

117TH CONGRESS
2D SESSION

H. R. 8012

To address the importance of foreign affairs training to national security,
and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JUNE 9, 2022

Mr. KIM of New Jersey (for himself and Mr. CASTRO of Texas) introduced
the following bill; which was referred to the Committee on Foreign Affairs

A BILL

To address the importance of foreign affairs training to
national 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 “State Department
5 Training Modernization Act”.

6 **SEC. 2. SENSE OF CONGRESS.**

7 It is the sense of Congress that—

8 (1) the Department of State is a crucial na-
9 tional security agency, whose employees, both For-
10 eign Service and Civil Service, require the best pos-

1 sible training and professional development at every
2 stage of their careers to prepare them to promote
3 and defend United States national interests and the
4 health and safety of United States citizens abroad;

5 (2) the Department faces increasingly complex
6 and rapidly evolving challenges, many of which are
7 science and technology-driven, and which demand
8 continual, high-quality training and professional de-
9 velopment of its personnel;

10 (3) the new and evolving challenges of national
11 security in the 21st century necessitates the expan-
12 sion of standardized training and professional devel-
13 opment opportunities linked to equitable, account-
14 able, and transparent promotion and leadership
15 practices for Department of State and other national
16 security agency personnel; and

17 (4) consistent with gift acceptance authority of
18 the Department and other applicable laws in effect
19 as of the date of the enactment of this Act, the De-
20 partment and the Foreign Service Institute may ac-
21 cept funds and other resources from foundations,
22 not-for-profit corporations, and other appropriate
23 sources to help the Department and the Institute en-
24 hance the quantity and quality of training and pro-
25 fessional development offerings, especially in the in-

1 trodition of new, innovative, and pilot model
2 courses.

3 **SEC. 3. APPROPRIATE CONGRESSIONAL COMMITTEES DE-**
4 **FINED.**

5 In this Act, the term “appropriate congressional com-
6 mittees” means—

- 7 (1) the Committee on Foreign Relations and
8 the Committee on Appropriations of the Senate; and
9 (2) the Committee on Foreign Affairs and the
10 Committee on Appropriations of the House of Rep-
11 resentatives.

12 **SEC. 4. TRAINING AND PROFESSIONAL DEVELOPMENT**
13 **PRIORITIZATION.**

14 In order to provide the Civil Service of the Depart-
15 ment of State and the Foreign Service with the level of
16 professional development and training needed to effec-
17 tively advance United States interests across the world,
18 the Secretary of State shall—

- 19 (1) increase relevant offerings provided by the
20 Department—

- 21 (A) of interactive virtual instruction to
22 make training and professional development
23 more accessible and useful to personnel de-
24 ployed throughout the world; or

1 (B) at partner organizations, including
2 universities, industry entities, and nongovern-
3 mental organizations, throughout the United
4 States to provide useful outside perspectives to
5 Department personnel to provide such per-
6 sonnel—

7 (i) a more comprehensive outlook on
8 different sectors of United States society;
9 and

10 (ii) practical experience dealing with
11 commercial corporations, universities, labor
12 unions, and other institutions critical to
13 United States diplomatic success;

14 (2) offer courses using computer-based or com-
15 puter-assisted simulations, allowing civilian officers
16 to lead decision-making in a crisis environment, and
17 encourage officers of the Department of State and
18 reciprocally officers of other Departments to partici-
19 pate in similar exercises held by the Department of
20 State or other government organizations and the pri-
21 vate sector; and

22 (3) increase the duration and expand the focus
23 of certain training and professional development
24 courses, including by—

(A) extending the A-100 entry-level course to not less than 12 weeks, better matching the length of entry-level training and professional development provided to the officers in other national security departments and agencies; and

(B) extending the chief of mission course to not less than 6 weeks for first time chiefs of mission and creating a comparable 6-week course for new Assistant Secretaries and Deputy Assistant Secretaries to more accurately reflect the significant responsibilities accompanying such roles.

SEC. 5. FELLOWSHIPS.

