE EDUCATIONAL AWARDS.— A Corps member who successfully completes a period of agreed service in the Corps may receive the national service educational award described in subtitle D if the Corps member—

(1) serves in an approved national service position; and

(2) satisfies the eligibility requirements specified in section 146 with respect to service in that approved national service position; and

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

SEC. 333. EXCLUSION OF NATIONAL SERVICE EDUCATIONAL AWARD FROM GROSS INCOME.

This section would amend section 117(c) of the Internal Revenue Code of 1986 (26 U.S.C. 117(c)) as follows:

(c) LIMITATION.—

(1) IN GENERAL.—Except as provided in paragraph (2), subsections (a) and (d) shall not apply to that portion of any amount received which represents payment for teaching, research, or other services by the student required as a condition for receiving the qualified scholarship or qualified tuition reduction.
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(2) EXCEPTIONS.— Paragraph (1) shall not apply to any amount received by an individual under—

(A) the National Health Service Corps Scholarship Program under section 338A(g)(1)(A) of the Public Health Service Act,

(B) the Armed Forces Health Professions Scholarship and Financial Assistance program under subchapter I of chapter 105 of title 10, United States Code, or

(C) a comprehensive student work-learning-service program (as defined in section 448(e) of the Higher Education Act of 1965) operated by a work college (as defined in such section), or

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

This section would also amend subsection (f) of section 108 of the Internal Revenue Code of 1986 by including at the end the following new paragraph:

(6) PAYMENTS UNDER NATIONAL SERVICE EDUCATIONAL AWARD PROGRAMS.—In the case of an individual, gross income shall not include any amount received under a national service educational award under subtitle D of title I of the National and Community Service Act of 1990 (42 U.S.C. 12601 et seq.).
SEC. 334. TRANSFERABILITY OF NATIONAL SERVICE

EDUCATIONAL AWARD.

This section would amend section 148(f) of the National and Community Service Act of 1990 (42 U.S.C. 12604(f)) as follows:

(f) Transfer of Educational Awards.—

(1) In general.—An individual who is eligible to receive a national service educational award or silver scholar educational award due to service in a program described in paragraph (2) may elect to receive the award (in the amount described in the corresponding provision of section 147) and transfer the award to a designated individual. Subsections (b), (c), and (d) shall apply to the designated individual in lieu of the individual who is eligible to receive the national service educational award or silver scholar educational award, except that amounts refunded to the account under subsection (c)(5) on behalf of a designated individual may be used by the Corporation to fund additional placements in the national service program in which the eligible individual who transferred the national service educational award or silver scholar educational award participated for such award.

(2) Conditions for transfer.—An educational award may be transferred under this subsection if—

(A)(i) the award is a national service educational award for service in a national service program that receives a grant under subtitle C in a position specified under section 123; and
(ii) before beginning the term of service involved, the eligible individual is age 55 or older; or

(B) the award is a silver scholarship educational award under section 198C(a).

(3) MODIFICATION OR REVOCATION.—

(A) IN GENERAL.—An individual transferring an educational award under this subsection may, on any date on which a portion of the educational award remains unused, modify or revoke the transfer of the educational award with respect to that portion.

(B) NOTICE.—A modification or revocation of the transfer of an educational award under this paragraph shall be made by the submission of written notice to the Corporation.

(4) PROHIBITION ON TREATMENT OF TRANSFERRED AWARD AS MARITAL PROPERTY.—An educational award transferred under this subsection may not be treated as marital property, or the asset of a marital estate, subject to division in a divorce or other civil proceeding.

(5) DEATH OF TRANSFEROR.— The death of an individual transferring an educational award under this subsection shall not affect the use of the educational award by the child, foster child, or grandchild to whom the educational award is transferred if such educational award is transferred prior to the death of the individual.
(6) PROCEDURES TO PREVENT WASTE, FRAUD, OR ABUSE.— The Corporation shall establish requirements to prevent waste, fraud, or abuse in connection with the transfer of an educational award and to protect the integrity of the educational award under this subsection.

(7) TECHNICAL ASSISTANCE.— The Corporation may, as appropriate, provide technical assistance, to individuals and eligible entities carrying out national service programs, concerning carrying out this subsection.

(8) DEFINITION OF A DESIGNATED INDIVIDUAL.— In this subsection, the term “designated individual” is an individual—

(A) whom an individual who is eligible to receive a national service educational award or silver scholar educational award due to service in a program described in paragraph (2) designates to receive the educational award;

(B) who meets the eligibility requirements of paragraphs (3) and (4) of section 146(a); and

(C) who is a child, foster child, or grandchild of the individual described in subparagraph (A)(C) who meets such other requirements that the Corporation shall specify in regulations.

This section would also amend section 146(d)(3) of the National and Community Service Act of 1990 (42 U.S.C. 12602(d)(3)) as follows:

(d) TIME FOR USE OF EDUCATIONAL AWARD.—
(1) IN GENERAL.—Subject to paragraph (2), an individual eligible to receive a national service educational award or a silver scholar educational award under this section may not use such award after the end of the 7-year period beginning on the date the individual completes the term of service in an approved national service position or an approved silver scholar position, as applicable, that is the basis of the award. Subject to paragraph (2), an individual eligible to receive a summer of service educational award under this section may not use such award after the end of the 10-year period beginning on the date the individual completes the term of service in an approved summer of service position that is the basis of the award.

(2) EXCEPTION.—The Corporation may extend the period within which an individual may use a national service educational award, summer of service educational award, or silver scholar educational award if the Corporation determines that the individual—

(A) was unavoidably prevented from using the national service educational award, summer of service educational award, or silver scholar educational award during the original 7-year period, or 10-year period, as appropriate; or

(B) performed another term of service in an approved national service position, approved summer of service position, or approved silver scholar position during that period.
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(3) TERM FOR TRANSFERRED EDUCATIONAL AWARDS.— For purposes of applying paragraphs (1) and (2)(A) to an individual who is eligible to receive an educational award as a designated individual (as defined in section 148(f)(8)), references to a seven-year period shall be considered to be references to a 10-year period that begins on the date the individual who transferred the educational award to the designated individual completed the term of service in the approved national service position or approved silver scholar position that is the basis of the award—a 7-year period that begins on the date the designated individual who received the transferred educational award becomes 18 years of age.

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

This section would amend section 415(d) of the Domestic Volunteer Service Act of 1973 (42 U.S.C. 5055(d)) as follows:

(d) Volunteers serving in programs for periods of service of at least one year under part A of title I of this Act, and volunteers serving for such periods under title VIII of the Economic Opportunity Act of 1964, as amended (42 U.S.C. 2991–2994d), including those whose service was completed under such Act, who the Director determines, in accordance with regulations the Director shall prescribe, have successfully completed their periods of service, shall be eligible for appointment in the competitive service or noncompetitive appointment in the competitive service for a period of 36 months, beginning on the date on which their required term of service ends, in the same manner as Peace Corps volunteers.
as prescribed in Executive Order Number 11103 (April 10, 1963), without regard
to section 4 of such Order.

This section would also amend Part III of subtitle C of title I of the
National and Community Service Act of 1990 (42 U.S.C. 12591 et seq.) by adding
at the end the following new section:

SEC. 142. NONCOMPETITIVE ELIGIBILITY FOR NATIONAL
SERVICE PARTICIPANTS.

Participants in a national service program who are eligible to receive a
national service educational award under section 141, and who the Chief
Executive Officer determines have successfully completed their terms of service,
shall be eligible for noncompetitive appointment in the competitive service for a
period of 36 months beginning on the date on which their required term of service
ends. The Chief Executive Officer shall make such determination in accordance
with the requirements of Executive Order Number 11103 of April 10, 1963,
without regard to section 4 of such Order.

This section would also amend section 5 of the Peace Corps Act (22
U.S.C. 2504) by adding at the end the following:

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

SEC. 336. PENSION SERVICE CREDIT FOR FEDERAL SERVICE CORPS PARTICIPANTS.

This section would amend section 8411(h) of title 5, United States Code, as follows:

(h) An employee or Member shall be allowed credit for service as a volunteer or volunteer leader under part A of title VIII of the Economic Opportunity Act of 1964, as a full-time volunteer enrolled in a program of at least 1 year's duration under part A, B, or C of title I of the Domestic Volunteer Service Act of 1973, as a National Civilian Community Corps member or leader under subtitle E of title I of the National and Community Service Act of 1990 (42 U.S.C. 12611 et seq.), as a member of a program under title I or title II of the Act commonly referred to as the “Youth Conservation Corps Act of 1970” (16 U.S.C. 1701-1730), or as a volunteer or volunteer leader under the Peace Corps Act performed at any time prior to the separation on which the entitlement to any annuity under this subchapter is based if the employee or Member has made a deposit with interest, if any, with respect to such service under section 8422(f). This section would also amend 5 U.S.C. 8422(f)(1) as follows:

(f)(1) Each employee or Member who has performed service as a volunteer or volunteer leader under part A of title VIII of the Economic Opportunity Act of 1964, as a full-time volunteer enrolled in a program of at least 1 year's duration under part A, B, or C of title I of the Domestic Volunteer Service
Act of 1973, as a National Civilian Community Corps member or leader under subtitle E of title I of the National and Community Service Act of 1990 (42 U.S.C. 12611 et seq.), as a member of a program under title I or title II of the Act commonly referred to as the ‘Youth Conservation Corps Act of 1970’ (16 U.S.C. 1701-1730), or as a volunteer or volunteer leader under the Peace Corps Act before the date of the separation on which the entitlement to any annuity under this subchapter, or subchapter V of this chapter, is based may pay, in accordance with such regulations as the Office of Personnel Management shall issue, an amount equal to 3 percent of the readjustment allowance paid to the employee or Member under title VIII of the Economic Opportunity Service Act of 1964 or section 5(c) or 6(1) of the Peace Corps Act or the stipend paid to the employee or Member under part A, B, or C of title I of the Domestic Volunteer Service Act of 1973, for each period of service as such a volunteer or volunteer leader or of the living allowance paid to the National Civilian Community Corps member or leader under subtitle E of title I of the National and Community Service Act of 1990, or to the member of a program under title I or title II of the Act commonly referred to as the ‘Youth Conservation Corps Act of 1970’, for each period of service as such a volunteer, volunteer leader, member, or leader. This paragraph shall be subject to paragraph (4).

SEC. 337. SENIOR CORPS COMPETITIVE GRANT MODEL.

This section would amend section 201 of the Domestic Volunteer Service Act of 1973 (42 U.S.C. 5001) as follows:
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(a) In order to help retired individuals and working older individuals to share their experiences, abilities, and skills to improve their communities and themselves through service in their communities, the Director is authorized to make grants to State agencies (established or designated pursuant to section 305(a)(1) of the Older Americans Act of 1965, as amended (42 U.S.C. 3025(a)(1))) or grants to or contracts with other public and nonprofit private agencies and organizations to pay part or all of the costs for the development or operation, or both, of volunteer service projects under this section, if the Director determines, in accordance with regulations the Director shall prescribe, that—

(1) volunteers will not be reimbursed for other than transportation, meals, and other out-of-pocket expenses incident to the provision of services under this part;

(2) only individuals 55 years of age or older will be enrolled as volunteers to provide services under this part (except for administrative purposes), and such services will be performed in the community where such individuals reside or in nearby communities either (A) on publicly owned and operated facilities or projects, or (B) on local projects sponsored by private nonprofit organizations (other than political parties), other than projects involving the construction, operation, or maintenance of so much of any facility used or to be used for sectarian instruction or as a place for religious worship;

(3) the project includes such short-term training as may be necessary to make the most effective use of the skills and talents of
participating volunteers and individuals, and provide for the payment of
the reasonable expenses of such volunteers while undergoing such
training; and

(4) the project is being designed and implemented with the advice
of persons competent in the field of service to be provided, as well as
persons who have expertise in the management of volunteers and the
needs of older individuals.

(b) In no event shall the required proportion of the local contribution
(including in-kind contributions) for a grant or contract made under this section be
more than 10 per centum in the first year of assistance under this section, 20 per
centum in the second such year, 30 per centum in any subsequent such years:
Provided, however, That the Director may make exceptions in cases of
demonstrated need, determined (in accordance with regulations which the
Director shall prescribe) on the basis of the financial capability of a particular
recipient of assistance under this section, to permit a lesser local contribution
proportion than any required contribution proportion established by the Director
in generally applicable regulations.

(c) The Director shall not award any grant or contract under this part for a
project in any State to any agency or organization unless, if such State has a State
agency established or designated pursuant to section 305(a)(1) of the Older
Americans Act of 1965, as amended (42 U.S.C. 3025(a)(1)), such agency itself is
the recipient of the award or such agency has been afforded at least forty-five
days in which to review the project application and make recommendations thereon.

(d) Notwithstanding any other provision of law, volunteer service under this part shall not be deemed employment for any purpose which the Director finds is not fully consistent with the provisions and in furtherance of the purpose of this part.

(e)(1) Beginning with fiscal year 2013 and for each fiscal year thereafter, each grant or contract awarded under this section, for such a year, shall be—

(A) awarded for a period of 3 years, with an option for a grant renewal of 3 years if the grantee meets the performances measures established under subsection (g); and

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

(B) awarded through a competitive process described in paragraph (2).

(2)(A) The Corporation shall promulgate regulations establishing the competitive process required under paragraph (1)(B), and make such regulations available to the public, not later than 18 months after the date of the enactment of the Serve America Act. The Corporation shall consult with the directors of programs receiving grants under this section during the development and implementation of the competitive process.

(B) The competitive process required by subparagraph (A) shall—

(i) include the use of a peer review panel, including members with expertise in senior service and aging, to review applications;
(ii) include site inspections of programs assisted under this section, as appropriate;

(iii) in the case of an applicant who has previously received a grant or contract for a program under this section, include an evaluation of the program conducted by a review team, as described in subsection (f); and

(iv) ensure that—

(I) the grants or contracts awarded under this section through the competitive process for a grant or contract cycle support an aggregate number of volunteer service years for a given geographic service area that is not less than the aggregate number of volunteer service years supported under this section for such service area for the previous grant or contract cycle;

(II) the grants or contracts awarded under this section through the competitive process for a grant or contract cycle maintain a similar program distribution, as compared to the program distribution for the previous grant or contract cycle; and

(III) every effort is made to minimize the disruption to volunteers; and

(v) include the use of performance measures, outcomes, and other criteria established under subsection (g).

(f)(1) Notwithstanding section 412, and effective beginning 180 days after the date of enactment of the Serve America Act, each grant or contract under this section that expires in fiscal year 2011, 2012, or 2013 shall be subject to an
evaluation process conducted by a review team described in paragraph (4). The
evaluation process shall be carried out, to the maximum extent practicable, in
fiscal year 2010, 2011, and 2012, respectively.

(2) The Corporation shall promulgate regulations establishing the
evaluation process required under paragraph (1), and make such regulations
available to the public, not later than 18 months after the date of enactment of the
Serve America Act. The Corporation shall consult with the directors of programs
receiving grants under this section during the development and implementation of
the evaluation process.

(3) The evaluation process required under paragraph (1) shall—

(A) include performance measures, outcomes, and other criteria
established under subsection (g); and

(B) evaluate the extent to which the recipient of the grant or
contract meets or exceeds such performance measures, outcomes, and
other criteria through a review of the recipient.

(4) To the maximum extent practicable, the Corporation shall provide that
each evaluation required by this subsection is conducted by a review team that—

(A) includes individuals who are knowledgeable about programs
assisted under this section;

(B) includes current or former employees of the Corporation who
are knowledgeable about programs assisted under this section;

(C) includes representatives of communities served by volunteers
of programs assisted under this section; and
(D) shall receive periodic training to ensure quality and consistency across evaluations.

