

111TH CONGRESS
2D SESSION

H. R. 6249

To create a system to educate, train, and develop interagency national security professionals across the Government; to require personnel selected for senior-level interagency national security positions to meet interagency education, training, and experience requirements; to provide appropriate interagency training, education, and assignment opportunities for national security professionals throughout their careers; and to authorize funds and create program structures for implementation of the system.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 29, 2010

Mr. SKELTON (for himself and Mr. DAVIS of Kentucky) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To create a system to educate, train, and develop interagency national security professionals across the Government; to require personnel selected for senior-level interagency national security positions to meet interagency education, training, and experience requirements; to provide appropriate interagency training, education, and assignment opportunities for national security professionals throughout their careers; and to authorize funds and create program structures for implementation of the system.

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; CONSTITUTIONAL AUTHORITY.**

2 (a) SHORT TITLE.—This Act may be cited as the
3 “Interagency National Security Professional Education,
4 Administration, and Development System Act of 2010”.

5 (b) CONSTITUTIONAL AUTHORITY.—This Act is en-
6 acted pursuant to the power granted Congress under arti-
7 cle I, section 8 of the United States Constitution.

8 **SEC. 2. FINDINGS; PURPOSE; RULE OF CONSTRUCTION.**

9 (a) FINDINGS.—Congress finds the following:

10 (1) Employees with responsibility for national
11 security matters within the executive branch of the
12 Government (hereinafter in this Act referred to as
13 “national security professionals”) are extraordinarily
14 dedicated and talented individuals who sacrifice a
15 great deal to keep our Nation safe, secure, and pros-
16 perous.

17 (2) Modern national security challenges are
18 complex and dynamic, and frequently require inte-
19 gration of the full spectrum of the capabilities and
20 power of the United States and its allies to success-
21 fully address and manage those challenges.

22 (3) The current “agency-centric” cultures, in-
23 centives, and structures within the United States na-
24 tional security system prevent full and effective
25 interagency cooperation and coordination, leaving

1 the Nation vulnerable to complex and dynamic mod-
2 ern national security threats.

3 (4) It is imperative to the national security of
4 the United States that our national security profes-
5 sionals are provided with the interagency knowledge,
6 skills, and experience they need to effectively inte-
7 grate and utilize the full capabilities and power of
8 the United States and its allies to address national
9 security challenges.

10 (5) A transformation in the Government's ap-
11 proach to educating, training, and developing its na-
12 tional security professionals is needed.

13 (b) PURPOSE.—The purpose of this Act is to estab-
14 lish the Interagency National Security Professional Edu-
15 cation, Administration, and Development System, which
16 will—

17 (1) develop the interagency knowledge, skills,
18 and experience of national security professionals
19 working within the agencies of the Government by—

20 (A) creating interagency national security
21 education, training, and assignment opportuni-
22 ties for national security professionals; and

23 (B) incentivizing national security profes-
24 sionals to undertake and their employing agen-
25 cies to encourage such opportunities;

1 (2) ensure that individuals occupying senior-
2 level interagency national security positions have
3 been thoroughly prepared to seek out, recognize, and
4 execute interagency solutions to national security
5 challenges;

6 (3) provide increased consistency for educating,
7 training, and developing national security profes-
8 sionals across the Government, while leaving indi-
9 vidual agencies sufficient flexibility to meet their
10 specific needs and ensure that agency-specific skills,
11 competencies, and capabilities remain robust; and

12 (4) over time, augment agency cultures with
13 interagency perspectives and enhanced interagency
14 collaboration, thereby leading to better national se-
15 curity policy, better mission execution, and a safer,
16 more secure, and more prosperous Nation.

17 (c) RULES OF CONSTRUCTION.—Nothing in this Act,
18 or any amendment made by this Act, shall be construed
19 to affect—

20 (1) the collective bargaining status or rights of
21 any Federal employees or unit thereof; or

22 (2) any individual’s eligibility for benefits, or
23 the amount of any benefits payable to an individual,
24 under a retirement system maintained by the United

1 States for officers or employees of the United States
 2 or for members of the uniformed services.

3 **SEC. 3. INTERAGENCY NATIONAL SECURITY PROFES-**
 4 **SIONAL EDUCATION, ADMINISTRATION, AND**
 5 **DEVELOPMENT SYSTEM.**

6 (a) IN GENERAL.—Title 5, United States Code, is
 7 amended by adding at the end the following:

8 **“CHAPTER 102—INTERAGENCY NATIONAL**
 9 **SECURITY PROFESSIONAL EDU-**
 10 **CATION, ADMINISTRATION, AND DE-**
 11 **VELOPMENT SYSTEM**

“10201. Definitions.