The Director General of the Foreign Service shall—

(1) establish new fellowship programs for Foreign Service and Civil Service officers that include short- and long-term opportunities at organizations, including—

(A) think tanks and nongovernmental organizations;

(B) the Department of Defense, the elements of the intelligence community (as defined in section 3 of the National Security Act of 1947 (50 U.S.C. 3003)), and other relevant Federal agencies;

1 (C) industry entities, especially such enti-
2 ties related to technology, global operations, fi-
3 nance, and other fields directly relevant to
4 international affairs; and

5 (D) schools of international relations and
6 other relevant programs at universities through-
7 out the United States; and

8 (2) not later than 180 days after the date of
9 the enactment of this Act, provide Congress with a
10 report on how the Department could expand the
11 Pearson Fellows Program for Foreign Service Offi-
12 cers and the Brookings Fellow Program for Civil
13 Servants at the Department of State to allow fellows
14 in those programs the opportunity to undertake a
15 follow-on assignment within the Department in an
16 office that will benefit from practical knowledge of
17 the people and processes of Congress, including of-
18 fices other than the Legislative Affairs Bureau (H),
19 including—

20 (A) an assessment of the current state of
21 congressional fellowships, including the demand
22 for fellowships and the value the fellowships
23 provide to both the career of the officer and to
24 the Department; and

1 (B) an assessment of the options for mak-
2 ing congressional fellowships for both the For-
3 eign and Civil Services more career-enhancing.

4 **SEC. 6. BOARD OF VISITORS OF THE FOREIGN SERVICE IN-**
5 **STITUTE.**

6 (a) ESTABLISHMENT.—Not later than 1 year after
7 the date of the enactment of this Act, the Secretary of
8 State shall establish a Board of Visitors of the Foreign
9 Service Institute.

10 (b) DUTIES.—The Board of Visitors established
11 under subsection (a) shall provide the Secretary of State
12 with independent advice and recommendations on organi-
13 zational management, strategic planning, resource man-
14 agement, curriculum development, and other matters of
15 interest to the Foreign Service Institute, including regular
16 observations about how well the Department is integrating
17 training and professional development into the work of the
18 bureau for Global Talent Management (GTM).

19 (c) MEMBERSHIP.—

20 (1) IN GENERAL.—The Board shall be—

21 (A) nonpartisan; and

22 (B) composed of 12 members of whom—

23 (i) 2 shall be appointed by the Chair-
24 person of the Committee on Foreign Rela-
25 tions of the Senate;

1 (ii) 2 shall be appointed by the Rank-
2 ing Member of the Committee on Foreign
3 Relations of the Senate;

4 (iii) 2 shall be appointed by the Chair-
5 person of the Committee on Foreign Af-
6 fairs of the House of Representatives;

7 (iv) 2 shall be appointed by the Rank-
8 ing Member of the Committee on Foreign
9 Affairs of the House of Representatives;
10 and

11 (v) 4 shall be appointed by the Sec-
12 retary of State.

13 (2) QUALIFICATIONS.—Members of the Board
14 shall be appointed from among individuals who are
15 not officers or employees of the Federal Govern-
16 ment, who have never been members of the Senior
17 Foreign Service or the Senior Executive Service, and
18 are eminent authorities in the fields of diplomacy,
19 management, leadership, economics, trade, tech-
20 nology, and advanced international relations edu-
21 cation.

22 (3) OUTSIDE EXPERTISE.—Not fewer than 6
23 members of the Board shall have a minimum of 10
24 years of expertise outside the field of diplomacy.

1 (d) TERMS.—A member of the Board shall be ap-
2 pointed for a term of 3 years, except that of the members
3 first appointed—

4 (1) 4 shall be appointed for a term of 3 years;

5 (2) 4 shall be appointed for a term of 2 years;

6 and

7 (3) 4 shall be appointed for a term of 1 year.

8 (e) REAPPOINTMENT; REPLACEMENT.—A member of
9 the Board may be reappointed or replaced at the discre-
10 tion of the official who made the original appointment.

11 (f) CHAIRPERSON; CO-CHAIRPERSON.—

12 (1) APPROVAL.—The Chairperson and Co-
13 Chairperson of the Board shall be approved by the
14 Secretary of State based upon a recommendation
15 from the members of the Board.