(5) The findings of an evaluation described in this subsection of a program described in paragraph (1) shall—

(A) be presented to the recipient of the grant or contract for such program in a timely, transparent, and uniform manner that conveys information of program strengths and weaknesses and assists with program improvement; and

(B) be used as the basis for program improvement, and for the provision of training and technical assistance.

(g)(1) The Corporation shall, with particular attention to the different needs of rural and urban programs assisted under this section, develop performance measures, outcomes, and other criteria for programs assisted under this section that—

(A) include an assessment of the strengths and areas in need of improvement of a program assisted under this section;

(B) include an assessment of whether such program has adequately addressed population and community-wide needs;

(C) include an assessment of the efforts of such program to collaborate with other community-based organizations, units of government, and entities providing services to seniors, taking into account barriers to such collaboration that such program may encounter;
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(D) include a protocol for fiscal management that shall be used to assess such program’s compliance with the program requirements for the appropriate use of Federal funds;

(E) include an assessment of whether the program is in conformity with the eligibility, outreach, enrollment, and other requirements for programs assisted under this section; and

(F) contain other measures of performance developed by the Corporation, in consultation with the review teams described in subsection (f)(4).

(2)(A) The performance measures, outcomes, and other criteria established under this subsection may be updated or modified as necessary, in consultation with directors of programs under this section, but not earlier than fiscal year 2014.

(B) For each fiscal year preceding fiscal year 2014, the Corporation may, after consulting with directors of the programs under this section, determine that a performance measure, outcome, or criterion established under this subsection is operationally problematic, and may, in consultation with such directors and after notifying the authorizing committees—

(i) eliminate the use of that performance measure, outcome or criterion; or

(ii) modify that performance measure, outcome, or criterion as necessary to render it no longer operationally problematic.

(3) In the event that a program does not meet one or more of the performance measures, outcome, or criteria established under this subsection, the
Corporation shall initiate procedures to terminate the program in accordance with section 412.

(h) The Chief Executive Officer shall develop procedures by which programs assisted under this section may receive training and technical assistance, which may include regular monitoring visits to assist programs in meeting the performance measures, outcomes, and criteria.

(i)(1) Notwithstanding subsection (g)(3) or section 412, the Corporation shall continue to fund a program assisted under this section that has failed to meet or exceed the performance measures, outcomes, and other criteria established under this subsection for not more than 12 months if the competitive process established under subsection (e) does not result in a successor grant or contract for such program, in order to minimize the disruption to volunteers and the disruption of services.

(2) In the case where a program is continued under paragraph (1), the Corporation shall conduct outreach regarding the availability of a grant under this section for the area served by such program and establish a new competition for awarding the successor program to the continued program. The recipient operating the continued program shall remain eligible for the new competition.

(3) The Corporation may monitor the recipient of a grant or contract supporting a program continued under paragraph (1) during this period and may provide training and technical assistance to assist such recipient in meeting the performance measures for such program.
(j)(i) The Corporation shall develop and disseminate an online resource
guide for programs under this section not later than 180 days after the date of
enactment of the Serve America Act, which shall include—

(1) examples of high-performing programs assisted under this
section;

(2) corrective actions for underperforming programs; and

(3) examples of meaningful outcome-based performance measures,
outcomes, and criteria that capture a program’s mission and priorities.

This section would also amend section 227(a) of the Domestic Volunteer
Service Act of 1973 (42 U.S.C. 5027(a)) as follows:

(a)(1) Subject to paragraph (2) and Subject to the availability of funds, the
Director may make a grant or enter into a contract under part A, B, or C for a
period not to exceed 3 years. Each applicant who receives a grant, or enters into a
contract, under such part for a period exceeding 1 year shall comply with such
regulations as the Director may issue to require such applicant—

(A)(1) to demonstrate that such applicant is in compliance with
such part and with the terms and conditions of such grant or contract; and

(B)(2) to provide information to update the application submitted
to obtain such grant or contract.

(2) If the amount appropriated for any fiscal year to carry out part A, B, or
C in a period during which multiyear grants or contracts are in effect under such
part is less than the amount appropriated to carry out such part in the first fiscal
This section would also amend section 412 of the Domestic Volunteer Service Act of 1973 (42 U.S.C. 5052) as follows:

(a) The Director is authorized, in accordance with the provisions of this section, to suspend further payments or to terminate payments under any contract or grant providing assistance under this Act, whenever the Director determines there is a material failure to comply with the applicable terms and conditions of any such grant or contract. The Director shall prescribe procedures to insure that—

(1) assistance under this Act shall not be suspended for failure to comply with applicable terms and conditions, except in emergency situations for thirty days; and

(2) an application for refunding under this Act may not be denied unless the recipient has been given (A) notice at least 75 days before the denial of such application of the possibility of such denial and the grounds for any such denial, and (B) opportunity to show cause why such action should not be taken;

(3) in any case where an application for refunding is denied for failure to comply with the terms and conditions of the grant or contract award, the recipient shall be afforded an opportunity for an informal hearing before an impartial hearing officer, who has been agreed to by the recipient and the Agency; and
(4)(2) assistance under this Act shall not be terminated for failure
to comply with applicable terms and conditions unless the recipient has
been afforded reasonable notice and opportunity for a full and fair hearing.
(b) In order to assure equal access to all recipients, such hearings or other
meetings as may be necessary to fulfill the requirements of this section shall be
held at locations convenient to the recipient agency.

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 amend subchapter I of chapter 3 of title 5, United
States Code, by adding at the end the following new section:

§307. Enhanced awareness of the value of Federal public service
Subject to guidance issued by the Comptroller General, any Executive
agency or military department may use appropriated funds to educate and inform
the public about the role of Federal employees, the value of Federal employment,
and the mission of the agency or department. The use of funds pursuant to the
guidance issued by the Comptroller General under this section shall not constitute
self-aggrandizement, publicity, or propaganda that is otherwise prohibited under
any other provision of law enacted before, on, or after the date of the enactment of
this section.
SEC. 342. RESPONSIBILITY FOR DETERMINING ELIGIBILITY FOR
HIRING PREFERENCES AND SPECIAL HIRING OPTIONS.

This section would not amend existing law.

SEC. 343. ENHANCEMENT OF SPECIAL HIRING AUTHORITIES FOR
MILITARY VETERANS.

This section would amend section 2108 of title 5, United States Code, as
follows:

§2108. Veteran; disabled veteran; preference eligible

For the purpose of this title-

(1) "veteran" means an individual who—

(A) served on active duty in the armed forces during a war, in a campaign or expedition for which a campaign badge has been authorized, or during the period beginning April 28, 1952, and ending July 1, 1955;

(B) served on active duty as defined by section 101(21) of title 38 at any time in the armed forces for a period of more than 180 consecutive days any part of which occurred after January 31, 1955, and before October 15, 1976, not including service under section 12103(d) of title 10 pursuant to an enlistment in the Army National Guard or the Air National Guard or as a Reserve for service in the Army Reserve, Navy Reserve, Air Force Reserve, Marine Corps Reserve, or Coast Guard Reserve;
(C) served on active duty as defined by section 101(21) of title 38 in the armed forces during the period beginning on August 2, 1990, and ending on January 2, 1992; or

(D) served on active duty as defined by section 101(21) of title 38 at any time in the armed forces for a period of more than 180 consecutive days any part of which occurred during the period beginning on September 11, 2001, and ending on the date prescribed by Presidential proclamation or by law as the last date of Operation Iraqi Freedom; and, except as provided under section 2108a, who has been discharged or released from active duty in the armed forces under honorable conditions;

(2) "disabled veteran" means an individual who has served on active duty in the armed forces, (except as provided under section 2108a) has been separated therefrom under honorable conditions, and has established the present existence of a service-connected disability or is receiving compensation, disability retirement benefits, or pension because of a public statute administered by the Department of Veterans Affairs or a military department;

(3) "preference eligible" means, except as provided in paragraph (4) of this section or section 2108a(c)—

(A) a veteran as defined by paragraph (1)(A) of this section;

(B) a veteran as defined by paragraph (1)(B), (C), or (D) of this section;

(C) a disabled veteran;
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(D) the unmarried widow or widower of a veteran as defined by paragraph (1)(A) of this section;

(E) the wife or husband of a service-connected disabled veteran if the veteran has been unable to qualify for any appointment in the civil service or in the government of the District of Columbia;

(F) the parent of an individual who lost his or her life under honorable conditions while serving in the armed forces during a period named by paragraph (1)(A) of this section, if-

   (i) the spouse of that parent is totally and permanently disabled; or

   (ii) that parent, when preference is claimed, is unmarried or, if married, legally separated from his or her spouse;

(G) the parent of a service-connected permanently and totally disabled veteran, if—

   (i) the spouse of that parent is totally and permanently disabled; or

   (ii) that parent, when preference is claimed, is unmarried or, if married, legally separated from his or her spouse; and

(H) a veteran who was discharged or released from a period of active duty by reason of a sole survivorship discharge (as that term is defined in section 1174(i) of title 10); but does not include applicants for, or members of, the Senior Executive Service, the Defense Intelligence Senior Executive Service, the Senior
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Cryptologic Executive Service, or the Federal Bureau of Investigation and Drug Enforcement Administration Senior Executive Service;

(4) except for the purposes of chapters 43 and 75 of this title, “preference eligible” does not include a retired member of the armed forces unless—

(A) the individual is a disabled veteran; or

(B) the individual retired below the rank of major or its equivalent;

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

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

(i) the individual is a disabled veteran; or

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

(B) a veteran who has been discharged or released from active duty for more than 10 years; or

(C) a veteran who is an employee who has been in the competitive service for more than 2 years; and

(5) "retired member of the armed forces" means a member or former member of the armed forces who is entitled, under statute, to retired, retirement, or retainer pay on account of service as a member.

This section would also amend section 3313 of title 5, United States Code, as follows:

§3313. Competitive service; registers of eligibles
The names of applicants who have qualified in examinations for the competitive service shall be entered on appropriate registers or lists of eligibles in the following order—

(1) for scientific and professional positions in GS–9 or higher, in the order of their ratings, including points added under section 3309 of this title; and

(2) for all other positions—

(A) disabled veterans who have a compensable service-connected disability of 10 percent or more, in order of their ratings, including points added under section 3309 of this title; and

(B) remaining applicants, in the order of their ratings, including points added under section 3309 of this title.

The names of preference eligibles shall be entered ahead of others having the same rating.

This section would also amend section 3319(b) of title 5, United States Code, as follows:

(b) Within each quality category established under subsection (a), preference eligibles shall be listed ahead of individuals who are not preference eligibles. For other than scientific and professional positions at GS–9 of the General Schedule (equivalent or higher), qualified preference eligibles who have
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1 a compensable service-connected disability of 10 percent or more shall be listed
2 in the highest quality category.
3
4 This section would also amend section 4211(6) of title 38, United States
5 Code, as follows:
6
7 (6) The term "recently separated veteran" means any veteran during the
8 three-year 10-year period beginning on the date of such veteran's discharge or
9 release from active duty.
10
11 This section would also amend section 4214(a) of title 38, United States
12 Code, as follows:
13
14 (a)(1) The United States has an obligation to assist veterans of the Armed
15 Forces in readjusting to civilian life. The Federal Government is also continuously
16 concerned with building an effective work force, and veterans constitute a
17 uniquely qualified recruiting source. It is, therefore, the policy of the United
18 States and the purpose of this section to promote the maximum of employment
19 and job advancement opportunities within the Federal Government for qualified
20 covered veterans (as defined in paragraph (2)(B)) who are qualified for such
21 employment and advancement.
22
23 (2) In this section:
24
25 (A) The term "agency" has the meaning given the term
26 "department or agency" in section 4211(5) of this title.
27
28 (B) The term “qualified covered veteran” means a veteran
29 described in section 4212(a)(3) of this title.
(B) The term ‘qualified covered veteran’ means a veteran described in section 4212(a)(3) of this title, but does not include a retired member of the armed forces unless the individual qualifies for retirement under chapter 61 of title 10.

SEC. 344. NONCOMPETITIVE ELIGIBILITY FOR HIGH-PERFORMING CIVILIAN EMPLOYEES.

This section would not amend existing law.

SEC. 345. FLEXIBILITY FOR TEMPORARY AND TERM APPOINTMENTS.

This section would amend subchapter I of chapter 31 of title 5, United States Code, by adding at the end the following new section:

§3117. Temporary and term appointments

(a) DEFINITIONS.—In this section:

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

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

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

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

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

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

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

(c) APPOINTMENTS FOR CRITICAL HIRING NEEDS.—Under conditions prescribed by the Director, the head of an Executive agency may make a noncompetitive temporary appointment, or a noncompetitive term appointment for a period of not more than 18 months, to a position in the competitive service for which a critical hiring need exists, as determined under section 3304, without regard to the requirements of sections 3327 and 3330. An appointment made under this subsection may not be extended.

(d) REGULATIONS.—The Director may prescribe regulations to carry out this section.
(e) **Special Provision Regarding the Department of Defense.**—

Nothing in this section shall preclude the Secretary of Defense from making temporary and term appointments in the competitive service pursuant to section 1105 of the National Defense Authorization Act for Fiscal Year 2017 (10 U.S.C. note prec. 1580; Public Law 114–328), and any regulations prescribed by the Director for the administration of this section shall not apply to the Secretary of Defense in the exercise of the authorities granted under such section 1105.

**SEC. 346. Criteria for Granting Direct-Hire Authority to Agencies.**

This section would amend section 3304(a) of title 5, United States Code, as follows:

(a) The President may prescribe rules which shall provide, as nearly as conditions of good administration warrant, for—

(1) open, competitive examinations for testing applicants for appointment in the competitive service which are practical in character and as far as possible relate to matters that fairly test the relative capacity and fitness of the applicants for the appointment sought;

(2) noncompetitive examinations when competent applicants do not compete after notice has been given of the existence of the vacancy; and

(3) authority for agencies to appoint, without regard to the provision of sections 3309 through 3318, candidates directly to positions for which—
(A) public notice has been given; and

(B) the Office of Personnel Management has determined that there exists a severe shortage of candidates (or, with respect to the Department of Veterans Affairs, that there exists a severe shortage of highly qualified candidates) or that there is a critical hiring need.

The Office shall prescribe, by regulation, criteria for identifying such positions and may delegate authority to make determinations under such criteria.

SEC. 347. CAFETERIA PLAN FOR FEDERAL EMPLOYEES.

This section would not amend existing law.

SEC. 348. MODERN BENEFITS PILOT PROGRAM.

This section would not amend existing law.

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

This section would amend section 4703(d)(1) of title 5, United States Code, as follows:

(d)(1) Each demonstration project shall—

(A) involve not more than 5,000 individuals other than individuals in any control groups necessary to validate the results of the project; and

(B) terminate before the end of the 5-year period demonstration project shall terminate before the end of the 10-year period beginning on the date on which the project takes effect, except that the project may
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continue beyond the date to the extent necessary to validate the results of
the project.

This section would also amend section 4703(h) of title 5, United States
Code, as follows:

(h) The Office shall provide for an evaluation of the results of each
demonstration project and its impact on improving public management

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

(A) The effectiveness of the demonstration project at achieving the
purpose identified in the project plan.

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

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

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

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

(2) The Director of the Office of Personnel Management shall, every 5
years, contract with the National Academy of Public Administration—
(A) to conduct a study to evaluate any demonstration project conducted under this section for its impact on improving public management, including an evaluation of the items contained in paragraph (1); and

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

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

SEC. 350. ADVANCED ASSESSMENT TOOLS FOR FEDERAL AGENCY HIRING.

