

119TH CONGRESS  
1ST SESSION

# H. R. 5000

To amend title 5, United States Code, to limit the use of educational requirements or qualifications in evaluating candidates for certain cybersecurity positions in the competitive service, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

AUGUST 19, 2025

Ms. MACE (for herself and Ms. BROWN) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

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## A BILL

To amend title 5, United States Code, to limit the use of educational requirements or qualifications in evaluating candidates for certain cybersecurity positions in the competitive service, and for other purposes.

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

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Cybersecurity Hiring  
5       Modernization Act”.

1 **SEC. 2. EDUCATIONAL REQUIREMENTS FOR COMPETITIVE**  
2 **SERVICE CYBERSECURITY POSITIONS.**

3 Section 3308 of title 5, United States Code, is  
4 amended—

5 (1) by striking “The Office of Personnel Man-  
6 agement” and inserting “(a) IN GENERAL.—Con-  
7 sistent with subsection (b), the Office of Personnel  
8 Management”; and

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

10 “(b) EDUCATION REQUIREMENTS FOR CYBERSECU-  
11 RITY POSITIONS.—

12 “(1) IN GENERAL.—With respect to any cov-  
13 ered position—

14 “(A) an agency may prescribe a minimum  
15 educational requirement for employment in  
16 such a position only if a minimum education  
17 qualification is required by law to perform the  
18 duties of the position in the State or locality  
19 where the duties of the position are to be per-  
20 formed; and

21 “(B) an agency may consider education in  
22 determining a candidate’s satisfaction of any  
23 other minimum qualification only if the can-  
24 didate’s education directly reflects the com-  
25 petencies necessary to satisfy that qualification  
26 and perform the duties of the position.

1           “(2) PUBLICATION.—Not later than one year  
2           after the date of the enactment of the Cybersecurity  
3           Hiring Modernization Act and annually thereafter,  
4           the Office of Personnel Management shall publish on  
5           the Office’s website—

6                   “(A) any changes made to minimum quali-  
7                   fications standards concerning education for  
8                   covered positions; and

9                   “(B) aggregate data indicating the level of  
10                  educational attainment, sorted by position clas-  
11                  sification, of all accessions to covered positions.

12           “(3) COVERED POSITION DEFINED.—In this  
13           subsection, the term ‘covered position’ means—

14                   “(A) any position in the competitive service  
15                   classified under the GS–2210 information tech-  
16                   nology management series, or any successor se-  
17                   ries; and

18                   “(B) any other position in the competitive  
19                   service designated as ‘cybersecurity’ under the  
20                   National Initiative for Cybersecurity Education  
21                   (NICE) Cybersecurity Workforce Framework  
22                   (NIST Special Publication 800–181), or suc-  
23                   cessor framework.”.

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