16 (2) SERVICE.—The Chairperson and Co-Chair-
17 person shall serve at the discretion of the Secretary.

18 (g) MEETINGS.—The Board shall meet—

19 (1) at the call of the Director of the Foreign
20 Service Institute and the Chairperson; and

21 (2) not fewer than 2 times per year.

22 (h) COMPENSATION.—A member of the Board shall
23 serve without compensation, except a member of the
24 Board shall be allowed travel expenses, including per diem
25 in lieu of subsistence, at rates authorized for employees

1 of agencies under subchapter I of chapter 57 of title 5,
2 United States Code, while away from their homes or reg-
3 ular places of business in the performance of services for
4 the Board. Notwithstanding section 1342 of title 31,
5 United States Code, the Secretary of State may accept
6 the voluntary and uncompensated services of members of
7 the Board.

8 (i) APPLICABILITY OF FEDERAL ADVISORY COM-
9 MITTEE ACT.—The Federal Advisory Committee Act (5
10 U.S.C. App.) shall apply to the Board established under
11 this section.

12 **SEC. 7. ESTABLISHMENT OF PROVOST OF THE FOREIGN**
13 **SERVICE INSTITUTE.**

14 (a) ESTABLISHMENT.—There is established in the
15 Foreign Service Institute the position of Provost.

16 (b) APPOINTMENT; REPORTING.—The Provost
17 shall—

18 (1) be appointed by the Board of Visitors of the
19 Foreign Service Institute of the Department of State
20 established under section 6; and

21 (2) report to the Director of the Foreign Serv-
22 ice Institute.

23 (c) QUALIFICATIONS.—The Provost—

24 (1) may not be an individual who is an officer
25 or employee of the Federal Government or who has

1 ever been a career member of the Senior Foreign
2 Service or the Senior Executive Service; and

3 (2) shall be an eminent authority in the fields
4 of diplomacy, education, management, leadership,
5 economics, history, trade, or technology.

6 (d) DUTIES.—The Provost shall—

7 (1) oversee, review, evaluate, and coordinate the
8 academic curriculum for all courses taught and ad-
9 ministered by the Foreign Service Institute;

10 (2) coordinate the implementation of a letter or
11 numerical grading system for the performance of
12 Foreign Service officers in courses of the Foreign
13 Service Institute; and

14 (3) report not less frequently than quarterly to
15 the Board of Visitors on curriculum developments
16 and the performance of Foreign Service officers.

17 (e) TERM.—The Provost shall serve for a term of not
18 fewer than 5 years and may be reappointed for 1 addi-
19 tional term.

20 (f) COMPENSATION.—The Provost shall receive a sal-
21 ary commensurate with the rank and experience of a mem-
22 ber of the Senior Foreign Service or the Senior Executive
23 Service, as determined by the Board of Visitors.

1 **SEC. 8. OTHER AGENCY RESPONSIBILITIES AND OPPORTU-**
2 **NITIES FOR CONGRESSIONAL STAFF.**

3 (a) OTHER AGENCIES.—National security agencies
4 other than the Department of State should be afforded
5 the ability to increase the enrollment of their personnel
6 in courses at the Foreign Service Institute and other train-
7 ing and professional development facilities of the Depart-
8 ment to promote a whole-of-government approach to miti-
9 gating national security challenges.

10 (b) CONGRESSIONAL STAFF.—Not later than 180
11 days after the date of the enactment of this Act, the Sec-
12 retary of State shall provide the appropriate congressional
13 committees with a report on offering training and profes-
14 sional development opportunities at the Foreign Service
15 Institute and other such Department of State facilities for
16 congressional staff, to include budget impacts and poten-
17 tial course offerings.

18 **SEC. 9. STRATEGY FOR ADAPTING TRAINING REQUIRE-**
19 **MENTS FOR MODERN DIPLOMATIC NEEDS.**

20 (a) IN GENERAL.—Not later than 1 year after the
21 date of the enactment of this Act, the Secretary of State
22 shall develop and submit to the appropriate congressional
23 committees a strategy for how to adapt and evolve training
24 requirements to better meet the Department's current and
25 future needs for 21st century diplomacy.