This section would not amend existing law.

SEC. 351. COMPETENCY STANDARDS FOR HUMAN RESOURCES SPECIALISTS.

This section would amend section 1303(b) of the Homeland Security Act of 2002 (5 U.S.C. 1401 note) as follows:

(b) FUNCTIONS.—The Chief Human Capital Officers Council shall meet periodically to advise and coordinate the activities of the agencies of its members on such matters as modernization of human resources systems, improved quality of human resources information, and legislation affecting human resources
operations and organizations, and to establish competency standards for human
resources employees, including technical knowledge, analytical skills, and
collaborative skills.

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

This section would not amend existing law.

SEC. 353. PROPOSALS FOR MODERN TALENT-MANAGEMENT
SYSTEM.

This section would not amend existing law.

SEC. 354. ANNUAL REPORT ON BLENDED FEDERAL WORKFORCE.

This section would amend section 1103(c) of title 5, United States Code,
as follows:

(c)(1)(A) The Office of Personnel Management shall design a set of
systems, including appropriate metrics, for assessing the management of human
capital by Federal agencies.

(B)(i) The Office of Personnel Management shall collect from Federal
agencies, other than elements of the intelligence community (as defined in section
3(4) of the National Security Act of 1947 (50 U.S.C. 3003(4)), on at least an
annual basis the following:

(I) The total number of persons employed directly by the agency;

(II) The total number of prime contractor employees and
subcontractor employees, as defined in section 8701 of title 41, issued
credentials allowing access to agency property or computer systems.
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(III) The total number of employees of Federal grant and cooperative agreement recipients, as those legal instruments are described in sections 6304 and 6305 of title 31, United States Code, who are issued credentials allowing access to agency property or computer systems.

(IV) A total count of the workforce, including employees, prime contractor employees, subcontractor employees, grantee employees, and cooperative agreement employees.

(ii) The Office of Personnel Management shall compile the data collected under clause (i) and issue, and post on its website, an annual report containing this data.

(2) The systems referred to under paragraph (1)(A) shall be defined in regulations of the Office of Personnel Management and include standards for-

(A)(i) aligning human capital strategies of agencies with the missions, goals, and organizational objectives of those agencies; and

(ii) integrating those strategies into the budget and strategic plans of those agencies;

(B) closing skill gaps in mission critical occupations;

(C) ensuring continuity of effective leadership through implementation of recruitment, development, and succession plans;

(D) sustaining a culture that cultivates and develops a high performing workforce;
(E) developing and implementing a knowledge management strategy supported by appropriate investment in training and technology; and

(F) holding managers and human resources officers accountable for efficient and effective human resources management in support of agency missions in accordance with merit system principles.

SEC. 355. SENSE OF CONGRESS ON EFFECTIVE AND EFFICIENT MANAGEMENT OF THE BLENDED FEDERAL WORKFORCE.

This section would not amend existing law.

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

SEC. 361. FEDERAL FELLOWSHIP AND SCHOLARSHIP CENTER.

This section would not amend existing law.

SEC. 362. PUBLIC SERVICE CORPS.

This section would not amend existing law.

SEC. 363. PUBLIC SERVICE ACADEMY GRANTS.

This section would not amend existing law.

SEC. 364. PUBLIC SERVICE CADET PROGRAM AT MILITARY SERVICE ACADEMIES.

This section would not amend existing law.

SEC. 365. COMPENSATION FOR FEDERAL INTERNS.
This section would amend section 3111 of title 5, United States Code, as follows:

(a) For the purpose of this section, “student” means an individual who is enrolled, not less than half-time, in a high school, trade school, technical or vocational institute, junior college, college, university, or comparable recognized educational institution. An individual who is a student is deemed not to have ceased to be a student during an interim between school years if the interim is not more than 5 months and if such individual shows to the satisfaction of the Office of Personnel Management that the individual has a bona fide intention of continuing to pursue a course of study or training in the same or different educational institution during the school semester (or other period into which the school year is divided) immediately after the interim.

(b) Notwithstanding section 1342 of title 31, the head of an agency may accept, subject to regulations issued by the Office, voluntary service for the United States if the service—

(1) is performed by a student, with the permission of the institution at which the student is enrolled, as part of an agency program established for the purpose of providing educational experiences for the student, but only insofar as the institution provides academic credit to the student for the voluntary service;

(2) is to be uncompensated; and

(3) will not be used to displace any employee.
(c) (1) Except as provided in paragraph (2), any student who provides voluntary service under subsection (b) of this section shall not be considered a Federal employee for any purpose other than for purposes of section 7905 (relating to commuting by means other than single-occupancy motor vehicles), chapter 81 (relating to compensation for injury) and sections 2671 through 2680 of title 28 (relating to tort claims).

(2) In addition to being considered a Federal employee for the purposes specified in paragraph (1), any student who provides voluntary service as part of a program established under subsection (b) of this section in the Internal Revenue Service, Department of the Treasury, shall be considered an employee of the Department of the Treasury for purposes of —

(A) section 552a of this title (relating to disclosure of records);

(B) subsections (a)(1), (h)(1), (k)(6), and (l)(4) of section 6103 of title 26 (relating to confidentiality and disclosure of returns and return information);

(C) sections 7213(a)(1) and 7431 of title 26 (relating to unauthorized disclosures of returns and return information by Federal employees and other persons); and

(D) section 7423 of title 26 (relating to suits against employees of the United States);

except that returns and return information (as defined in section 6103(b) of title 26 shall be made available to students under such program only to the extent
that the Secretary of the Treasury or his designee determines that the duties
assigned to such students so require.

(d) Notwithstanding section 1342 of title 31, the head of an agency may
accept voluntary service for the United States under chapter 37 of this title and
regulations of the Office of Personnel Management.

(e)(1) For purposes of this section the term “agency” shall include the
Architect of the Capitol. With respect to the Architect of the Capitol, the authority
granted to the Office of Personnel Management under this section shall be
exercised by the Architect of the Capitol.

(2) In this section, the term “agency” includes the Congressional Budget
Office, except that in the case of the Congressional Budget Office—

(A) any student who provides voluntary service in accordance with
this section shall be considered an employee of the Congressional Budget
Office for purposes of section 203 of the Congressional Budget Act of
1974 (relating to the level of confidentiality of budget data); and

(B) the authority granted to the Office of Personnel Management
under this section shall be exercised by the Director of the Congressional
Budget Office.

(f) An agency may provide reimbursement for transportation and
subsistence expenses for any student who provides voluntary service under
subsection (b) pursuant to regulations issued by the Office of Personnel
Management.
This section would also amend section 120 of division B of title I of the Energy and Water, Legislative Branch, and Military Construction and Veterans Affairs Appropriations Act, 2019 (2 U.S.C. 5322a), as follows:

(a) Establishment of allowance. There is established for the House of Representatives an allowance which shall be available for the compensation of interns who serve in the offices of Members of the House of Representatives.

(b) Cap on amount available per office. An office of a Member of the House of Representatives may not use more than $20,000 of the allowance under this section during any calendar year.

(b) Required payment. — An office of a Member of the House of Representatives shall pay all interns who serve in the office not less than the minimum wage set out in section 6 of the Fair Labor Standards Act of 1938 (29 U.S.C. 206), unless the intern is a student who is participating in a program established by the institution at which the intern is enrolled and the institution provides academic credit to the student for the voluntary service of the intern.

This section would also amend section 201(d) of the Congressional Accountability Act of 1995 (2 U.S.C. 1311(d)), as follows:

(d) Application to unpaid staff.

(1) In general. Subsections (a) and (b) shall apply with respect to—

(A) any staff member of an employing office who carries out official duties of the employing office but who is not paid by
the employing office for carrying out such duties (referred to in
this subsection as an “unpaid staff member”), including an intern,
an individual detailed to an employing office, and an individual
participating in a fellowship program, in the same manner and to
the same extent as such subsections apply with respect to a covered
employee; and

(B) a former unpaid staff member, if the act that may be a
violation of subsection (a) occurred during the service of the
former unpaid staffer for the employing office.

(2) RULE OF CONSTRUCTION. Nothing in paragraph (1) may be
construed to extend liability for a violation of subsection (a) to an
employing office on the basis of an action taken by any person who is not
under the supervision or control of the employing office.

(3) INTERN DEFINED. For purposes of this subsection, the term
“intern” means an individual who performs service for an employing
office which is uncompensated by the United States to earn credit awarded
by an educational institution or to learn a trade or occupation, and includes
any individual participating in a page program operated by any House of
Congress.

SEC. 366. ESTABLISHMENT OF PATHWAYS PROGRAM.

This section would amend section 3111a(c) of title 5, United States Code,
as follows:

(c) DEFINITIONS.— For purposes of this section—
(1) the term “internship program” means—

(A) a volunteer service program under section 3111(b); 

(B) the Internship Program established under section 366 of the Inspire to Serve Act of 2020;

(C) an internship program established under Executive Order 13562, dated December 27, 2010 (75 Federal Register 82585); 

(D) a program operated by a nongovernment organization for the purpose of providing paid internships in agencies under a written agreement that is similar to an internship program established under Executive Order 13562, dated December 27, 2010 (75 Federal Register 82585); or

(E) a program that—

(i) is similar to an internship program established under Executive Order 13562, dated December 27, 2010 (75 Federal Register 82585); and

(ii) is authorized under another statutory provision of law;

(2) the term “intern” means an individual participating in an internship program; and 

(3) the term “agency” means an Executive agency.

SEC. 367. ENHANCED HIRING FOR RECENT COLLEGE GRADUATES AND POST-SECONDARY STUDENTS.
This section would amend section 3115(e) of title 5, United States Code, as follows:

(e) LIMITATION ON APPOINTMENTS.—

(1) IN GENERAL.—Except as provided in paragraph (2), the total number of employees that the head of an agency may appoint under this section during a fiscal year may not exceed the number equal to 15 percent of the number of individuals that the agency head appointed during the previous fiscal year to a position in the competitive service classified in a professional or administrative occupational category, at the GS–11 level, or an equivalent level, or below, under a competitive examining procedure, 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.

(2) EXCEPTIONS.—Under a regulation prescribed under subsection (f), the Director may establish a lower limit on the number of individuals that may be appointed under paragraph (1) of this subsection during a fiscal year based on any factor the Director considers appropriate.

(2) TEMPORARY CAP INCREASE.—Under a regulation prescribed under subsection (f), the Director shall increase the limit on the number of individuals that may be appointed by a head of an agency under paragraph (1) during a fiscal year as prescribed under section 368 of the Inspire to Serve Act of 2020 (relating to aggregate number of hires of recent college
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graduates and post-secondary students). Such an increase shall terminate no later than September 30, 2031.

This section would also amend subsections 3116(d)-(e) of title 5, United States Code, as follows:

(d) LIMITATION ON APPOINTMENTS.—

(1) IN GENERAL.—Except as provided in paragraph (2), the total number of students that the head of an agency may appoint under this section during a fiscal year may not exceed the number equal to 15 percent of the number of students that the agency head appointed during the previous fiscal year to a position in the competitive service at the GS–11 level, or an equivalent level, or below. 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.

(2) EXCEPTIONS.—Under a regulation prescribed under subsection (g), the Director may establish a lower limit on the number of students that may be appointed under paragraph (1) of this subsection during a fiscal year based on any factor the Director considers appropriate.

(3) TEMPORARY CAP INCREASE.—Under a regulation prescribed under subsection (g), the Director shall increase the limit on the number of individuals that may be appointed by a head of an agency under paragraph (1) during a fiscal year as prescribed under section 368 of the Inspire to
Serve Act of 2020 (relating to aggregate number of hires of recent college
graduates and post-secondary students). Such an increase shall terminate
no later than September 30, 2031.

(e) CONVERSION.—The head of an agency may, without regard to any
provision of chapter 33 or any other provision of law relating to the examination,
certification, and appointment of individuals in the competitive service, convert a
student serving in an appointment under subsection (b) to a permanent
appointment in the competitive service within the agency without further
competition if the student—

(1) has completed the course of study leading to the baccalaureate
or graduate degree;

(2) has completed not less than 640-400 hours of current
continuous employment in an appointment under subsection (b); and

(3) meets the qualification standards for the position to which the
student will be converted.

SEC. 368. AGGREGATE NUMBER OF HIRES OF RECENT COLLEGE
GRADUATES AND POST-SECONDARY STUDENTS.
This section would not amend existing law.

SEC. 369. DEMONSTRATION PROJECT TO HIRE RECENT COLLEGE
GRADUATES AND POST-SECONDARY STUDENTS WITH
CRITICAL SKILLS.
This section would not amend existing law.
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SEC. 370. NONCOMPETITIVE ELIGIBILITY FOR FEDERAL DEVELOPMENTAL POSITIONS.

This section would not amend existing law.

SEC. 371. FACILITATION OF FEDERAL EMPLOYEE RESKILLING.

This section would not amend existing law.

SEC. 372. CIVILIAN CYBERSECURITY RESERVE.

This section would not amend existing law.

SEC. 373. EXPANSION OF CYBER TALENT MANAGEMENT SYSTEM.

This section would not amend existing law.

SEC. 374. PERSONNEL POLICY DEMONSTRATION PROJECT FOR FEDERAL AGENCIES WITH EMPLOYEES IN SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS FIELDS.

This section would not amend existing law.

SEC. 375. SIMPLIFIED PERSONNEL SYSTEM FOR VETERANS HEALTH ADMINISTRATION.

This section would not amend existing law.

SEC. 376. PORTABILITY OF HEALTH CARE LICENSURE FOR FEDERAL EMPLOYEES.

This section would not amend existing law.

TITLE IV—STRENGTHENING OF NATIONAL MOBILIZATION

SEC. 401. MODERNIZATION OF THE SELECTIVE SERVICE SYSTEM.
This section would amend the Military Selective Service Act, as amended through Public Law 112-166 (MSSA), as follows (U.S. Code citations included for reference only):

SEC. 1. [50 U.S.C. 3801] (a) This Act may be cited as the “Military Selective Service Act”.

(b) The Congress hereby declares that an adequate military strength must be achieved and maintained to ensure the security of this Nation by ensuring adequate personnel with the requisite capabilities to meet the mobilization needs of the Department of Defense during a national emergency and not solely to provide combat replacements.

[Subsections (c) through (f) omitted – no proposed amendments]

SEC. 2. [Repealed]

SEC. 3. [50 U.S.C. 3802] (a) Except as otherwise provided in this title, it shall be the duty of every male citizen of the United States, and every other male person residing in the United States, who, on the day or days fixed for the first or any subsequent registration, is between the ages of eighteen and twenty six, to present himself for and submit to registration at such time or times and place or places, and in such manner, as shall be determined by proclamation of the President and by rules and regulations prescribed hereunder.

The provisions of this section shall not be applicable to any alien lawfully admitted to the United States as a nonimmigrant under section 101(a)(15) of the Immigration and Nationality Act, as amended (66 Stat. 163; 8 U.S.C. 1101), for
so long as such alien continues to maintain a lawful nonimmigrant status in the United States.

(b) Regulations prescribed pursuant to subsection (a) may require that persons presenting themselves for and submitting to registration under this section provide, as part of such registration, such identifying information (including date of birth, address, and social security account number) as such regulations may prescribe.

(c) Regulations prescribed pursuant to subsection (a) shall include methods that convey to every person required to register the solemn obligation for military service in the event of a military draft.

