

118TH CONGRESS  
1ST SESSION

# H. R. 3208

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

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## 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

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## 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”.

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

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. 2220F. DHS CYBERSECURITY ON-THE-JOB TRAINING**  
7 **PROGRAM.**

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

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

18 “(1) shall develop a curriculum for the Pro-  
19 gram, incorporating any existing curricula as appro-  
20 priate, and consistent with the National Initiative  
21 for Cybersecurity Education Framework or any suc-  
22 cessor framework, which may include distance learn-  
23 ing instruction, in-classroom instruction within a  
24 work location, on-the-job instruction under the su-  
25 pervision of experienced cybersecurity staff, or other

1 means of training and education as determined ap-  
2 propriate by the Director;

3 “(2) shall develop criteria for participation in  
4 the Program;

5 “(3) in accordance with paragraph (1), shall  
6 provide cybersecurity training to employees of the  
7 Department and may, as appropriate, provide cyber-  
8 security training to other Federal employees; and

9 “(4) shall annually for seven years submit to  
10 the Committee on Homeland Security of the House  
11 of Representatives and the Committee on Homeland  
12 Security and Governmental Affairs of the Senate a  
13 report that includes—

14 “(A) information relating to the number of  
15 employees who participated in the Program in  
16 the preceding year;

17 “(B) an identification of the positions into  
18 which employees trained through the Program  
19 were hired after such training;

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

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

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

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

4               “(1) submit to the Secretary an annual report  
5               on the status of vacancies in cybersecurity positions  
6               throughout the Department;

7               “(2) support efforts by the Director to identify  
8               and recruit individuals employed by the Department  
9               to participate in the Program;

10              “(3) implement policies, including continuing  
11              service agreements, to encourage participation in the  
12              Program by employees throughout the Department;  
13              and

14              “(4) conduct outreach to employees who com-  
15              plete the Program regarding cybersecurity job op-  
16              portunities within the Department.”.

17       (b) CLERICAL AMENDMENT.—The table of contents  
18       in section 1(b) of the Homeland Security Act of 2002 is  
19       amended by inserting after the item relating to section  
20       2220E the following new item:

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

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