“10202. Establishment and governance of Interagency National Security Professional Education, Administration, and Development System.

“10203. Identification of interagency national security positions.

“10204. Interagency qualification.

“10205. Senior-level interagency national security positions.

“10206. Interagency assignment defined.

“10207. Interagency National Security Professional Education and Training Consortium.

“10208. Funding, personnel float, and restriction on usage of funds.

“10209. Reporting requirements.

“10210. Implementation schedule.

12 **“§ 10201. Definitions**

13 “For purposes of this chapter—

14 “(1) the term ‘Government’ means the Govern-
 15 ment of the United States;

16 “(2) the term ‘national security professional’
 17 means an employee of an Executive agency who
 18 plans, coordinates, or participates, in a substantive

1 manner, in activities relating to national security
2 matters;

3 “(3) the term ‘national security matter’ means
4 any matter that, as determined consistent with guid-
5 ance issued by the President, relates to threats to
6 the United States, its people, property, or interests,
7 including threats from—

8 “(A) human actions, intentional or other-
9 wise;

10 “(B) acts of nature; or

11 “(C) accidents;

12 “(4) the term ‘agency’ means an Executive
13 agency;

14 “(5) the term ‘intelligence agency’ has the
15 meaning given such term by section 504 of the Na-
16 tional Security Act of 1947;

17 “(6) the term ‘intelligence community’ has the
18 meaning given such term by section 3 of the Na-
19 tional Security Act of 1947;

20 “(7) the term ‘INSPEAD System’ or ‘System’
21 means the Interagency National Security Profes-
22 sional Education, Administration, and Development
23 System, as described in section 10202;

24 “(8) the term ‘Executive Steering Committee’
25 means the committee described in section 10202(d);

1 “(9) the term ‘Integration Office’ means the of-
2 fice established by or designated pursuant to section
3 10202(e);

4 “(10) the term ‘Interagency National Security
5 Professional Education and Training Consortium’ or
6 ‘Consortium’ means the consortium established by
7 section 10207(a); and

8 “(11) the term ‘Interagency National Security
9 Professional Education, Administration, and Devel-
10 opment System Fund’ means the fund established by
11 section 10208(a).

12 **“§ 10202. Establishment and governance of Inter-**
13 **agency National Security Professional**
14 **Education, Administration, and Develop-**
15 **ment System**

16 “(a) ESTABLISHMENT.—The President shall estab-
17 lish and maintain a system for the interagency education,
18 training, and professional development of national security
19 professionals, which shall be known as the ‘Interagency
20 National Security Professional Education, Administration,
21 and Development System’.

22 “(b) PURPOSE.—The purpose of the INSPEAD Sys-
23 tem shall be to foster the development of exceptional na-
24 tional security professionals across the Government by—

1 “(1) developing the interagency knowledge,
2 skills, and abilities of national security professionals;

3 “(2) providing opportunities and incentives for
4 national security professionals to undertake inter-
5 agency education, training, and assignments;

6 “(3) ensuring that individuals occupying senior-
7 level national security positions have the interagency
8 knowledge, skills, abilities, and experience needed to
9 seek out, recognize, and execute interagency solu-
10 tions to national security challenges;

11 “(4) providing increased consistency for edu-
12 cating, training, and developing national security
13 professionals across agencies, while ensuring suffi-
14 cient flexibility for individual agencies to continue to
15 meet their agency-specific needs; and

16 “(5) augmenting agency cultures with inter-
17 agency perspective and vision, encouraging the ex-
18 change of ideas and information between agencies,
19 and building trust and familiarity between personnel
20 in different agencies.

21 “(c) PARTICIPATION.—The following agencies shall
22 participate in the INSPEAD System:

23 “(1) The Department of State.

24 “(2) The Department of Defense.

25 “(3) The Department of Justice.

1 “(4) The Department of the Treasury.

2 “(5) The Department of Energy.

3 “(6) The Department of Homeland Security.

4 “(7) The Office of the Director of National In-
5 telligence and all other intelligence agencies within
6 the intelligence community.

7 “(8) The Department of Commerce.

8 “(9) The Department of Transportation.

9 “(10) The Department of Agriculture.

10 “(11) The Department of Health and Human
11 Services.

12 “(12) The United States Agency for Inter-
13 national Development.

14 “(13) Such other agencies as the President may
15 designate.