SEC. 4. [50 U.S.C. 3803] (a) Except as otherwise provided in this title, every person required to register pursuant to section 3 of this title who is between the ages of eighteen years and six months and twenty-six years, at the time fixed for his registration, or who attains the age of eighteen years and six months after having been required to register pursuant to section 3 of this title, or who is otherwise liable as provided in section 6(h) of this title, shall be liable for training and service in the Armed Forces of the United States: Provided, That each registrant shall be immediately liable for classification and examination, and shall, as soon as practicable following his registration, be so classified and examined, both physically and mentally, in order to determine his availability for induction for training and service in the Armed Forces: Provided further, That, notwithstanding any other provision of law, any registrant who has failed or refused to report for induction shall continue to
remain liable for induction and when available shall be immediately inducted. The 
President is authorized, from time to time, whether or not a state of war exists, to 
select and induct into the Armed Forces of the United States for training and 
service in the manner provided in this title (including but not limited to selection 
and induction by age group or age groups) such number of persons as may be 
required to provide and maintain the strength of the Armed Forces.

At such time as the period of active service in the Armed Forces required 
under this title of persons who have not attained the nineteenth anniversary of the 
day of their birth has been reduced or eliminated pursuant to the provisions of 
subsection 4(k) of this title, and except as otherwise provided in this title, every 
person who is required to register under this title and who has not attained the 
nineteenth anniversary of the day of his birth on the date such period of active 
service is reduced or eliminated or who is otherwise liable as provided in section 
6(h) of this title, shall be liable for training in the National Security Training 
Corps: Provided, That persons deferred under the provisions of section 6 of this 
title shall not be relieved from liability for induction into the National Security 
Training Corps solely by reason of having exceeded the age of nineteen years 
during the period of such deferment. The President is authorized, from time to 
time, whether or not a state of war exists, to select and induct for training in the 
National Security Training Corps as hereinafter provided such number of persons 
as may be required to further the purposes of this chapter.

No person shall be inducted into the Armed Forces for training and service 
or shall be inducted for training in the National Security Training Corps under this
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title until his such person’s acceptability in all respects, including his such

person’s physical and mental fitness, has been satisfactorily determined under

standards prescribed by the Secretary of Defense: Provided, That the minimum

standards for physical acceptability established pursuant to this subsection shall

not be higher than those applied to persons inducted between the ages of 18 and

26 in January 1945: Provided further, That the passing requirement for the Armed

Forces Qualification Test shall be fixed at a percentile score of 10 points: And

provided further, That except in time of war or national emergency declared by

the Congress the standards and requirements fixed by the preceding two provisos

may be modified by the President under such rules and regulations as he-the

President may prescribe.

No persons shall be inducted for such training and service until adequate

provision shall have been made for such shelter, sanitary facilities, water supplies,

heating and lighting arrangements, medical care, and hospital accommodations

for such persons as may be determined by the Secretary of Defense or the

Secretary of Homeland Security to be essential to the public and personal health.

The persons inducted into the Armed Forces for training and service under

this title shall be assigned to stations or units of such forces. Persons inducted into

the land forces of the United States pursuant to this title shall be deemed to be

members of the Army of the United States; persons inducted into the naval forces

of the United States pursuant to this title shall be deemed to be members of the

United States Navy or the United States Marine Corps or the United States Coast

Guard, as appropriate; and persons inducted into the air forces of the United
States pursuant to this title shall be deemed to be members of the Air Force of the United States.

Every person inducted into the Armed Forces pursuant to the authority of this subsection after the date of enactment of the 1951 Amendments to the Universal Military Training and Service Act shall, following his such person’s induction, be given full and adequate military training for service in the armed force into which he such person is inducted for a period of not less than twelve weeks, and no such person shall, during this twelve weeks period, be assigned for duty at any installation located on land outside the United States, its Territories and possessions (including the Canal Zone): Provided, That no funds appropriated by the Congress shall be used for the purpose of transporting or maintaining in violation of the provisions of this paragraph any person inducted into, or enlisted, appointed, or ordered to active duty in, the Armed Forces under the provisions of this title.

No person, without his such person’s consent, shall be inducted for training and service in the Armed Forces or for training in the National Security Training Corps under this title, except as otherwise provided herein, after he such person has attained the twenty-sixth anniversary of the day of his such person’s birth.

(b) Each person inducted into the Armed Forces under the provisions of subsection (a) of this section shall serve on active training and service for a period of twenty-four consecutive months, unless sooner released, transferred, or discharged in accordance with procedures prescribed by the Secretary of Defense.
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(or the Secretary of Homeland Security with respect to the United States Coast
Guard) or as otherwise prescribed by subsection (d) of section 4 of this title. The
Secretaries of the Army, Navy, and Air Force, with the approval of the Secretary
of Defense (and the Secretary of Homeland Security with respect to the United
States Coast Guard), may provide, by regulations which shall be as nearly
uniform as practicable, for the release from training and service in the armed
forces prior to serving the periods required by this subsection of individuals who
volunteered for and are accepted into organized units of the Army National Guard
and Air National Guard and other reserve components.

(c)(1) Under the provisions of applicable laws and regulations any person
between the ages of eighteen years and six months and twenty-six years shall be
offered an opportunity to enlist in the regular army for a period of service equal to
that prescribed in subsection (b) of this section: Provided, That, notwithstanding
the provisions of this or any other Act, any person so enlisting shall not have his
such person’s enlistment extended without his such person’s consent until after a
declaration of war or national emergency by the Congress after the date of
enactment of the 1951 Amendments to the Universal Military Training and
Service Act.

(2) Any person who is an enlisted member of any reserve component of
the Armed Forces may, during the effective period of this Act, apply for a period
of service equal to that prescribed in subsection (b) of this section and his such
person’s application shall be accepted: Provided, That his such person’s services
can be effectively utilized and that his such person’s physical and mental fitness
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1 for such service meet the standards prescribed by the head of the department concerned: Provided further, That active service performed pursuant to this
2 section shall not prejudice his such person’s status as such member of such
3 reserve component: And provided further, That any person who was a member of
4 a reserve component on June 25, 1950, and who thereafter continued to serve
5 satisfactorily in such reserve component, shall, if his such person’s application for
6 active duty made pursuant to this paragraph is denied, be deferred from induction
7 under this title until such time as he such person is ordered to active duty or
8 ceases to serve satisfactorily in such reserve component.

(3) Within the limits of the quota determined under section 5(b) for the
9 subdivision in which he such person resides, any person, between the ages of
10 eighteen and twenty-six, shall be afforded an opportunity to volunteer for
11 induction into the Armed Forces of the United States for the training and service
12 prescribed in subsection (b), but no person who so volunteers shall be inducted for
13 such training and service so long as he such person is deferred after classification.

(4) Within the limits of the quota determined under section 5(b) for the
14 subdivision in which he such person resides, any person after attaining the age of
15 seventeen shall with the written consent his such person’s parents or guardian be
16 afforded an opportunity to volunteer for induction into the Armed Forces of the
17 United States for the training and service prescribed in subsection (b).

(5) Within the limits of the quota determined under section 5(b) for the
18 subdivision in which he such person resides, at such time as induction into the
19 National Security Training Corps is authorized pursuant to the provisions of this
title, any person after attaining the age of seventeen shall with the written consent of his such person’s parents or guardian be afforded an opportunity to volunteer for induction into the National Security Training Corps for the training prescribed in subsection (k) of section 4 of this title.

(d)(1) Each person who hereafter and prior to the enactment of the 1951 Amendments to the Universal Training and Service Act is inducted, enlisted, or appointed and serves for a period of less than three years in one of the armed forces and meets the qualifications for enlistment or appointment in a reserve component of the armed force in which he serves, shall be transferred to a reserve component of such armed force, and until the expiration of a period of five years after such transfer, or until he such person is discharged from such reserve component, whichever occurs first, shall be deemed to be a member of such reserve component and shall be subject to such additional training and service as may now or hereafter be prescribed by law for such reserve component: Provided, That any such person who completes at least twenty-one months of service in the armed forces and who thereafter serves satisfactorily (1) on active duty in the armed forces under a voluntary extension for a period of at least one year, which extension is hereby authorized, or (2) in an organized unit of any reserve component of any of the armed forces for a period of at least thirty-six consecutive months, shall, except in time of war or national emergency declared by the Congress, be relieved from any further liability under this subsection to serve in any reserve component of the armed forces of the United States, but nothing in this subsection shall be construed to prevent any such person, while in
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a reserve component of such forces, from being ordered or called to active duty in such forces.

(2) Each person who hereafter and prior to the enactment of the 1951 Amendments to the Universal Military Training and Service Act is enlisted under the provisions of subsection (g) of this section and who meets the qualifications for enlistment or appointment in a reserve component of the armed forces shall, upon discharge from such enlistment under honorable conditions, be transferred to a reserve component of the armed forces of the United States and shall serve therein for a period of six years or until sooner discharged. Each such person shall, so long as he is a member of such reserve component, be liable to be ordered to active duty, but except in time of war or national emergency declared by the Congress no such person shall be ordered to active duty, without his consent and except as hereinafter provided, for more than one month in any year. In case the Secretary of the Army, the Secretary of the Navy, or the Secretary of the Air Force determines that enlistment, enrollment, or appointment in, or assignment to, an organized unit of a reserve component or an officers' training program of the armed force in which he served is available to, and can without undue hardship be filled by, any such person, it shall be the duty of such person to enlist, enroll, or accept appointment in, or accept assignment to, such organized unit or officers' training program and to serve satisfactorily therein for a period of four years. Any such person who fails or refuses to perform such duty may be ordered to active duty, without his consent, for an additional period of not more than twelve consecutive
months. Any such person who enlists or accepts appointment in any such
organized unit and serves satisfactorily therein for a period of four years shall,
except in time of war or national emergency declared by the Congress, be relieved
from any further liability under this subsection to serve in any reserve component
of the armed forces of the United States, but nothing in this subsection shall be
construed to prevent any such person, while in a reserve component of such
forces, from being ordered or called to active duty in such forces. The Secretary
of Defense is authorized to prescribe regulations governing the transfer of such
persons within and between reserve components of the armed forces and
determining, for the purpose of the requirements of the foregoing provisions of
this paragraph, the credit to be allowed any person so transferring for his such
person’s previous service in one or more reserve components.

(3) Each person who, subsequent to June 19, 1951, and on or before
August 9, 1955, is inducted, enlisted, or appointed, under any provision of law, in
the Armed Forces, including the reserve components thereof, or in the National
Security Training Corps prior to attaining the twenty-sixth anniversary of his such
person’s birth, shall be required to serve on active training and service in the
Armed Forces or in training in the National Security Training Corps, and in a
reserve component, for a total period of eight years, unless sooner discharged on
grounds of personal hardship, in accordance with regulations and standards
prescribed by the Secretary of Defense (or the Secretary of Transportation with
respect to the United States Coast Guard). Each such person, on release from
active training and service in the Armed Forces or from training in the National
Security Training Corps, if physically and mentally qualified, shall be transferred
to a reserve component of the Armed Forces, and shall serve therein for the
remainder of the period which he such person is required to serve under this
paragraph and shall be deemed to be a member of the reserve component during
that period. If the Secretary of the Army, the Secretary of the Navy, or the
Secretary of the Air Force, or the Secretary of Transportation with respect to the
United States Coast Guard, determines that enlistment, enrollment, or
appointment in, or assignment to, an organized unit of a reserve component or an
officers' training program of the armed force in which he such person served is
available to, and can, without undue personal hardship, be filled by such a person,
that person shall enlist, enroll, or accept appointment in, or accept assignment to,
the organized unit or officers' training program, and serve satisfactorily therein.
(e) With respect to the persons inducted for training and service under this
title there shall be paid, allowed, and extended the same pay, allowances,
pensions, disability and death compensation, and other benefits as are provided by
law in the case of other enlisted persons of like grades and length of
service of that component of the armed forces to which they are assigned. Section
3 of the Act of July 25, 1947 (Public Law 239, Eightieth Congress), is hereby
amended by deleting therefrom the following: "Act of March 7, 1942 (56 Stat.
143-148, ch. 166), as amended". The Act of March 7, 1942 (56 Stat. 143-148), as
amended, is hereby made applicable to persons inducted into the armed forces
pursuant to this title.

[Subsection (f) omitted – no proposed amendments]
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(g) The National Security Council shall periodically advise the Director of the Selective Service System and coordinate with him the Director the work of such State and local volunteer advisory committees which the Director of Selective Service may establish, with respect to the identification, selection, and deferment of needed professional and scientific personnel and those engaged in, and preparing for, critical skills and other essential occupations. In the performance of its duties under this subsection the National Security Council shall consider the needs of both the Armed Forces and the civilian segment of the population.

(h) [Repealed]

(i) [Terminated]

(j) [Terminated]

(k)(1) Upon a finding by him the President that such action is justified by the strength of the Armed Forces in the light of international conditions, the President, upon recommendations of the Secretary of Defense, is authorized, by Executive order, which shall be uniform in its application to all persons inducted under this title but which may vary as to age groups, to provide for (A) decreasing periods of service under this title but in no case to a lesser period of time than can be economically utilized, or (B) eliminating periods of service required under this title.

[Subsections (k)(2)-(11) omitted – no proposed amendments]

(l) [Terminated]
SEC. 5. [50 U.S.C. 3805] (a)(1) The selection of persons for training and
service under section 4 shall be made in an impartial manner, under such rules
and regulations as the President may prescribe, from the persons who are liable
for such training and service and who at the time of selection are registered and
classified, but not deferred or exempted: Provided, That in the selection of
persons for training and service under this title, and in the interpretation and
execution of the provisions of this title, there shall be no discrimination against
any person on account of sex, race, color, or gender: Provided
further, That in the classification of registrants within the jurisdiction of any local
board, the registrants of any particular registration may be classified, in the
manner prescribed by and in accordance with rules and regulations prescribed by
the President, before, together with, or after the registrants of any prior
registration or registrations; and in the selection for induction of persons within
the jurisdiction of any local board and within any particular classification, persons
who were registered at any particular registration may be selected, in the manner
prescribed by and in accordance with rules and regulations prescribed by the
President, before, together with, or after persons who were registered at any prior
registration or registrations: And provided further, That nothing herein shall be
construed to prohibit the selection or induction of persons by age group or groups
under rules and regulations prescribed by the President: And provided further,
That—
(1) no local board shall order for induction for training and service
in the Armed Forces of the United States any person who has not attained
the age of nineteen unless there is not within the jurisdiction of such local
board a sufficient number of persons who are deemed by such local board
to be available for induction and who have attained the age of nineteen to
enable such local board to meet a call for men-call for persons which it has
been ordered to furnish for induction;

(2) no local board shall order for induction for training and service
in the Armed Forces of the United States any person who has not attained
the age of nineteen, if there is any person within the jurisdiction of such
local board who (i) is as much as ninety days older, (ii) has not attained
the age of nineteen, and (iii) is deemed by the local board to be available
for induction; and

(3) no local board shall order for induction for training and service
in the Armed Forces of the United States an alien unless such alien shall
have resided in the United States for one year.

(2) [Repealed]

(b) Quotas of men-persons to be inducted for training and service under
this title shall be determined for each State, Territory, possession, and the District
of Columbia, and for subdivisions thereof, on the basis of the actual number of
men-persons in the several States, Territories, possessions, and the District of
Columbia, and the subdivisions thereof, who are liable for such training and
service but who are not deferred after classification, except that credits shall be
given in fixing such quotas for residents of such subdivisions who are in the
armed forces of the United States on the date fixed for determining such quotas.
After such quotas are fixed, credits shall be given in filling such quotas for residents of such subdivisions who subsequently become members of such forces. Until the actual numbers necessary for determining the quotas are known, the quotas may be based on estimates, and subsequent adjustments therein shall be made when such actual numbers are known. All computations under this subsection shall be made in accordance with such rules and regulations as the President may prescribe.

