

118TH CONGRESS
1ST SESSION

H. R. 4429

To amend the Homeland Security Act of 2002 to direct the Secretary of Homeland Security to implement a standardized training program for employees of the Office of Intelligence and Analysis of the Department of Homeland Security, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JUNE 30, 2023

Mr. MAGAZINER introduced the following bill; which was referred to the Committee on Homeland Security

A BILL

To amend the Homeland Security Act of 2002 to direct the Secretary of Homeland Security to implement a standardized training program for employees of the Office of Intelligence and Analysis of the Department of Homeland Security, 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 “Department of Home-
5 land Security Intelligence and Analysis Training Act”.

1 **SEC. 2. FORMALIZED AND STANDARDIZED TRAINING CUR-**
2 **RICULA.**

3 (a) IN GENERAL.—Section 201 of the Homeland Se-
4 curity Act of 2002 (6 U.S.C. 121) is amended by—

5 (1) redesignating subsections (f) and (g) as
6 subsections (g) and (h), respectively; and

7 (2) inserting after subsection (e) the following
8 new subsection:

9 “(f) OFFICE OF INTELLIGENCE AND ANALYSIS EM-
10 PLOYEE TRAINING.—

11 “(1) STANDARDIZED TRAINING.—The Sec-
12 retary, acting through the Under Secretary for Intel-
13 ligence and Analysis, shall implement a standardized
14 entry-level basic intelligence training curricula for all
15 employees of the Office of Intelligence and Analysis.
16 Such training shall—

17 “(A) be provided to all new hires within
18 the Office of Intelligence and Analysis and, for
19 each such new hire, shall commence not later
20 than 90 days after the official start date of
21 each such new hire and before the beginning of
22 official duties of each such new hire; and

23 “(B) include training on civil rights, civil
24 liberties, privacy rights, regulations, and infor-
25 mation practices pursuant to section 552a of
26 title 5, United States Code (commonly referred

1 to as the ‘Privacy Act of 1974’) and other rel-
2 evant laws.

3 “(2) ANALYST TRAINING.—In addition to the
4 standardized entry-level basic intelligence training
5 required under paragraph (1), all new hires ap-
6 pointed to an analytic position within the Office of
7 Intelligence and Analysis shall receive training that
8 includes education and training on the following:

9 “(A) The role of the Department and the
10 Office of Intelligence and Analysis’s mission to
11 integrate intelligence into operations across the
12 Department and disseminate such intelligence
13 to State, local, Tribal, and territorial partners
14 and private sector partners to identify, mitigate,
15 and respond to threats to the homeland.

16 “(B) Intelligence community analytic
17 standards, including methodologies, outreach,
18 sourcing requirements for disseminated analyt-
19 ical products, writing standards, and com-
20 petency directories for the intelligence commu-
21 nity.

22 “(3) OPEN SOURCE INTELLIGENCE COLLECTION
23 TRAINING.—In addition to the standardized entry-
24 level basic intelligence training required under para-
25 graph (1), all new hires appointed to an open source

1 intelligence collection position within the Office of
2 Intelligence and Analysis shall receive training that
3 includes education and training on the following:

4 “(A) The basic principles and techniques
5 of open source intelligence collection, including
6 how, in accordance with constitutional and legal
7 parameters and relevant Federal and depart-
8 mental policies regarding privacy, civil rights,
9 and civil liberties protections, to effectively
10 navigate unclassified, publicly available informa-
11 tion sources.

12 “(B) Data management principles, includ-
13 ing the proper protocols regarding how, in ac-
14 cordance with relevant Federal law and policy
15 regarding privacy, civil rights, and civil liberties
16 protections, to use data, information, and
17 knowledge appropriately, including storage and
18 retention.

19 “(C) Intelligence community open source
20 intelligence collection standards and the De-
21 partment’s statutory authority regarding open
22 source intelligence collection in accordance with
23 subsection (d)(19)(A).

1 “(4) SPECIALIZED AND ADVANCED TRAINING.—
2 The Secretary, acting through the Under Secretary
3 for Intelligence and Analysis, shall—

4 “(A) develop and make available special-
5 ized and advanced training curricula, including
6 raw intelligence release authority training, to
7 improve the activities and operations of the Of-
8 fice of Intelligence and Analysis and promote
9 professional development among employees of
10 the Office of Intelligence and Analysis; and

11 “(B) on a quarterly basis, make publicly
12 available to employees of the workforce of the
13 Office of Intelligence and Analysis a list of
14 available specialized training provided by—

15 “(i) other elements of the intelligence
16 community; and

17 “(ii) the Department of Defense.

