

118TH CONGRESS
2D SESSION

H. R. 3208

IN THE SENATE OF THE UNITED STATES

SEPTEMBER 25, 2024

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

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,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “DHS Cybersecurity
3 On-the-Job Training Program Act”.

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

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

9 **“SEC. 2220F. DHS CYBERSECURITY ON-THE-JOB TRAINING**
10 **PROGRAM.**

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

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

21 “(1) shall develop a curriculum for the Pro-
22 gram, incorporating any existing curricula as appro-
23 priate, and consistent with the National Initiative
24 for Cybersecurity Education Framework or any suc-
25 cessor framework, which may include distance learn-
26 ing instruction, in-classroom instruction within a

1 work location, on-the-job instruction under the su-
2 pervision of experienced cybersecurity staff, or other
3 means of training and education as determined ap-
4 propriate by the Director;

5 “(2) shall develop criteria for participation in
6 the Program;

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

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

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

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

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

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

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

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

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

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

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

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

19 (b) CLERICAL AMENDMENT.—The table of contents
20 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.”

Passed the House of Representatives September 24,
2024.

Attest: KEVIN F. MCCUMBER,
Clerk.