(c) [Repealed]

(d) Whenever the President has provided for the selection of persons for training and service in accordance with random selection under subsection (a) of this section, calls for induction may be placed under such rules and regulations as the President may prescribe, notwithstanding the provisions of subsection (b) of this section.

[Subsection (e) omitted – no proposed amendments]

SEC. 6. [50 U.S.C. 3806] (a)(1) Commissioned officers, warrant officers, pay clerks, enlisted persons, and aviation cadets of the Regular Army, the Navy, the Air Force, the Marine Corps, the Coast Guard, and the Environmental Science Services Administration; cadets, United States Military Academy; midshipmen, United States Naval Academy; cadets, United States Air Force Academy; cadets, United States Coast Guard Academy; midshipmen, Merchant Marine Reserve, members of the United States Navy Reserve; students enrolled in an officer procurement program at military colleges the curriculum of which is approved by the Secretary of Defense; members of the reserve
components of the Armed Forces, and the Coast Guard, while on active duty; and
foreign diplomatic representatives, technical attachés of foreign embassies and
clegations, consuls general, consuls, vice consuls and other consular agents of
foreign countries who are not citizens of the United States, and members of their
families, and persons in other categories to be specified by the President who are
not citizens of the United States, shall not be required to be registered under
section 3 and shall be relieved from liability for training and service under section
4, except that aliens admitted for permanent residence in the United States shall
not be so exempted: Provided, That any alien lawfully admitted for permanent
residence as defined in paragraph (20) of section 101(a) of the Immigration and
Nationality Act, as amended (66 Stat. 163, 8 U.S.C. 1101), and who by reason of
occupational status is subject to adjustment to nonimmigrant status under
paragraph (15)(A), (15)(E), or (15)(G) of such section 101(a) but who executes a
waiver in accordance with section 247(b) of that Act of all rights, privileges,
exemptions, and immunities which would otherwise accrue to such alien as a
result of that occupational status, shall be subject to registration under section 3 of
this Act, but shall be deferred from induction for training and service for so long
as such occupational status continues. Any person who subsequent to June 24,
1948, serves on active duty for a period of not less than twelve months in the
armed forces of a nation with which the United States is associated in mutual
defense activities as defined by the President, may be exempted from training and
service, but not from registration, in accordance with regulations prescribed by
the President, except that no such exemption shall be granted to any person who is
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a national of a country which does not grant reciprocal privileges to citizens of the
United States: Provided, That any active duty performed prior to June 24, 1948,
by a person in the armed forces of a country allied with the United States during
World War II and with which the United States is associated in such mutual
defense activities, shall be credited in the computation of such twelve-month
period: Provided further, That any person who is in a medical, dental, or allied
specialist category not otherwise deferred or exempted under this subsection shall
be liable for registration and training and service until the thirty-fifth anniversary
of the date of his birth.

(2) Commissioned officers of the Public Health Service and members of
the Reserve of the Public Health Service while on active duty and assigned to
staff the various offices and bureaus of the Public Health Service, including the
National Institutes of Health, or assigned to the Coast Guard, the Bureau of
Prisons, Department of Justice, Environmental Protection Agency, or the
Environmental Science Services Administration, or who are assigned to assist
Indian tribes, groups, bands, or communities pursuant to the Act of August 5,
1954 (68 Stat. 674), as amended, shall not be required to be registered under
section 3 and shall be relieved from liability for training and service under section
4. Notwithstanding the preceding sentence, commissioned officers of the Public
Health Service and members of the Reserve of the Public Health Service who,
prior to the enactment of this paragraph, had been detailed or assigned to duty
other than that specified in the preceding sentence shall not be required to be
registered under section 3 and shall be relieved from liability for training and
service under section 4.

(b)(1) No person who served honorably on active duty between September
16, 1940, and the date of enactment of this title for a period of twelve months or
more, or between December 7, 1941, and September 2, 1945, for a period in
excess of ninety days, in the Army, the Air Force, the Navy, the Marine Corps,
the Coast Guard, the Public Health Service, or the armed forces of any country
allied with the United States in World War II prior to September 2, 1945, shall be
liable for induction for training and service under this title, except after a
declaration of war or national emergency made by the Congress subsequent to the
date of enactment of this title.

(2) No person who served honorably on active duty between September
16, 1940, and the date of enactment of this title for a period of ninety days or
more but less than twelve months in the Army, the Air Force, the Navy, the
Marine Corps, the Coast Guard, the Public Health Service, or the armed forces of
any country allied with the United States in World War II prior to September 2,
1945, shall be liable for induction for training and service under this title, except
after a declaration of war or national emergency made by the Congress
subsequent to the date of enactment of this title, if—

(A) the local board determined that he such person is regularly
enlisted or commissioned in any organized unit of a reserve component of
the armed force in which he such person served, provided such unit is
reasonably accessible to such person without unduly interrupting his such
person’s normal pursuits and activities (including attendance at a college or university in which he such person is regularly enrolled), or in a reserve component (other than in an organized unit) of such armed force in any case in which enlistment or commission in an organized unit of a reserve component of such armed force is not available to him such person; or (B) the local board determines that enlistment or commission in a reserve component or such armed force is not available to him such person or that he such person has voluntarily enlisted or accepted appointment in an organized unit of a reserve component of an armed force other than the armed force in which he such person served. Nothing in this paragraph shall be deemed to be applicable to any person to whom paragraph (1) of this subsection is applicable.

(3) Except as provided in section 5(a) of this Act, and notwithstanding any other provision of this Act, no persons who (A) has served honorably on active duty after September 16, 1940, for a period of not less than one year in the Army, the Air Force, the Navy, the Marine Corps, or the Coast Guard, or (B) subsequent to September 16, 1940, was discharged for the convenience of the Government after having served honorably on active duty for a period of not less than six months in the Army, the Air Force, the Navy, the Marine Corps, or the Coast Guard, or (C) has served for a period of not less than twenty-four months (i) as a commissioned officer in the Public Health Service or (ii) as a commissioned officer in the Coast and Geodetic Survey, shall be liable for induction for training
and service under this Act, except after a declaration of war or national emergency made by the Congress subsequent to the date of enactment of this title.

(4) No person who is honorably discharged upon the completion of an enlistment pursuant to section 4(c) shall be liable for induction for training and service under this title, except after a declaration of war or national emergency made by the Congress subsequent to the date of enactment of this title.

(5) For the purposes of computation of the periods of active duty referred to in paragraphs (1), (2), or (3) of this subsection, no credit shall be allowed for—

(A) periods of active duty training performed as a member of a reserve component pursuant to an order or call to active duty solely for training purposes;

(B) periods of active duty in which the service consisted solely of training under the Army specialized training program, the Army Air Force college training program, or any similar program under the jurisdiction of the Navy, Marine Corps, or Coast Guard;

(C) periods of active duty as a cadet at the United States Military Academy or United States Coast Guard Academy, or as a midshipman at the United States Naval Academy, or in a preparatory school after nomination as a principal, alternate, or candidate for admission to any of such academies; or

(D) periods of active duty in any of the armed forces while being processed for entry into or separation from any educational program or institution referred to in paragraphs (B) or (C).
(c)(1) Persons who, on February 1, 1951, were members of organized units of the federally recognized National Guard, the federally recognized Air National Guard, the Officers' Reserve Corps, the Regular Army Reserve, the Air Force Reserve, the Enlisted Reserve Corps, the Naval Reserve, the Marine Corps Reserve, the Coast Guard Reserve, or the Public Health Service Reserve, shall, so long as they continue to be such members and satisfactorily participate in scheduled drills and training periods as prescribed by the Secretary of Defense, be exempt from training and service by induction under the provisions of this title, but shall not be exempt from registration unless on active duty.

(2)(A) Any person, other than a person referred to in subsection (d) of this section, who—

(i) prior to the issuance of orders for such person to report for induction; or

(ii) prior to the date scheduled for such person’s induction and pursuant to a proclamation by the Governor of a State to the effect that the authorized strength of any organized unit of the National Guard of that State cannot be maintained by the enlistment or appointment of persons who have not been issued orders to report for induction under this title; or

(iii) prior to the date scheduled for such person’s induction and pursuant to a determination by the President that the strength of the Ready Reserve of the Army Reserve, Naval Reserve, Marine Corps Reserve, Air Force Reserve, or Coast Guard Reserve cannot be maintained by the
enlistment or appointment of persons who have not been issued orders to
report for induction, under this title;

enlists or accepts appointment, before attaining the age of 26 years, in the Ready
Reserve of any Reserve component of the Armed Forces, the Army National
Guard, or the Air National Guard, shall be deferred from training and service
under this title so long as the such person serves satisfactorily as a member of an
organized unit of such Reserve or National Guard in accordance with section
10147 of title 10 or section 502 of title 32, United States Code, as the case may
be, or satisfactorily performs such other Ready Reserve service as may be
prescribed by the Secretary of Defense. Enlistments or appointments under
subparagraphs (ii) and (iii) of this clause may be accepted notwithstanding the
provisions of section 15(d) of this title. Notwithstanding the provisions of
subsection (h) of this section, no person deferred under this clause who has
completed six years of such satisfactory service as a member of the Ready
Reserve or National Guard, and who during such service has performed active
duty for training with an armed force for not less than twelve consecutive weeks,
shall be liable for induction for training and service under this Act, except after a
declaration of war or national emergency made by the Congress after August 9,
1955. In no event shall the number of enlistments or appointments made under
authority of this paragraph in any fiscal year in any Reserve component of the
Armed Forces or in the Army National Guard or the Air National Guard cause the
personnel strength of such Reserve component or the Army National Guard or the
Air National Guard, as the case may be, to exceed the personnel strength for
which funds have been made available by the Congress for such fiscal year.

(B) A person who, under any provision of law, is exempt or deferred from
training and service under this Act by reason of membership in a reserve
component, the Army National Guard, or the Air National Guard, as the case may
be, shall, if the person becomes a member of another reserve component, the
Army National Guard, or the Air National Guard, as the case may be, continue to
be exempt or deferred to the same extent as if the person had not become a
member of another reserve component, the Army National Guard, or the Air
National Guard, as the case may be, so long as the person continues to serve
satisfactorily.

(C) Except as provided in subsection (b) and the provisions of this
subsection, no person who becomes a member of a reserve component after
February 1, 1951, shall thereby be exempt from registration or training and
service by induction under the provisions of this Act.

(D) Notwithstanding any other provision of this Act, the President, under
such rules and regulations as the President may prescribe, may provide that any
person enlisted or appointed after October 4, 1961, in the Ready Reserve of any
reserve component of the Armed Forces (other than under section 12103 of title
10, United States Code), the Army National Guard, or the Air National Guard,
prior to attaining age of twenty-six years, or any person enlisted or appointed in
the Army National Guard or the Air National Guard or enlisted in the Ready
Reserve of any reserve component prior to attaining the age of eighteen years and
six months and deferred under the prior provisions of this paragraph as amended by the Act of October 4, 1961, Public Law 87–378 (75 Stat. 807), or under section 262 of the Armed Forces Reserve Act of 1952, as amended, who fails to serve satisfactorily during his such person’s obligated period of service as a member of such Ready Reserve or National Guard or the Ready Reserve of another reserve component or the National Guard of which he such person becomes a member, may be selected for training and service and inducted into the armed force of which such reserve component is a part, prior to the selection and induction of other persons liable therefor.

(d)(1) Within such numbers as may be prescribed by the Secretary of Defense, any person who (A) has been or may hereafter be selected for enrollment or continuance in the senior division, Reserve Officers' Training Corps, or the Air Reserve Officers' Training Corps, or the Naval Reserve Officers' Training Corps, or the naval and Marine Corps officer candidate training program established by the Act of August 13, 1946 (60 Stat. 1057), as amended, or the Reserve officers' candidate program of the Navy, or the platoon leaders' class of the Marine Corps, or the officer recruitment programs of the Coast Guard and the Coast Guard Reserve, or appointed an ensign, United States Navy Reserve, while undergoing professional training; (B) agrees, in writing, to accept a commission, if tendered, and to serve, subject to order of the Secretary of the military department having jurisdiction over him such person (or the Secretary of Homeland Security with respect to the United States Coast Guard), not less than two years on active duty after receipt of a commission; and (C) agrees to remain a member of a regular or
reserve component until the eighth anniversary of the receipt of a commission in accordance with his obligation under the first sentence of section 651 of title 10, United States Code, or until the sixth anniversary of the receipt of a commission in accordance with his obligation under the second sentence of section 651 of title 10, United States Code, shall be deferred from induction under this title until after completion or termination of the course of instruction and so long as he continues in a regular or reserve status upon being commissioned, but shall not be exempt from registration. Such persons, except those persons who have previously completed an initial period of military training or an equivalent period of active military training and service, shall be required while enrolled in such programs to complete a period of training equal (as determined under regulations approved by the Secretary of Defense or the Secretary of Homeland Security with respect to the United States Coast Guard) in duration and type of training to an initial period of military training. There shall be added to the obligated active commissioned service of any person who has agreed to perform such obligatory service in return for financial assistance while attending a civilian college under any such training program a period of not to exceed one year. Except as provided in paragraph (5), upon the successful completion by any person of the required course of instruction under any program listed in clause (A) of the first sentence of this paragraph, such person shall be tendered a commission in the appropriate reserve component of the Armed Forces if he is otherwise qualified for such appointment. If, at the time of, or subsequent to, such appointment, the armed force in which such person is
commissioned does not require his such person’s service on active duty in fulfillment of the obligation undertaken by him such person in compliance with clause (B) of the first sentence of this paragraph, such person shall be ordered to active duty for training with such armed force in the grade in which he such person was commissioned for a period of active duty for training of not more than six months (not including duty performed under section 10147 of title 10, United States Code), as determined by the Secretary of the military department concerned to be necessary to qualify such person for a mobilization assignment. Upon being commissioned and assigned to a reserve component, such person shall be required to serve therein, or in a reserve component of any other armed force in which he such person is later appointed, until the eighth anniversary of the receipt of such commission pursuant to the provisions of this section. So long as such person performs satisfactory service, as determined under regulations prescribed by the Secretary of Defense, he such person shall be deferred from training and service under the provisions of this Act. If such person fails to perform satisfactory service, and such failure is not excused under regulations prescribed by the Secretary of Defense, his commission may be revoked by the Secretary of the military department concerned.

(2) In addition to the training programs enumerated in paragraph (1) of this subsection, and under such regulations as the Secretary of Defense (or the Secretary of the Treasury with respect to the United States Coast Guard) may approve, the Secretaries of the military departments and the Secretary of the Treasury are authorized to establish officer candidate programs leading to the
commissioning of persons on active duty. Any person heretofore or hereafter enlisted in the Army Reserve, the Navy Reserve, the Marine Corps Reserve, the Air Force Reserve, or the Coast Guard Reserve who thereafter has been or may be commissioned therein upon graduation from an Officers' Candidate School of such Armed Force shall, if not ordered to active duty as a commissioned officer, be deferred from training and service under the provisions of this Act so long as he-such person performs satisfactory service as a commissioned officer in an appropriate unit of the Ready Reserve, as determined under regulations prescribed by the Secretary of the department concerned. If such person fails to perform satisfactory service in such unit, and such failure is not excused under such regulations, his such person’s commission may be revoked by such Secretary.

(3) Nothing in this subsection shall be deemed to preclude the President from providing, by regulations prescribed under subsection (h) of this section, for the deferment from training and service of any category or categories of students for such periods of time as he-the President may deem appropriate.

