

Calendar No. 710

118TH CONGRESS
2D SESSION**H. R. 3208****[Report No. 118-304]**

IN THE SENATE OF THE UNITED STATES

SEPTEMBER 25, 2024

Received; read twice and referred to the Committee on Homeland Security and
Governmental Affairs

DECEMBER 17 (legislative day, DECEMBER 16), 2024

Reported by Mr. PETERS, with an amendment

[Strike out all after the enacting clause and insert the part printed in italic]

AN ACT

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 “(e) 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.”.

21 **SECTION 1. SHORT TITLE.**

22 *This Act may be cited as the “DHS Cybersecurity On-*
23 *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. 651 *et seq.*) is
5 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 volun-
11 tarily train Department employees who are not currently
12 in a cybersecurity position for work in matters relating to
13 cybersecurity at the Department. The Program shall be led
14 by the Director, in consultation with the Under Secretary
15 for Management.

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

18 “(1) shall develop a curriculum for the Program,
19 incorporating existing curricula as appropriate and
20 applicable, such as the *Federal Cyber Defense Skilling*
21 *Academy* and other initiatives or successor programs,
22 and consistent with the *National Initiative for Cyber-*
23 *security Education Framework* or any successor
24 framework, which may include distance learning in-
25 struction, in-classroom instruction within a work lo-
26 cation, on-the-job instruction under the supervision of

1 *experienced cybersecurity staff, or other means of*
2 *training and education as determined appropriate by*
3 *the Director;*

4 *“(2) shall develop criteria for participation in*
5 *the Program and ensure cybersecurity personnel are*
6 *appropriately coded to the National Initiative for Cy-*
7 *bersecurity Education Framework and successor pro-*
8 *grams;*

9 *“(3) in accordance with the curriculum described*
10 *in paragraph (1)—*

11 *“(A) shall make available cybersecurity*
12 *training to employees of the Department; and*

13 *“(B) may, as appropriate, make available*
14 *cybersecurity training to other Federal employ-*
15 *ees; and*

16 *“(4) shall, during the 7-year period beginning on*
17 *the date of enactment of this section, annually submit*
18 *to the Committee on Homeland Security of the House*
19 *of Representatives and the Committee on Homeland*
20 *Security and Governmental Affairs of the Senate a*
21 *report that includes—*

22 *“(A) information relating to the number of*
23 *employees who participated in the Program in*
24 *the preceding year;*

1 “(B) an identification of the positions into
2 which employees trained through the Program
3 were hired after such training;

4 “(C) a description of metrics used to meas-
5 ure the success of the Program, which may in-
6 clude a skill inventory for applicable positions;

7 “(D) copies of the reports submitted pursu-
8 ant to subsection (c)(1); and

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

11 “(c) *DUTIES OF THE UNDER SECRETARY FOR MAN-*
12 *AGEMENT.—In carrying out the Program under subsection*
13 *(a), the Under Secretary for Management shall—*

14 “(1) during the 7-year period beginning on the
15 date of enactment of this section, submit to the Sec-
16 retary an annual report on the status of vacancies in
17 cybersecurity positions throughout the Department;

18 “(2) support efforts by the Director to identify
19 and recruit individuals employed by the Department
20 to participate in the Program;

21 “(3) implement policies, including continuing
22 service agreements, to encourage participation in the
23 Program by employees throughout the Department;
24 and

1 “(4) *conduct outreach to employees who complete*
2 *the Program regarding cybersecurity job opportunities*
3 *within the Department.*”.

4 **(b) CLERICAL AMENDMENT.**—*The table of contents in*
5 *section 1(b) of the Homeland Security Act of 2002 (Public*
6 *Law 107–296; 116 Stat. 2135) is amended by inserting*
7 *after the item relating to section 2220E the following new*
8 *item:*

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

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