

Union Calendar No. 128

118TH CONGRESS
1ST SESSION

H. R. 3208

[Report No. 118-161]

To amend the Homeland Security Act of 2002 to establish a DHS Cybersecurity On-the-Job Training Program, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MAY 11, 2023

Ms. JACKSON LEE (for herself, Mr. PAYNE, Mr. THOMPSON of Mississippi, Mr. COHEN, Ms. CLARKE of New York, and Ms. CLARK of Massachusetts) introduced the following bill; which was referred to the Committee on Homeland Security

JULY 27, 2023

Additional sponsor: Ms. BLUNT ROCHESTER

JULY 27, 2023

Reported from the Committee on Homeland Security; committed to the Committee of the Whole House on the State of the Union and ordered to be printed

A BILL

To amend the Homeland Security Act of 2002 to establish a DHS Cybersecurity On-the-Job Training Program, 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 “DHS Cybersecurity
5 On-the-Job Training Program Act”.

6 **SEC. 2. DHS CYBERSECURITY ON-THE-JOB TRAINING PRO-**
7 **GRAM.**

8 (a) IN GENERAL.—Subtitle A of title XXII of the
9 Homeland Security Act of 2002 (6 U.S.C. 141 et seq.)
10 is amended by adding at the end the following new section:

11 **“SEC. 2220F. DHS CYBERSECURITY ON-THE-JOB TRAINING**
12 **PROGRAM.**

13 “(a) IN GENERAL.—There is established within the
14 Agency a ‘DHS Cybersecurity On-the-Job Training Pro-
15 gram’ (in this section referred to as the ‘Program’) to vol-
16 untarily train Department employees who are not cur-
17 rently in a cybersecurity position for work in matters re-
18 lating to cybersecurity at the Department. The Program
19 shall be led by the Director, in consultation with the
20 Under Secretary for Management.

21 “(b) DUTIES OF THE DIRECTOR.—In carrying out
22 the Program under subsection (a), the Director—

23 “(1) shall develop a curriculum for the Pro-
24 gram, incorporating any existing curricula as appro-
25 priate, and consistent with the National Initiative

1 for Cybersecurity Education Framework or any suc-
2 cessor framework, which may include distance learn-
3 ing instruction, in-classroom instruction within a
4 work location, on-the-job instruction under the su-
5 pervision of experienced cybersecurity staff, or other
6 means of training and education as determined ap-
7 propriate by the Director;

8 “(2) shall develop criteria for participation in
9 the Program;

10 “(3) in accordance with paragraph (1), shall
11 provide cybersecurity training to employees of the
12 Department and may, as appropriate, provide cyber-
13 security training to other Federal employees; and

14 “(4) shall annually for seven years submit to
15 the Committee on Homeland Security of the House
16 of Representatives and the Committee on Homeland
17 Security and Governmental Affairs of the Senate a
18 report that includes—

19 “(A) information relating to the number of
20 employees who participated in the Program in
21 the preceding year;

22 “(B) an identification of the positions into
23 which employees trained through the Program
24 were hired after such training;

1 “(C) a description of metrics used to meas-
2 ure the success of the Program;

3 “(D) copies of the reports submitted pur-
4 suant to (c)(1); and

5 “(E) any additional information relating to
6 the duties specified in this subsection.

7 “(c) DUTIES OF THE UNDER SECRETARY FOR MAN-
8 AGEMENT.—In carrying out the Program under sub-
9 section (a), the Under Secretary for Management shall—

10 “(1) submit to the Secretary an annual report
11 on the status of vacancies in cybersecurity positions
12 throughout the Department;

13 “(2) support efforts by the Director to identify
14 and recruit individuals employed by the Department
15 to participate in the Program;

16 “(3) implement policies, including continuing
17 service agreements, to encourage participation in the
18 Program by employees throughout the Department;
19 and

20 “(4) conduct outreach to employees who com-
21 plete the Program regarding cybersecurity job op-
22 portunities within the Department.”.

23 (b) CLERICAL AMENDMENT.—The table of contents
24 in section 1(b) of the Homeland Security Act of 2002 is

- 1 amended by inserting after the item relating to section
- 2 2220E the following new item:

“Sec. 2220F. DHS Cybersecurity On-the-Job Training Program.”.

Union Calendar No. 128

118TH CONGRESS
1ST Session

H. R. 3208

[Report No. 118-1611]

A BILL

To amend the Homeland Security Act of 2002 to establish a DHS Cybersecurity On-the-Job Training Program, and for other purposes.

JULY 27, 2023

Committed to the Committee of the Whole House on the State of the Union and ordered to be printed