(4) [Repealed]

(5) Notwithstanding paragraph (1), upon the successful completion by any person of the required course of instruction under any Reserve Officers' Training Corps program listed in clause (A) of the first sentence of paragraph (1) and subject to the approval of the Secretary of the military department having jurisdiction over him-such person, such person may, without being relieved of his such person’s obligation under that sentence, be tendered, and accept, a commission in the Coast and Geodetic Survey instead of a commission in the
appropriate reserve component of the Armed Forces. If he such person does not

serve on active duty as a commissioned officer of the Coast and Geodetic Survey

for at least six years, he such person shall, upon discharge therefrom, be tendered

a commission in the appropriate reserve component of the Armed Forces, if he

such person is otherwise qualified for such appointment, and, in fulfillment of his

such person’s obligation under the first sentence of paragraph (1), remain a

member of a reserve component until the sixth anniversary of the receipt of his

such person’s commission in the Coast and Geodetic Survey. While a member of

a reserve component he such person may, in addition to as otherwise provided by

law, be ordered to active duty for such period that, when added to the period he

such person served on active duty as a commissioned officer of the Coast and

Geodetic Survey, equals two years.

[Subsections (e)-(g) omitted – no proposed amendments]

(h) Except as otherwise provided in this subsection the President is

authorized, under such rules and regulations as he may prescribe, to provide for

the deferment from training and service in the Armed Forces of any or all

categories of persons whose employment in industry, agriculture, or other

occupations or employment, or whose continued service in an Office (other than

an Office described in subsection (f)) under the United States or any State,

territory or possession, or the District of Columbia, or whose activity in study,

research, or medical, dental, veterinary, optometric, osteopathic, scientific,

pharmaceutical, chiropractic, chiropodial, or other endeavors is found to be

necessary to the maintenance of the national health, safety, or interest: Provided,
That no person within any such category shall be deferred except upon the basis of his such person’s individual status: Provided further, That persons who are or may be deferred under the provisions of this section shall remain liable for training and service in the Armed Forces under the provisions of section 4(a) of this Act until the thirty-fifth anniversary of the date of their birth. This proviso shall not be construed to prevent the continued deferment of such persons if otherwise deferrable under any other provisions of this Act. The President is also authorized, under such rules and regulations as he may prescribe, to provide for the deferment from training and service in the Armed Forces (1) of any or all categories of persons in a status with respect to persons (other than wives alone, except in cases of extreme hardship) dependent upon them for support which renders their deferment advisable, and (2) of any or all categories of those persons found to be physically, mentally, or morally deficient or defective. For the purpose of determining whether or not the deferment of any person is advisable, because of his such person’s status with respect to persons dependent upon him such person for support, any payments of allowances which are payable by the United States to the dependents of persons serving in the Armed Forces of the United States shall be taken into consideration, but the fact that such payments of allowances are payable shall not be deemed conclusively to remove the grounds for deferment when the dependency is based upon financial considerations and shall not be deemed to remove the ground for deferment when the dependency is based upon other than financial considerations and cannot be eliminated by financial assistance to the dependents. Except as otherwise provided in this
subsection, the President is also authorized, under such rules and regulations as he may prescribe, to provide for the deferment from training and service in the Armed Forces of any or all categories of persons who have children, or spouses and children, with whom they maintain a bona fide family relationship in their homes. No deferment from such training and service in the Armed Forces shall be made in the case of any individual except upon the basis of the status of such individual. There shall be posted in a conspicuous place at the office of each local board a list setting forth the names and classifications of those persons who have been classified by such local board. The President may, in carrying out the provisions of this title, recommend criteria for the classification of persons subject to induction under this title, and to the extent that such action is determined by the President to be consistent with the national interest, recommend that such criteria be administered uniformly throughout the United States whenever practicable; except that no local board, appeal board, or other agency of appeal of the Selective Service System shall be required to postpone or defer any person by reason of his activity in study, research, or medical, dental, veterinary, optometric, osteopathic, scientific, pharmaceutical, chiropractic, chiropodial, or other endeavors found to be necessary to the maintenance of the national health, safety, or interest solely on the basis of any test, examination, selection system, class standing, or any other means conducted, sponsored, administered, or prepared by any agency or department of the Federal Government, or any private institution, corporation,
association, partnership, or individual employed by an agency or department of
the Federal Government.

(i)(1) Any person who is satisfactorily pursuing a full-time course of
instruction at a high school or similar institution of learning and is issued an order
for induction shall, upon the facts being presented to the local board, have his
such person’s induction postponed (A) until the time of his such person’s
graduation therefrom, or (B) until he such person attains the twentieth anniversary
of his such person’s birth, or (C) until he such person ceases satisfactorily to
pursue such course of instruction, whichever is the earliest. Notwithstanding the
preceding sentence, any person who attains the twentieth anniversary of his such
person’s birth after beginning his such person’s last academic year of high school
shall have his such person’s induction postponed until the end of that academic
year if and so long as he such person continues to pursue satisfactorily a full-time
course of instruction.

(2) Any person who while satisfactorily pursuing a full-time course of
instruction at a college, university, or similar institution is ordered to report for
induction under this title, shall, upon the appropriate facts being presented to the
local board, have his such person’s induction postponed (A) until the end of the
semester or term, or academic year in the case of his such person’s last academic
year, or (B) until he such person ceases satisfactorily to pursue such course of
instruction, whichever is the earlier.

(j) Nothing contained in this title shall be construed to require any person
to be subject to combatant training and service in the armed forces of the United
States who, by reason of religious training and belief, is conscientiously opposed to participation in war in any form. As used in this subsection, the term "religious training and belief" does not include essentially political, sociological, or philosophical views, or a merely personal moral code. Any person claiming exemption from combatant training and service because of such conscientious objections whose claim is sustained by the local board shall, if he is inducted into the armed forces under this title, be assigned to noncombatant service as defined by the President, or shall, if he is found to be conscientiously opposed to participation in such noncombatant service, in lieu of such induction, be ordered by his local board, subject to such regulations as the President may prescribe, to perform for a period equal to the period prescribed in section 4(b) such civilian work contributing to the maintenance of the national health, safety, or interest as the Director may deem appropriate and any such person who knowingly fails or neglects to obey any such order from his local board shall be deemed, for the purposes of section 12 of this title, to have knowingly failed or neglected to perform a duty required of him under this title. The Director shall be responsible for finding civilian work for persons exempted from training and service under this subsection and for the placement of such persons in appropriate civilian work contributing to the maintenance of the national health, safety, or interest.

(k) No exception from registration, or exemption or deferment from training and service, under this chapter, shall continue after the cause therefor ceases to exist.
(l) Notwithstanding any other provisions of law, no person between the ages of eighteen and twenty-one shall be discharged from service in the armed forces of the United States while this title is in effect because such person entered such service without the consent of his such person’s parent or guardian.

(m) No person shall be relieved from training and service under this title by reason of conviction of a criminal offense, except where the offense of which he such person has been convicted may be punished by death, or by imprisonment for a term exceeding one year.

(n) In the case of any registrant whose principal place of employment is located outside the appeal board area in which the local board having jurisdiction over the registrant is located, any occupational deferment made under subsection (h) of this section may, within five days after such deferment is made, be submitted for review and decision to the appeal board having jurisdiction over the area in which is located the principal place of employment of the registrant. Such decision of the appeal board shall be final unless modified or changed by the President, and such decision shall be made public.

(o) Except during the period of a war or a national emergency declared by Congress, no person may be inducted for training and service under this title unless he such person volunteers for such induction—

(1) if the father or the mother or a brother or a sister of such person was killed in action or died in line of duty while serving in the Armed Forces after December 31, 1959, or died subsequent to such date as a
result of injuries received or disease incurred in line of duty during such service, or

(2) during any period of time in which the father or the mother or a brother or a sister of such person is in a captured or missing status as a result of such service.

As used in this subsection, the term "brother" or "sister" means a brother of the whole blood or a sister of the whole blood, as the case may be.

SEC. 7. [Repealed]

SEC. 8 [50 U.S.C. 3807]. No bounty may be paid to induce any person to be inducted into an armed force. A clothing allowance authorized by law is not a bounty for the purposes of this section. No person liable for training and service under this Act may furnish a substitute for that training or service. No person may be enlisted, inducted, or appointed in an armed force as a substitute for another. No person liable for training and service under section 4 may escape that training and service or be discharged before the end of his such person’s period of training and service by paying money or any other valuable thing as consideration for his such person’s release from that training and service or liability therefor.

SEC. 9. [50 U.S.C. 3808] (a) Any person inducted into the armed forces under this title for training and service, who, in the judgment of those in authority over him such person, satisfactorily completes his such person’s period of training and service under section 4(b) shall be entitled to a certificate to that effect upon the completion of such period of training and service, which shall include a record of any special proficiency or merit attained. In addition, each such person who is
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inducted into the armed forces under this title for training and service shall be
given a physical examination at the beginning of such training and service, and
upon the completion of his such person’s period of training and service under this
title, each such person shall be given another physical examination and, upon his
such person’s written request, shall be given a statement of physical condition by
the Secretary concerned: Provided, That such statement shall not contain any
reference to mental or other conditions which in the judgment of the Secretary
concerned would prove injurious to the physical or mental health of the person to
whom it pertains: Provided further, That, if upon completion of training and
service under this title, such person continues on active duty without an
interruption of more than seventy-two hours as a member of the Armed Forces of
the United States, a physical examination upon completion of such training and
service shall not be required unless it is requested by such person, or the medical
authorities of the Armed Force concerned determine that the physical examination
is warranted.

(b) Any person inducted into the armed forces for training and service
under this title shall, during the period of such service, be permitted to vote in
person or by absentee ballot in any general, special, or primary election occurring
in the State of which he such person is a resident, whether he such person is
within or outside such State at the time of such election, if under the laws of such
State he such person is otherwise entitled so to vote in such election; but nothing
in this subsection shall be construed to require granting to any such person a leave
of absence or furlough for longer than one day in order to permit him such person
to vote in person in any such election. No person inducted into, or enlisted in, the
armed forces for training and service under this title shall, during the period of
such service, as a condition of voting in any election for President, Vice President,
electors for President or Vice President, or for Senator or Member of the House of
Representatives, be required to pay any poll tax or other tax or make any other
payment to any State or political subdivision thereof.

(c) The Secretary of a military department, and the Secretary of Homeland
Security with respect to the Coast Guard, shall furnish to the Selective Service
System hereafter established a report of separation for each person separated from
active duty.

SEC. 10. [50 U.S.C. 3809] (a)(1) There is hereby established in the
executive branch of the Government an agency to be known as the Selective
Service System, and a Director of Selective Service shall be the head thereof.

(2) The Selective Service System shall include a national headquarters, at
least one State headquarters in each State, Territory, and possession of the United
States, and in the District of Columbia, and the local boards, appeal boards, and
other agencies provided for in subsection (b)(3) of this section.

(3) The Director shall be appointed by the President.

(4) The functions of the Office of Selective Service Records (established
by the Act of March 31, 1947) and of the Director of the Office of Selective
Service Records are transferred to the Selective Service System and the Director
of Selective Service, respectively. The personnel, property, records, and
unexpended balances (available or to be made available) of appropriations,
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allocations, and other funds of the Office of Selective Service Records are transferred to the Selective Service System. The Office of Selective Service Records shall cease to exist upon the taking effect of the provisions of this title: Provided, That, effective upon the termination of this title and notwithstanding such termination in other respects, (A) the said Office of Selective Service Records is hereby established on the same basis and with the same functions as obtained prior to the effective date of this title, (B) said reestablished Office shall be responsible for liquidating any other outstanding affairs of the Selective Service System, and (C) the personnel, property, records, and unexpended balances (available or to be made available) of appropriations, allocations, and other funds of the Selective Service System shall be transferred to such reestablished Office of Selective Service Records.

(5) The Selective Service System shall conduct exercises periodically of all mobilization plans, systems, and processes to evaluate and test their effectiveness. Once every four years, the exercise shall include the full range of internal and interagency procedures to ensure functionality and interoperability and may take place as part of the Department of Defense mobilization exercise under section 10208 of title 10, United States Code. The Selective Service System shall conduct a public awareness campaign in conjunction with each exercise to communicate the purpose of the exercise to the public.

(b) The President is authorized to undertake the following:

(1) To prescribe the necessary rules and regulations to carry out the provisions of this title.
(2) To appoint, upon recommendation of the respective governor or comparable executive official, a State director of the Selective Service System for each headquarters in each State, Territory, and possession of the United States and for the District of Columbia, who shall represent the governor and be in immediate charge of the State headquarters of the Selective Service System: Provided, That no State director shall serve concurrently in an elected or appointed position of a State or local government; to employ such number of civilians, and, subject to subsection (e), to order to active duty with their consent and to assign to the Selective Service System such officers of the selective-service section of the State headquarters and headquarters detachments and such other officers of the federally recognized National Guard of the United States or other armed forces personnel (including personnel of the reserve components thereof), as may be necessary for the administration of the national and of the several State headquarters of the Selective Service System.

(3) To create and establish within the Selective Service System civilian local boards, civilian appeal boards, and such other civilian agencies, including agencies of appeal, as may be necessary to carry out its functions with respect to the registration, examination, classification, selection, assignment, delivery for induction, and maintenance of records of persons registered under this title, together with such other duties as may be assigned under this title: Provided, That no person shall be
disqualified from serving as a counselor to registrants, including service as
Government appeal agent, because of his such person’s membership in a
Reserve component of the Armed Forces. He The President shall create
and establish one or more local boards in each county or political
subdivision corresponding thereto of each State, territory, and possession
of the United States, and in the District of Columbia. The local board
and/or its staff shall perform their official duties only within the county or
political subdivision corresponding thereto for which the local board is
established, or in the case of an intercounty board, within the area for
which such board is established, except that the staffs of local boards in
more than one county of a State or comparable jurisdiction may be
collocated or one staff may serve local boards in more than one county of
a State or comparable jurisdiction when such action is approved by the
Governor or comparable executive official or officials. Each local board
shall consist of three or more members to be appointed by the President
from recommendations made by the respective Governors or comparable
executive officials. In making such appointments after the date of the
enactment of the Act enacting this sentence, the President is requested to
appoint the membership of each local board so that to the maximum extent
practicable it is proportionately representative of the race and national
origin of those registrants within its jurisdiction the President is requested
to appoint the membership of each local board so that each board has both
male and female members and, to the maximum extent practicable, it is
proportionately representative of the race, national origin, and sex of those registrants within its jurisdiction, but no action by any local board shall be declared invalid on the ground that any board failed to conform to any particular quota as to race or national origin race, sex, or national origin.

