

118TH CONGRESS  
1ST SESSION

# H. R. 276

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

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## IN THE HOUSE OF REPRESENTATIVES

JANUARY 11, 2023

Ms. JACKSON LEE introduced the following bill; which was referred to the Committee on Homeland Security

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## A BILL

To amend the Homeland Security Act of 2002 to establish a DHS Cybersecurity On-the-Job Training and Employment Apprentice 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 and Employment Apprentice Pro-  
6 gram Act”.

1 **SEC. 2. DHS CYBERSECURITY ON-THE-JOB TRAINING AND**  
2 **EMPLOYMENT APPRENTICE PROGRAM.**

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

6 **“SEC. 2220E. DHS CYBERSECURITY ON-THE-JOB TRAINING**  
7 **AND EMPLOYMENT APPRENTICE PROGRAM.**

8 “(a) IN GENERAL.—Not later than 18 months after  
9 the date of the enactment of this section, the Secretary  
10 shall establish a ‘DHS Cybersecurity On-the-Job Training  
11 and Employment Apprentice Program’ (in this section re-  
12 ferred to as the ‘Program’) to identify Department em-  
13 ployees for work in matters relating to cybersecurity at  
14 the Department. The Program shall be led by the Direc-  
15 tor. The Secretary may provide the Director with such of-  
16 ficers or employees of the Department as are necessary  
17 to carry out the Program.

18 “(b) DUTIES.—In carrying out the Program under  
19 subsection (a), the Director shall—

20 “(1) submit to the Secretary a monthly report  
21 on the status of vacancies in cybersecurity positions  
22 throughout the Department;

23 “(2) identify diagnostic tools that can accu-  
24 rately and reliably measure an individual’s capacity  
25 to perform cybersecurity related jobs or serve in po-

1       sitions associated with network or computing secu-  
2       rity;

3               “(3) in consultation with relevant Department  
4       component heads, identify a roster of positions that  
5       may be a good fit for the Program and make rec-  
6       ommendations to the Secretary relating to such  
7       identified positions;

8               “(4) develop a curriculum for the Program,  
9       which may include distance learning instruction, in-  
10      classroom instruction within a work location, on-the-  
11      job instruction under the supervision of experienced  
12      cybersecurity staff, or other means of training and  
13      education as determined appropriate by the Sec-  
14      retary;

15              “(5) recruit individuals employed by the De-  
16      partment to participate in the Program;

17              “(6) determine the best means for training and  
18      retention of Department employees enrolled in the  
19      Program;

20              “(7) maintain an accurate numeration and de-  
21      scription of all filled and unfilled cybersecurity posi-  
22      tions within the Department by office and compo-  
23      nent;

24              “(8) keep up-to-date a roster of open positions  
25      relating to cybersecurity, as determined and ap-

1 proved by the Secretary, and the skills applicants  
2 must attain to qualify to fill such positions;

3 “(9) maintain information on individuals en-  
4 rolled in the Program; and

5 “(10) annually submit to the Committee on  
6 Homeland Security of the House of Representatives  
7 and the Committee on Homeland Security and Gov-  
8 ernmental Affairs of the Senate a report containing  
9 information relating to the duties specified in this  
10 subsection.”.

11 (b) TECHNICAL, CONFORMING, AND CLERICAL  
12 AMENDMENTS.—

13 (1) HOMELAND SECURITY ACT OF 2002.—The  
14 table of contents in section 1(b) of the Homeland  
15 Security Act of 2002 is amended—

16 (A) by moving the item relating to section  
17 2220D to appear after the item relating to sec-  
18 tion 2220C; and

19 (B) by inserting after the item relating to  
20 section 2220D the following new item:

“Sec. 2220E. DHS Cybersecurity On-the-Job Training and Employment Ap-  
prentice Program.”.

21 (2) NATIONAL DEFENSE AUTHORIZATION ACT  
22 FOR FISCAL YEAR 2022.—

23 (A) IN GENERAL.—Subsection (a) of sec-  
24 tion 1548 of the National Defense Authoriza-

1           tion Act for Fiscal Year 2022 is amended by  
2           striking “Title XXII of the Homeland Security  
3           Act of 2002 (6 U.S.C. 651 et seq.) is further  
4           amended by adding at the end the following  
5           new section:” and inserting “Subtitle A of title  
6           XXII of the Homeland Security Act of 2002 (6  
7           U.S.C. 651 et seq.) is amended by inserting  
8           after section 2220B the following new section:”.

9           (B) EFFECTIVE DATE.—The amendment  
10          made by subparagraph (A) shall take effect and  
11          apply as if enacted as part of the National De-  
12          fense Authorization Act for Fiscal Year 2022.

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