18 “(5) PROVISION OF TRAINING TO NON-OFFICE
19 OF INTELLIGENCE AND ANALYSIS EMPLOYEES WITH-
20 IN THE DEPARTMENT.—The Secretary, acting
21 through the Under Secretary for Intelligence and
22 Analysis, may, pursuant to section 208, provide to
23 employees, officials, and other senior executives of
24 the intelligence components of the Department train-
25 ing developed pursuant to this subsection.

1 “(6) TRACKING TRAINING PROGRESS.—The
2 Secretary, acting through the Under Secretary for
3 Intelligence and Analysis, shall implement a system
4 to track the progress of completion by employees of
5 the Office of Intelligence and Analysis of training
6 provided by—

7 “(A) the Department;

8 “(B) other elements of the intelligence
9 community; and

10 “(C) the Department of Defense.

11 “(7) IMPLEMENTATION.—This subsection shall
12 take effect on the date that is one year after the
13 date of the enactment of this subsection and apply
14 to employees of the Office of Intelligence and Anal-
15 ysis as follows:

16 “(A) Any individual appointed to a posi-
17 tion in the Office on or after the date of enact-
18 ment of this subsection, any employee of the
19 Office on such date who has been employed by
20 the Office for two years or less, and any em-
21 ployee of the Office occupying a position classi-
22 fied below grade GS-12 of the General Sched-
23 ule (or equivalent) shall complete standardized
24 entry-level basic intelligence training under
25 paragraph (1).

1 “(B) All employees of the Office, as appro-
2 priate, shall complete analyst training and open
3 source intelligence collection training pursuant
4 to paragraphs (2) and (3), respectively.

5 “(8) REPORTS.—Not later than two years after
6 the date of the enactment of this subsection and an-
7 nually thereafter for five years, the Under Secretary
8 for Intelligence and Analysis shall submit to the ap-
9 propriate congressional committees a report on the
10 implementation of this subsection. Each such report
11 shall include the following:

12 “(A) A description of the curricula devel-
13 oped for standardized entry-level basic intel-
14 ligence training, as well as analyst training,
15 open source intelligence collection training, and
16 specialized or advanced training courses pursu-
17 ant to paragraph (1), (2), (3), and (4), respec-
18 tively, provided by the Office of Intelligence and
19 Analysis.

20 “(B) Information relating to the number of
21 individuals who completed—

22 “(i) specialized or advanced training
23 courses, including release authority train-
24 ing, pursuant to paragraph (4); and

25 “(ii) other training offered by—

1 “(I) other elements of the intel-
2 ligence community; and

3 “(II) the Department of Defense.

4 “(C) Information on the extent to which
5 employees of other intelligence components of
6 the Department receive training developed pur-
7 suant to this subsection.

8 “(9) DEFINITIONS.—In this subsection:

9 “(A) APPROPRIATE CONGRESSIONAL COM-
10 MITTEES.—The term ‘appropriate congressional
11 committees’ means—

12 “(i) the Committee on Homeland Se-
13 curity and the Permanent Select Com-
14 mittee on Intelligence of the House of Rep-
15 resentatives; and

16 “(ii) the Committee on Homeland Se-
17 curity and Governmental Affairs and the
18 Select Committee on Intelligence of the
19 Senate.

20 “(B) INTELLIGENCE COMMUNITY.—The
21 term ‘intelligence community’ has the meaning
22 given such term in section 3(4) of the National
23 Security Act of 1947 (50 U.S.C. 3003(4)).”.

24 (b) COMPTROLLER GENERAL REVIEW.—Not later
25 than two years after the date of the enactment of this Act,

1 the Comptroller General of the United States shall submit
2 to the Committee on Homeland Security and the Perma-
3 nent Select Committee on Intelligence of the House of
4 Representatives and the Committee on Homeland Security
5 and Governmental Affairs and the Select Committee on
6 Intelligence of the Senate a report on the implementation
7 of subsection (f) of section 201 of the Homeland Security
8 Act of 2002 (6 U.S.C. 121), as added by this Act. Such
9 report shall compare the curriculum of training provided
10 pursuant to such subsection (f) with training provided by
11 other elements of intelligence community (as such term
12 is defined in section 3(4) of the National Security Act of
13 1947) and the Department of Defense, as well as with
14 training provided by the Office of Intelligence and Anal-
15 ysis of the Department of Homeland Security as of such
16 date of enactment. Such report shall also consider the ap-
17 proach taken by the Office of Intelligence and Analysis
18 to ensure training provided pursuant to such subsection
19 (f) is completed in accordance with such subsection, and
20 identify ways to improve the management of such training
21 based on best practices by such other elements of the intel-
22 ligence community and the Department of Defense.

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