No citizen shall be denied membership on any local board or appeal board on account of sex. After December 31, 1971, no person shall serve on any local board or appeal board who has served on any local board or appeal board for a period of more than 20 years. Notwithstanding any other provision of this paragraph, an intercounty local board consisting of at least one member from each component county or corresponding subdivision may, with the approval of the Governor or comparable executive official or officials, be established for an area not exceeding five counties or political subdivisions corresponding thereto within a State or comparable jurisdiction when the President determines, after considering the public interest involved, that the establishment of such local board will result in a more efficient and economical operation. Any such intercounty local board shall have within its area the same power and jurisdiction as a local board has in its area. A local board may include among its members any citizen otherwise qualified under Presidential regulations, provided he such person is at least eighteen years of age. No member of any local board shall be a member of the Armed Forces of the United States, but each member of any local board shall be a civilian who is a citizen of the United States residing in the county or political subdivision corresponding
thereto in which such local board has jurisdiction, and each intercounty
local board shall have at least one member from each county or political
subdivision corresponding thereto included within the intercounty local
board area. Such local boards, or separate panels thereof each consisting
of three or more members, shall, under rules and regulations prescribed by
the President, have the power within the respective jurisdictions of such
local boards to hear and determine, subject to the right of appeal to the
appeal boards herein authorized, all questions or claims with respect to
inclusion for, or exemption or deferment from, training and service under
this title, of all individuals within the jurisdiction of such local boards. The
decisions of such local board shall be final, except where an appeal is
authorized and is taken in accordance with such rules and regulations as
the President may prescribe. There shall be not less than one appeal board
located within the area of each Federal judicial district in the United States
and within each Territory and possession of the United States, and such
additional separate panels thereof, as may be prescribed by the President.
Appeal boards within the Selective Service System shall be composed of
civilians who are citizens of the United States and who are not members of
the armed forces. The decision of such appeal boards shall be final in
cases before them on appeal unless modified or changed by the President.
The President, upon appeal or upon his own motion, shall
have power to determine all claims or questions with respect to inclusion
for, or exemption or deferment from training and service under this title,
and the determination of the President shall be final. No judicial review
shall be made of the classification or processing of any registrant by local
boards, appeal boards, or the President, except as a defense to a criminal
prosecution instituted under section 12 of this title, after the registrant has
responded either affirmatively or negatively to an order to report for
induction, or for civilian work in the case of a registrant determined to be
opposed to participation in war in any form: Provided, That such review
shall go to the question of the jurisdiction herein reserved to local boards,
appeal boards, and the President only when there is no basis in fact for the
classification assigned to such registrant. No person who is a civilian
officer, member, agent, or employee of the Office of Selective Service
Records, or the Selective Service System, or of any local board or appeal
board or other agency of such Office or System, shall be excepted from
registration or deferred or exempted from training and service, as provided
for in this title, by reason of his such person’s status as such civilian
officer, member, agent, or employee.

(4) To appoint, and to fix, in accordance with the provisions of
chapter 51 and subchapter III of chapter 53 of title 5, United States Code,
relating to classification and General Schedule pay rates, the basic pay of
such officers, agents, and employees as the President may deem
necessary to carry out the provisions of this chapter, however, any officer
of the armed forces or any officer or employee of any department or
agency of the United States who may be assigned or detailed to any office
or position to carry out the provisions of this title (except to offices or
positions on local boards or appeal boards established or created pursuant
to section 10(b)(3)) may serve in and perform the functions of such office
or position without loss of or prejudice to his the individual’s status as
such officer in the armed forces or as such officer or employee in any
department or agency of the United States.

(5) To utilize the services of any or all departments and any and all
officers or agents of the United States, and to accept the services of all
officers and agents of the several States, Territories, and possessions, and
subdivisions thereof, and the District of Columbia, and of private welfare
organizations, in the execution of this title.

(6) To purchase such printing, binding, and blank-book work from
public, commercial, or private printing establishments or binderies upon
orders placed by the Public Printer or upon waivers issued in accordance
with section 12 of the Printing Act approved January 12, 1895, as
amended, and to obtain by purchase, loan, or gift such equipment and
supplies for the Selective Service System, as he the President may deem
necessary to carry out the provisions of this title, with or without
advertising or formal contract.

(7) To prescribe eligibility, rules, and regulations governing the
release for service in the armed forces, or for any other special service
established pursuant to this title, of any person convicted of a violation of
any of the provisions of this title.
(8) Subject to the availability of funds appropriated for such purpose, to procure such space as the President may deem necessary to carry out the provisions of this title and the Act of March 31, 1947 (50 U.S.C. App. 321 et seq.).

(9) Subject to the availability of funds appropriated for such purposes, to determine the location of such additional temporary installations as the President may deem essential; to utilize and enlarge such existing installations; to construct, install, and equip, and to complete the construction, installation, and equipment of such buildings, structures, utilities, and appurtenances (including the necessary grading and removal, repair or remodeling of existing structures and installations), as may be necessary to carry out the provisions of this title; and, in order to accomplish the purpose of this title, to acquire lands and rights pertaining thereto, or other interests therein, for temporary use thereof, by donation or lease, and to prosecute construction thereon prior to the approval of the title by the Attorney General as required by sections 355, Revised Statutes, as amended.

(10) Subject to the availability of funds appropriated for such purposes, to utilize, in order to provide and furnish such services as may be deemed necessary or expedient to accomplish the purposes of this title, such personnel of the armed forces and of Reserve components thereof with their consent, and such civilian personnel, as may be necessary. For the purposes of this title, the provisions of section 14 of the Federal
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1. Employees' Pay Act of 1946 (Public Law 390, Seventy-ninth Congress) with respect to the maximum limitations as to the number of civilian employees shall not be applicable to the Department of the Army, the Department of the Navy, or the Department of the Air Force.

2. (c) The President is authorized to delegate any authority vested in him under this title, and to provide for the subdelegation of any such authority.

3. [Subsections (d) through (h) omitted – no proposed amendments]

4. (i) SERVICE PLATFORM.—The Selective Service System shall provide to all registrants, on its website and in communications with registrants relating to registration, information about the Service Platform established under section 202 of the Inspire to Serve Act of 2020. The Selective Service System shall provide to each registrant, at the time of registration, an option to transfer to the Service Platform the information the registrant has provided to the Selective Service System. The Director of Selective Service shall consult with the Director of the Office of Management and Budget to ensure that information provided by the Selective Service System is compatible with the information requirements of the Service Platform.

5. [SEC. 11 omitted – no proposed amendments]

6. SEC. 12. [50 U.S.C. 3811] (a) Any member of the Selective Service System or any other person charged as herein provided with the duty of carrying out any of the provisions of this title, or the rules or regulations made or directions given thereunder, who shall knowingly fail or neglect to perform such duty, and any
person charged with such duty, or having and exercising any authority under said

title, rules, regulations, or directions who shall knowingly make, or be a party to

the making, of any false, improper, or incorrect registration, classification,

physical or mental examination, deferment, induction, enrollment, or muster, and

any person who shall knowingly make, or be a party to the making, of any false

statement or certificate regarding or bearing upon a classification or in support of

any request for a particular classification, for service under the provisions of this

title, or rules, regulations, or directions made pursuant thereto, or who otherwise

evades or refuses registration or service in the armed forces or any of the

requirements of this title, or who knowingly counsels, aids, or abets another to

refuse or evade registration or service in the armed forces or any of the

requirements of this title, or of said rules, regulations, or directions, or who in any

manner shall knowingly fail or neglect or refuse to perform any duty required of

him such person under or in the execution of this title, or rules, regulations, or

directions made pursuant to this title, or any person or persons who shall

knowingly hinder or interfere or attempt to do so in any way, by force or violence

or otherwise, with the administration of this title or the rules or regulations made

pursuant thereto, or who conspires to commit any one or more of such offenses,

shall, upon conviction in any district court of the United States of competent

jurisdiction, be punished by imprisonment for not more than five years or a fine of

not more than $10,000, or by both such fine and imprisonment, or if subject to

military or naval law may be tried by court martial, and, on conviction, shall

suffer such punishment as a court martial may direct. No person shall be tried by
court martial in any case arising under this title unless such person has been
actually inducted for the training and service prescribed under this title or unless
he is subject to trial by court martial under laws in force prior to the enactment of
this title.

(b) Any person (1) who knowingly transfers or delivers to another, for the
purpose of aiding or abetting the making of any false identification or
representation, any registration certificate, alien's certificate of nonresidence, or
any other certificate issued pursuant to or prescribed by the provisions of this title,
or rules or regulations promulgated hereunder; or (2) who, with intent that it be
used for any purpose of false identification or representation, has in his such
person’s possession any such certificate not duly issued to him such person; or (3)
who forges, alters, knowingly destroys, knowingly mutilates, or in any manner
changes any such certificate or any notation duly and validly inscribed thereon; or
(4) who, with intent that it be used for any purpose of false identification or
representation, photographs, prints, or in any manner makes or executes any
engraving, photograph, print, or impression in the likeness of any such certificate,
or any colorable imitation thereof; or (5) who has in his such person’s possession
any certificate purporting to be a certificate issued pursuant to this title, or rules
and regulations promulgated hereunder, which he such person knows to be falsely
made, reproduced, forged, counterfeited, or altered; or (6) who knowingly violates
or evades any of the provisions of this title or rules and regulations promulgated
pursuant thereto relating to the issuance, transfer, or possession of such certificate,
shall upon conviction, be fined not to exceed $10,000 or be imprisoned for not
more than five years, or both. Whenever on trial for a violation of this subsection
the defendant is shown to have or to have had possession of any certificate not
duly issued to such person, such possession shall be deemed sufficient
evidence to establish an intent to use such certificate for purposes of false
identification or representation, unless the defendant explains such possession to
the satisfaction of the jury.

(c) The Department of Justice shall proceed as expeditiously as possible
with a prosecution under this section, or with an appeal, upon the request of the
Director of Selective Service System or shall advise the House of Representatives
and the Senate in writing the reasons for its failure to do so.

(d) No person shall be prosecuted, tried, or punished for evading,
neglecting, or refusing to perform the duty of registering imposed by section 3 of
this title unless the indictment is found within five years next after the last day
before such person attains the age of twenty-six, or within five years next after the
last day before such person does perform his duty to register,

(e) The President may require the Secretary of Health and Human Services
to furnish to the Director, from records available to the Secretary, the following
information with respect to individuals who are members of any group of
individuals required by a proclamation of the President under section 3 to present
themselves for and submit to registration under such section: name, date of birth,
social security account number, and address. Information furnished to the Director
by the Secretary under this subsection shall be used only for the purpose of the
enforcement of this Act.

(f)(1) Except as provided in subsection (g), any person who is required
under section 3 to present himself appear for and submit to registration under such
section and fails to do so in accordance with any proclamation issued under such
section, or in accordance with any rule or regulation issued under such section,
shall be ineligible for any form of assistance or benefit provided under title IV of

(2) In order to receive any grant, loan, or work assistance under title IV of
the Higher Education Act of 1965 (20 U.S.C. 1070 et seq.), a person who is
required under section 3 to present himself appear for and submit to registration
under such section shall file with the institution of higher education which the
person intends to attend, or is attending, a statement of compliance with section 3
and regulations issued thereunder or proof of registration in accordance with
subsection (g).

(3) The Secretary of Education, in agreement with the Director, shall
prescribe methods for verifying such statements of compliance or proof of
registration filed pursuant to paragraph (2). Such methods may include requiring
institutions of higher education to provide a list to the Secretary of Education or to
the Director of persons who have submitted such statements of compliance or
proof of registration.

(4) The Secretary of Education, in consultation with the Director, shall
issue regulations to implement the requirements of this subsection. Such
regulations shall provide that any person to whom the Secretary of Education proposes to deny assistance or benefits under title IV for failure to meet the registration requirements of section 3 and regulations issued thereunder, or failure to provide proof of registration in accordance with subsection (g), shall be given notice of the proposed denial and shall have a suitable period (of not less than thirty days) after such notice to provide the Secretary with information and materials establishing that he such person has complied with the registration requirement under section 3 or has registered in accordance with subsection (g). Such regulations shall also provide that the Secretary may afford such person an opportunity for a hearing to establish his compliance or for any other purpose.

(g) A person may not be denied a right, privilege, or benefit under Federal law by reason of failure to present himself appear for and submit to registration under section 3 of this title if—

(1) the requirement for the person to so register has terminated or become inapplicable to the person; and and the person shows by a preponderance of the evidence that the failure of the person to register was not a knowing and willful failure to register; or

(2) the person shows by a preponderance of the evidence that the failure of the person to register was not a knowing and willful failure to register. The person was provided notice of the person’s failure to register and the person registered within 30 days with the Selective Service System, regardless of the person’s age at the time of registration.
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SEC. 13. [50 U.S.C. 3812] (a) Nothing in sections 203, 205, or 207 of title 18 of the United States Code, or in the second sentence of subsection (a) of section 9 of the Act of August 2, 1939 (53 Stat. 1148), entitled "An Act to prevent pernicious political activities", as amended, shall be deemed to apply to any person because of his appointment under authority of this title or the regulations made pursuant thereto as an uncompensated official of the Selective Service System, or as an individual to conduct hearings on appeals of persons claiming exemption from combatant or noncombatant training because of conscientious objections, or as a member of the National Selective Service Appeal Board.

(b) All functions performed under this title shall be excluded from the operation of the Administrative Procedure Act (60 Stat. 237) except as to the requirements of section 3 of such Act. Notwithstanding the foregoing sentence, no regulation issued under this Act shall become effective until the expiration of thirty days following the date on which such regulation has been published in the Federal Register. After the publication of any regulation and prior to the date on which such regulation becomes effective, any person shall be given an opportunity to submit his views to the Director on such regulation, but no formal hearing shall be required on any such regulation. The requirements of this subsection may be waived by the President in the case of any regulation if he determines that compliance with such requirements would materially impair the national defense, and (2) gives public notice to that effect at the time such regulation is issued.
(c) In computing the lump-sum payments made to Air Force Reserve Officers under the provisions of section 2 of the Act of June 16, 1936, as amended (U.S.C., title 10, sec. 300a) and to Reserve officers of the Navy or to their beneficiaries under section 12 of the Act of August 4, 1942, as amended (U.S.C., title 34, sec. 850k), no credit shall be allowed for any period of active service performed from the effective date of this title to the date on which this title shall cease to be effective. Each such lump-sum payment shall be prorated for a fractional part of a year of active service in the case of any reserve officer subject to the provisions of either such section, if such reserve officer performs continuous active service for one or more years (inclusive of such service performed during the period in which this title is effective) and such active service includes a fractional part of a year immediately prior to the effective date of this title, or immediately following the date on which this title shall cease to be effective, or both.

SEC. 15. [50 U.S.C. 3813] (a) Every person shall be deemed to have notice of the requirements of this title upon publication by the President of a proclamation or other public notice fixing a time for any registration under section 3.

(b) It shall be the duty of every registrant to keep his the registrant’s local board informed as to his the registrant’s current address and changes in status as required by such rules and regulations as may be prescribed by the President.
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(c) If any provision of this title, or the application thereof to any person or circumstance, is held invalid, the remainder of the title, and the application of such provision to other persons or circumstances, shall not be affected thereby.

(d) Except as provided in section 4(c), nothing contained in this title shall be construed to repeal, amend, or suspend the laws now in force authorizing voluntary enlistment or reenlistment in the Armed Forces of the United States, including the reserve components thereof, except that no person shall be accepted for enlistment after he such person has been issued an order to report for induction unless authorized by the Director and the Secretary of Defense and except that, whenever the Congress or the President has declared that the national interest is imperiled, voluntary enlistment or reenlistment in such forces, and their reserve components, may be suspended by the President to such extent as he the President may deem necessary in the interest of national defense.

(e) In order to assist the Armed Forces in recruiting individuals for voluntary service in the Armed Forces, the Director shall, upon the request of the Secretary of Defense or the Secretary of Homeland Security, furnish to the Secretary the names and addresses of individuals registered under this Act. Names and addresses furnished pursuant to the preceding sentence may be used by the Secretary of Defense or Secretary of Homeland Security only for recruiting purposes.


(a) The term "between the ages of eighteen and twenty-six" shall refer to men persons who have attained the eighteenth anniversary of the day of their birth
and who have not attained the twenty-sixth anniversary of the day of their birth;
and other terms designating different age groups shall be construed in a similar
manner.

(b) The term "United States", when used in a geographical sense, shall be
deemed to mean the several States, the District of Columbia, Puerto Rico, the
Virgin Islands, and Guam.

(c) The term "armed forces" shall be deemed to include the Army, the
Navy, the Marine Corps, the Air Force, and the Coast Guard.

(d) The term "district court of the United States" shall be deemed to
include the courts of the United States for the Territories and possessions of the
United States.

