

119TH CONGRESS
1ST SESSION

H. R. 1034

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

FEBRUARY 5, 2025

Mr. TURNER of Texas (for himself and Mr. LUTTRELL) introduced the
following bill; which was referred to the Committee on Homeland Security

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. 651 et seq.)
10 is amended by adding at the end the following new section:

1 **“SEC. 2220F. DHS CYBERSECURITY ON-THE-JOB TRAINING**
2 **PROGRAM.**

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

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

13 “(1) shall develop a curriculum for the Pro-
14 gram, incorporating existing curricula as appropriate
15 and applicable, such as the Federal Cyber Defense
16 Skilling Academy and other initiatives or successor
17 programs, and consistent with the National Initia-
18 tive for Cybersecurity Education Framework or any
19 successor framework, which may include distance
20 learning instruction, in-classroom instruction within
21 a work location, on-the-job instruction under the su-
22 pervision of experienced cybersecurity staff, or other
23 means of training and education as determined ap-
24 propriate by the Director;

25 “(2) shall develop criteria for participation in
26 the Program and ensure cybersecurity personnel are

1 appropriately coded to the National Initiative for Cy-
2 bersecurity Education Framework and successor
3 programs;

4 “(3) in accordance with the curriculum de-
5 scribed in paragraph (1)—

6 “(A) shall make available cybersecurity
7 training to employees of the Department; and

8 “(B) may, as appropriate, make available
9 cybersecurity training to other Federal employ-
10 ees; and

11 “(4) shall, during the 7-year period beginning
12 on the date of this enactment of this section, annu-
13 ally submit to the Committee on Homeland Security
14 of the House of Representatives and the Committee
15 on Homeland Security and Governmental Affairs of
16 the Senate a report that includes—

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

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

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

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

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

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

8 “(1) during the 7-year period beginning on the
9 date of the enactment of this section, submit to the
10 Secretary an annual report on the status of vacan-
11 cies in cybersecurity positions throughout the De-
12 partment;

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
25 (Public Law 107–296; 116 Stat. 2135) is amended by in-

- 1 sserting after the item relating to section 2220E the fol-
- 2 lowing new item:

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