1 (b) ELEMENTS.—The strategy required under sub-
2 section (a) shall include the following elements:

3 (1) Integrating training requirements into the
4 Department of State’s promotion policies, including
5 establishing educational and professional develop-
6 ment standards for training and attainment to be
7 used as a part of tenure and promotion guidelines.

8 (2) Addressing multiple existing and emerging
9 national security challenges, including—

10 (A) democratic backsliding and
11 authoritarianism;

12 (B) countering, and assisting United
13 States allies to address, state-sponsored
14 disinformation, including through the Global
15 Engagement Center;

16 (C) cyber threats;

17 (D) aggression and malign influence;

18 (E) the implications of climate change for
19 United States diplomacy; and

20 (F) nuclear threats.

21 (3) Establishing residential training for the A–
22 100 orientation course administered by the Foreign
23 Service Institute, and evaluating the feasibility of
24 residential training for long-term training opportuni-
25 ties.

1 (c) UTILIZATION OF EXISTING RESOURCES.—In es-
2 tablishing the residential training program pursuant to
3 subsection (a)(3), the Secretary of State shall work with
4 other national security departments and agencies that em-
5 ploy residential training for their orientation course and
6 consider using the Foreign Affairs Security Training Cen-
7 ter in Blackstone, Virginia, a facility of the Department
8 of State.

9 **SEC. 10. REPORT AND BRIEFING REQUIREMENTS.**

10 (a) REPORT.—Not later than 1 year after the date
11 of the enactment of this Act, the Secretary of State shall
12 submit to the appropriate congressional committees a re-
13 port that includes—

14 (1) a strategy for broadening and deepening
15 professional development and training at the Depart-
16 ment, including assessing current and future needs
17 for 21st century diplomacy;

18 (2) the process used and resources needed to
19 implement the strategy throughout the Department;
20 and

21 (3) the results and impact of the strategy on
22 the workforce of the Department, particularly the
23 relationship between professional development and
24 training and promotions for Department personnel,

1 and including the measurement and evaluation
2 methods used.

3 (b) BRIEFING.—Not later than 1 year after the date
4 on which the Secretary of State submits the report re-
5 quired by subsection (a), and annually thereafter for 2
6 years, the Secretary shall provide to the appropriate con-
7 gressional committees a briefing on the information re-
8 quired to be included in the report.

9 **SEC. 11. FOREIGN LANGUAGE MAINTENANCE INCENTIVE**
10 **PROGRAM.**

11 (a) AUTHORIZATION.—The Secretary of State is au-
12 thorized to establish and implement an incentive program
13 to encourage members of the Foreign Service who possess
14 language proficiency in any of the languages that qualify
15 for bonus points, as determined by the Secretary, to main-
16 tain critical foreign language skills.

17 (b) REPORT.—Not later than 90 days after the date
18 of the enactment of this Act, the Secretary of State shall
19 submit a report to the appropriate congressional commit-
20 tees that includes a detailed plan for implementing the
21 program authorized under subsection (a), including antici-
22 pated resource requirements.

1 **SEC. 12. DEPARTMENT OF STATE WORKFORCE MANAGE-**
2 **MENT.**

3 (a) SENSE OF CONGRESS.—It is the sense of Con-
4 gress that informed, data-driven, and long-term workforce
5 management, including with respect to the Foreign Serv-
6 ice, Civil Service, locally employed staff, and contractors,
7 is needed to align diplomatic priorities with the appro-
8 priate personnel and resources.