(e) The term "local board" shall be deemed to include an intercounty local
board in the case of any registrant who is subject to the jurisdiction of an
intercounty local board.

(f) The term "Director" shall be deemed to mean the Director of the
Selective Service System.

(g)(1) The term "duly ordained minister of religion" means a person who
has been ordained, in accordance with the ceremonial, ritual, or discipline of a
church, religious sect, or organization established on the basis of a community of
faith and belief, doctrines and practices of a religious character, to preach and to
teach the doctrines of such church, sect, or organization and to administer the rites
and ceremonies thereof in public worship, and who, as his such person’s regular
and customary vocation preaches and teaches the principles of religion and
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1. administers the ordinances of public worship as embodied in the creed or principles of such church, sect, or organization.

2. (2) The term "regular minister of religion" means a person who, as his such person’s customary vocation preaches and teaches the principles of religion of a church, a religious sect, or organization of which he such person is a member, without having been formally ordained as a minister of religion, and who is recognized by such church, sect, or organization as a regular minister.

3. (3) The term "regular or duly ordained minister of religion" does not include a person who irregularly or incidentally preaches and teaches the principles of religion of a church, religious sect, or organization and does not include any person who may have been duly ordained a minister in accordance with the ceremonial, rite, or discipline of a church, religious sect or organization, but who does not regularly, as a bona fide vocation, teach and preach the principles of religion and administer the ordinances of public worship, as embodied in the creed or principles of his such person’s church, sect, or organization.

4. (h) The term "organized unit", when used with respect to a reserve component, shall be deemed to mean a unit in which the members thereof are required satisfactorily to participate in scheduled drills and training periods as prescribed by the Secretary of Defense.

5. (i) The term "reserve components of the armed forces" shall, unless the context otherwise requires, be deemed to include the federally recognized National Guard of the United States, the federally recognized Air National Guard.
of the United States, the Officers' Reserve Corps, the Regular Army Reserve, the
Air Force Reserve, the Enlisted Reserve Corps, the Navy Reserve, the Marine
Corps Reserve, and the Coast Guard Reserve, and shall include, in addition to the
foregoing, the Public Health Service Reserve when serving with the armed forces.

[SEC. 17 omitted – no proposed amendments]

SEC. 18. [50 U.S.C. 3816] (a) Whenever the President after consultation
with and receiving advice from the National Security Resources Board determines
that it is in the interest of the national security for the Government to obtain
prompt delivery of any articles or materials the procurement of which has been
authorized by the Congress exclusively for the use of the armed forces of the
United States, or for the use of the Atomic Energy Commission, the President
is authorized, through the head of any Government agency, to place with any
person operating a plant, mine, or other facility capable of producing such articles
or materials an order for such quantity of such articles or materials as the
President deems appropriate, except that no order which requires payments
thereunder in excess of $25,000,000 shall be placed with any person, unless the
Committees on Armed Services of the Senate and the House of Representatives
have been notified in writing of such proposed order and 60 days of continuous
session of Congress have expired following the date on which such notice was
transmitted to such committees and neither House of Congress has adopted,
within such 60-day period, a resolution disapproving such order. For purposes of
the preceding sentence, the continuity of a session of Congress is broken only by
an adjournment of the Congress sine die, and the days on which either House is
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not in session because of an adjournment of more than 3 days to a day certain are
excluded in the computation of such 60-day period. Any person with whom an
order is placed pursuant to the provisions of this section shall be advised that such
order is placed pursuant to the provisions of this section. Under any such program
of national procurement, the President shall recognize the valid claim of
American small business to participate in such contracts, in such manufactures,
and in such distribution of materials, and small business shall be granted a fair
share of the orders placed, exclusively for the use of the armed forces or for other
Federal agencies now or hereafter designated in this section. For the purposes of
this section, a business enterprise shall be determined to be "small business" if (1)
its position in the trade or industry of which it is a part is not dominant, (2) the
number of its employees does not exceed 500, and (3) it is independently owned
and operated.

(b) It shall be the duty of any person with whom an order is placed
pursuant to the provisions of subsection (a), (1) to give such order such
precedence with respect to all other orders (Government or private) theretofore or
thereafter placed with such person as the President may prescribe, and (2) to fill
such order within the period of time prescribed by the President or as soon
thereafter as possible.

(c) In case any person with whom an order is placed pursuant to the
provisions of subsection (a) refuses or fails—
(1) to give such order such precedence with respect to all other orders (Government or private) theretofore or thereafter placed with such person as the President may have prescribed;

(2) to fill such order within the period of time prescribed by the President or as soon thereafter as possible as determined by the President;

(3) to produce the kind or quality of articles or materials ordered; or

(4) to furnish the quantity, kind, and quality of articles or materials ordered at such price as shall be negotiated between such person and the Government agency concerned; or in the event of failure to negotiate a price, to furnish the quantity, kind, and quality of articles or materials ordered at such price as such person may subsequently be determined to be entitled to receive under subsection (d);

the President is authorized to take immediate possession of any plant, mine, or other facility of such person and to operate it, through any Government agency, for the production of such articles or materials as may be required by the Government.

(d) Fair and just compensation shall be paid by the United States (1) for any articles or materials furnished pursuant to an order placed under subsection (a), or (2) as rental for any plant, mine, or other facility of which possession is taken under subsection (c).

(e) Nothing contained in this section shall be deemed to render inapplicable to any plant, mine, or facility of which possession is taken pursuant
to subsection (c) any State or Federal laws concerning the health, safety, security,  
or employment standards of employees.

(f) Any person, or any officer of any person as defined in this section, who
willfully fails or refuses to carry out any duty imposed upon him such person by
subsection (b) of this section shall be guilty of a felony and, upon conviction
thereof, shall be punished by imprisonment for not more than three years, or by a
fine of not more than $50,000, or by both such imprisonment and fine.

(g)(1) As used in this section—

(A) The term "person" means any individual, firm, company, association,
corporation, or other form of business organization.

(B) The term "Government agency" means any department, agency,
independent establishment, or corporation in the Executive branch of the United
States Government.

(2) For the purposes of this section, a plant, mine, or other facility shall be
deemed capable of producing any articles or materials if it is then producing or
furnishing such articles or materials or if the President after consultation with and
receiving advice from the National Security Resources Board determines that it
can be readily converted to the production or furnishing of such articles or
materials.

(h) The President is empowered, through the Secretary of Defense, to
require all producers of steel in the United States to make available, to
individuals, firms, associations, companies, corporations, or organized
manufacturing industries having orders for steel products or steel materials
required by the armed forces, such percentages of the steel production of such
producers, in equal proportion deemed necessary for the expeditious execution of
orders for such products or materials. Compliance with such requirement shall be
obligatory on all such producers of steel and such requirement shall take
precedence over all orders and contracts theretofore placed with such producers.
If any such producer of steel or the responsible head or heads thereof refuses to
comply with such requirement, the President, through the Secretary of Defense, is
authorized to take immediate possession of the plant or plants of such producer
and, through the appropriate branch, bureau, or department of the armed forces, to
insure compliance with such requirement. Any such producer of steel or the
responsible head or heads thereof refusing to comply with such requirement shall
be deemed guilty of a felony and upon conviction thereof shall be punished by
imprisonment for not more than three years and a fine not exceeding $50,000.

[SEC. 19 omitted – no proposed amendments]

SEC. 20. [50 U.S.C. 3818] This title shall become effective immediately;
except that unless the President, or the Congress by concurrent resolution,
declares a national emergency after the date of enactment of this Act, no person
shall be inducted or ordered into active service without his such person’s consent
under this title within ninety days after the date of its enactment.

SEC. 21. [50 U.S.C. 3819] Until July 1, 1953, and subject to the limitations
imposed by section 2 of the Selective Service Act of 1948, as amended, the
President shall be authorized to order into the active military or naval service of
the United States for a period of not to exceed twenty-four consecutive months,
with or without their consent, any or all members and units of any or all Reserve
components of the Armed Forces of the United States and retired personnel of the
Regular Armed Forces. Unless he is sooner released under regulations prescribed
by the Secretary of the military department concerned, any member of the
inactive or volunteer reserve who served on active duty for a period of 12 months
or more in any branch of the Armed Forces between the period of December 7,
1941, and September 2, 1945, inclusive, who is now or may hereafter be ordered
to active duty pursuant to this section, shall upon completion of 17 or more
months of active duty since June 25, 1950, if he makes application
therefor to the Secretary of the branch of service in which he is serving, be released from active duty and shall not thereafter be ordered to active
duty for periods in excess of 30 days without his consent except in
time of war or national emergency hereafter declared by the Congress: Provided,
That the foregoing shall not apply to any member of the inactive or volunteer
reserve ordered to active duty whose rating or specialty is found by the Secretary
of the military department concerned to be critical and whose release to inactive
duty prior to the period for which he was ordered to active duty
would impair the efficiency of the military department concerned.

The President may retain the unit organizations and the equipment thereof,
exclusive of the individual members thereof, in the active Federal service for a
total period of five consecutive years, and upon being relieved by the appropriate
Secretary from active Federal service, National Guard, or Air National Guard
units, shall, insofar as practicable, be returned to their National Guard or Air
National Guard status in their respective States, Territories, the District of Columbia, and Puerto Rico, with pertinent records, colors, histories, trophies, and other historical impedimenta.

SEC. 22. [50 U.S.C. 3820] (a) It is hereby declared to be the purpose of this section to guarantee to each registrant asserting a claim before a local or appeal board, a fair hearing consistent with the informal and expeditious processing which is required by selective service cases.

(b) Pursuant to such rules and regulations as the President may prescribe—

(1) Each registrant shall be afforded the opportunity to appear in person before the local or any appeal board of the Selective Service System to testify and present evidence regarding his the registrant’s status.

(2) Subject to reasonable limitations on the number of witnesses and the total time allotted to each registrant, each registrant shall have the right to present witnesses on his the registrant’s behalf to the local board.

(3) A quorum of any local board or appeal board shall be present during the registrant's personal appearance.

(4) In the event of a decision adverse to the claim of a registrant, the local or appeal board making such decision shall, upon request, furnish to such registrant a brief written statement of the reasons for its decision.
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*This section would also amend section 3328 of title 5, United States Code, as follows:*

(a) An individual—

(1) who was born after December 31, 1959, and is or was required to register under section 3 of the Military Selective Service Act (50 U.S.C. App. 453); and

(2) who is not so registered or knowingly and willfully did not so register before the requirement terminated or became inapplicable to the individual,

shall be ineligible for appointment to a position in an Executive agency.

(a) An individual who was required to register under section 3 of the Military Selective Service Act (50 U.S.C. 3803) but failed to meet the registration requirements of section 2 of that Act shall be ineligible for appointment to a position in an Executive agency, unless—

(1) the requirement for the person to so register has terminated or become inapplicable to the person and the person shows by a preponderance of the evidence that the failure of the person to register was not a knowing and willful failure to register; or

(2) the person was provided notice of the person’s failure to register and the person registered within 30 days with the Selective Service System, regardless of the person’s age at the time of registration.

(b) The Office of Personnel Management, in consultation with the Director of the Selective Service System, shall prescribe regulations to carry out
this section. Such regulations shall include provisions prescribing procedures for
the adjudication of determinations of whether a failure to register was knowing
and willful. Such procedures shall require that such a determination may not be
made if the individual concerned shows by a preponderance of the evidence that
the failure to register was neither knowing nor willful. Such procedures may
provide that determinations of eligibility under the requirements of this section
shall be adjudicated by the Executive agency making the appointment for which
the eligibility is determined.

This section would also amend section 484(n) of the Higher Education Act
of 1965 (20 U.S.C. 1091(n)), as follows:

(n) DATA BASE MATCHING.—To enforce the Selective Service
registration provisions of section 12(f) of the Military Selective Service Act (50
U.S.C. App. 462(f)) (50 U.S.C. 3811(f)), the Secretary shall conduct data base
matches with the Selective Service, using common demo-graphic data elements.
Appropriate confirmation, through an application output document or through
other means, of any person’s registration shall fulfill the requirement to file a
separate statement of compliance. In the absence of a confirmation from such data
matches, an institution may also use data or documents that support either the
student’s registration, or the absence of a registration requirement for the student,
to fulfill the requirement to file a separate statement of compliance. The
mechanism for reporting the resolution of nonconfirmed matches shall be
prescribed by the Secretary in regulations.
SEC. 402. REPORT ON EXEMPTIONS AND DEFERMENTS FOR A POSSIBLE MILITARY DRAFT.

This section would not amend existing law.

SEC. 403. RESPONSIBILITIES FOR NATIONAL MOBILIZATION; PERSONNEL REQUIREMENTS.

This section would not amend existing law.

SEC. 404. ENHANCEMENTS TO NATIONAL MOBILIZATION EXERCISES.

This section would amend section 10208 of title 10, United States Code, as follows:

(a) The Secretary of Defense shall conduct at least one major mobilization exercise each year. The exercise should be as comprehensive and as realistic as possible and should include the participation of associated active component and reserve component units.

(b) The Secretary shall maintain a plan to test periodically each active component and reserve component unit based in the United States and all interactions of such units, as well as the sustainment of the forces mobilized as part of the exercise, with the objective of permitting an evaluation of the adequacy of resource allocation and planning.

(c) The Secretary shall, beginning in the first fiscal year that begins after the date of the enactment of this subsection, and every 5 years thereafter, as part of the major mobilization exercise under subsection (a), include the processes of the Selective Service System in preparation for a draft, and submit to Congress a
report on the results of this exercise. The report may be submitted in classified form.

(d) The exercise under subsection (c)—

(1) shall include a review of national mobilization strategic and operational concepts;

(2) shall include a simulation of a mobilization of all armed forces and reserve units, with plans and processes for incorporating Selective Service System inductees; and

(3) shall involve the Selective Service System, the Department of Homeland Security, the Department of Commerce, the Department of Labor, and other relevant interagency stakeholders.

SEC. 405. CRITICAL SKILLS FOR THE DEPARTMENT OF DEFENSE.

This section would not amend existing law.

SEC. 406. INIDIVIDUAL READY RESERVE FOR CRITICAL SKILLS.

This section would amend chapter 1005 of title 10, United States Code, by adding at the end the following:

§10155. Ready Reserve: Individual Ready Reserve for Critical Skills

(a) ESTABLISHMENT.— For the purpose of recruiting personnel with the requisite critical skills, the Secretary of each military department, under the direction of the President, may establish and maintain an Individual Ready Reserve for Critical Skills within the Ready Reserve of each of the reserve components.
(b) MEMBERSHIP REQUIREMENTS.—The Secretary of Defense shall outline the requirements for membership in the Individual Ready Reserve for Critical Skills, including providing guidance on—

(1) a means for each military service to establish qualifying critical skills for inclusion in its Individual Ready Reserve for Critical Skills;

(2) the standards and process for selection of individuals who are not otherwise in a reserve status to qualify for Individual Ready Reserve for Critical Skills of a military service;

(3) requirements for screening and re-evaluation of members in the Individual Ready Reserve for Critical Skills;

(4) the training and obligations required for members in the Individual Ready Reserve for Critical Skills; and

(5) the use of allowances and nonmonetary incentives to retain members in the Individual Ready Reserve for Critical Skills.

(c) MOBILIZATION.—

(1) ACTIVE DUTY.—A member of the Individual Ready Reserve for Critical Skills may be ordered to active duty without the consent of the member in accordance with section 12304, or in accordance with any other provision of law authorizing activation of individual ready reserve members.

(2) ELIGIBILITY FOR BENEFITS.—A member of the Individual Ready Reserve for Critical Skills who is mobilized under paragraph (1)
shall be eligible for benefits available to members of the Selected Reserve.