9 (b) ANNUAL WORKFORCE REPORT.—

10 (1) IN GENERAL.—In order to understand the
11 Department of State’s long-term trends with respect
12 to its workforce, the Secretary of State shall, with
13 input from relevant bureaus and offices, including
14 the Bureau of Global Talent Management, the Bu-
15 reau of Consular Affairs, and the Center for Ana-
16 lytics, submit to the appropriate congressional com-
17 mittees a report that details the Department of
18 State’s workforce, disaggregated by Foreign Service,
19 Civil Service, locally employed staff, and contrac-
20 tors—

21 (A) the number of personnel who were
22 hired;

23 (B) the number of personnel whose em-
24 ployment or contract was terminated or volun-
25 tarily left the Department;

1 (C) the number of personnel who were pro-
2 moted, including the grade to which they were
3 promoted;

4 (D) the demographic breakdown of per-
5 sonnel; and

6 (E) the distribution of the Department of
7 State's workforce based on domestic and over-
8 seas assignments, including a breakdown of the
9 number of personnel in geographic and func-
10 tional bureaus, and the number of personnel in
11 overseas missions by region.

12 (2) INITIAL REPORT.—Not later than 180 days
13 after the date of the enactment of this Act, the Sec-
14 retary of State shall submit the report described in
15 paragraph (1) for each fiscal year from fiscal years
16 2002 through 2022.

17 (3) RECURRING REPORT.—Not later than De-
18 cember 31, 2023, and annually thereafter for 9
19 years, the Secretary of State shall submit the report
20 described in paragraph (1) for the prior fiscal year.

21 (4) USE OF REPORT DATA.—The data in the
22 reports required under this subsection shall be used
23 by Congress, in coordination with the Secretary of
24 State, to inform recommendations on the appro-

1 piate size and composition of the Department of
2 State.

3 **SEC. 13. SENSE OF CONGRESS ON THE IMPORTANCE OF**
4 **FILLING THE POSITION OF UNDERSECRE-**
5 **TARY FOR PUBLIC DIPLOMACY AND PUBLIC**
6 **AFFAIRS.**

7 It is the sense of Congress that since a vacancy in
8 the position of Undersecretary for Public Diplomacy and
9 Public Affairs is detrimental to the national security inter-
10 ests of the United States, the President should expedi-
11 tiously nominate a qualified individual to such position
12 whenever such vacancy occurs to ensure that the bureaus
13 reporting to such position are able to fulfill their mission
14 of—

15 (1) expanding and strengthening relationships
16 between the people of the United States and citizens
17 of other countries; and

18 (2) engaging, informing, and understanding the
19 perspectives of foreign audiences.

20 **SEC. 14. REPORT ON PUBLIC DIPLOMACY.**

21 Not later than 120 days after the date of the enact-
22 ment of this Act, the Secretary of State shall submit a
23 report to the appropriate congressional committees that
24 includes—

1 (1) an evaluation of the May 2019 merger of
2 the Bureau of Public Affairs and the Bureau of
3 International Information Programs into the Bureau
4 of Global Public Affairs with respect to—

5 (A) the efficacy of the current bureau con-
6 figuration of the bureaus reporting to the
7 Under Secretary for Public Diplomacy and
8 Public Affairs in achieving the mission of the
9 Department of State;

10 (B) the metrics before and after such
11 merger, including personnel data, disaggregated
12 by positions and location, content production,
13 opinion polling, program evaluations, and media
14 appearances;

15 (C) the results of a survey of public diplo-
16 macy practitioners to determine their opinion of
17 the efficacy of such merger and any adjust-
18 ments that still need to be made; and

19 (D) a plan for evaluating and monitoring,
20 not less frequently than once every 2 years, the
21 programs, activities, messaging, professional de-
22 velopment efforts, and structure of the Bureau
23 of Global Public Affairs, and submitting a sum-
24 mary of each such evaluation to the appropriate
25 congressional committees; and

1 (2) a review of recent outside recommendations
2 for modernizing diplomacy at the Department of
3 State with respect to public diplomacy efforts, in-
4 cluding—

5 (A) efforts in each of the bureaus report-
6 ing to the Under Secretary for Public Diplo-
7 macy and Public Affairs to address issues of di-
8 versity and inclusion in their work, structure,
9 data collection, programming, and personnel,
10 including any collaboration with the Chief Offi-
11 cer for Diversity and Inclusion;

12 (B) proposals to collaborate with think
13 tanks and academic institutions working on
14 public diplomacy issues to implement recent
15 outside recommendations; and

16 (C) additional authorizations and appro-
17 priations necessary to implement such rec-
18 ommendations.

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