16 “(d) EXECUTIVE STEERING COMMITTEE.—

17 “(1) There is established a committee which
18 shall be known as the ‘Executive Steering Com-
19 mittee’ and the members of which shall consist of—

20 “(A) the head of each agency (or designee
21 thereof, not lower than the rank of assistant
22 Secretary or its equivalent) participating in the
23 System, as identified in subsection (c);

24 “(B) the Director of the Office of Per-
25 sonnel Management (or designee thereof);

1 “(C) the president of the United States In-
2 stitute of Peace (or designee thereof); and

3 “(D) the Assistant to the President for
4 National Security Affairs (or designee thereof)
5 or, as designated by the President, such Assist-
6 ant’s successor in function (or designee there-
7 of).

8 “(2) The Director of National Intelligence (or
9 designee thereof) shall represent the entire intel-
10 ligence community on the Executive Steering Com-
11 mittee, except as provided in paragraph (3)(B).

12 “(3) The President may, if, in the judgment of
13 the President, national security or the operation of
14 the INSPEAD System would be enhanced thereby,
15 require that any of the following also serve as mem-
16 bers of the Executive Steering Committee:

17 “(A) The head of any agency not otherwise
18 participating in the System.

19 “(B) The head of any intelligence agency
20 within the intelligence community, other than
21 the Director of National Intelligence.

22 “(4) The member under paragraph (1)(D) shall
23 serve as the chair of the Executive Steering Com-
24 mittee.

1 “(5) The President, with the advice of the chair
2 of the Executive Steering Committee, shall establish
3 policies regarding the governance and operations of
4 the Executive Steering Committee.

5 “(e) INTEGRATION OFFICE.—

6 “(1) An office, to be known as the ‘Integration
7 Office’, shall be established or designated within the
8 Executive Office of the President—

9 “(A) to perform overall coordination of ac-
10 tivities and policies relating to the INSPEAD
11 System;

12 “(B) to ensure the implementation and
13 execution of the policies of the System, includ-
14 ing by overseeing the activities of the partici-
15 pating agencies relating to the System;

16 “(C) to advise the Executive Steering
17 Committee on matters and policies relating to
18 the System;

19 “(D) to support the functions of the Inter-
20 agency National Security Professional Edu-
21 cation and Training Consortium and Board of
22 Regents established pursuant to section 10207;
23 and

24 “(E) to support the functions of the Exec-
25 utive Steering Committee.

1 “(2) The agencies participating in the System
2 shall, in a manner consistent with otherwise applica-
3 ble provisions of law, provide assistance, support,
4 and access to information to the Integration Office
5 for the performance of its duties.

6 “(f) POLICIES AND PROCEDURES.—The Executive
7 Steering Committee shall establish policies and procedures
8 for governing, implementing, and executing the INSPEAD
9 System, including policies and procedures relating to—

10 “(1) the interagency knowledge, skills, experi-
11 ence, abilities, and qualifications desired or required
12 of national security professionals at all career levels
13 across all agencies participating in the System, par-
14 ticularly individuals holding interagency national se-
15 curity positions;

16 “(2) criteria for the identification of inter-
17 agency national security positions at all career levels
18 within all agencies participating in the System;

19 “(3) guidance on the management of national
20 security professionals and positions across the Gov-
21 ernment, such that interagency assignments are
22 available, encouraged, and incentivized;

23 “(4) the development, management, and coordi-
24 nation of interagency educational opportunities for
25 national security professionals;

1 “(5) the development, management, and coordi-
2 nation of interagency training opportunities for na-
3 tional security professionals;

4 “(6) overseeing and monitoring the careers of
5 employees who undertake interagency assignments,
6 education, and training opportunities offered by the
7 System;

8 “(7) ensuring that employees who undertake
9 interagency assignments, education, and training op-
10 portunities are promoted and rewarded at rates not
11 less than those of individuals who do not;

12 “(8) incentivizing employees to participate in
13 the System and pursue interagency qualification,
14 which may include consideration for accelerated pro-
15 motion, one-time compensation bonuses, and a Gen-
16 eral Schedule step increase (or the equivalent) upon
17 completion of an interagency qualification level;

18 “(9) the management of the Interagency Na-
19 tional Security Professional Education, Administra-
20 tion, and Development System Fund; and

21 “(10) the operation and functions of the Inte-
22 gration Office.

1 **“§ 10203. Identification of interagency national secu-**
2 **rity positions**

3 “(a) CRITERIA.—In order to carry out this section,
4 the Executive Steering Committee shall establish the cri-
5 teria to be used in determining which positions within an
6 agency are interagency national security positions. Such
7 criteria shall include, for each career level (as identified
8 under this subsection based on position duties and respon-
9 sibilities)—

10 “(1) a position’s involvement or participation in
11 the planning, coordination, or execution of activities
12 relating to national security matters;

13 “(2) a position’s required or desired level of
14 interaction and engagement with other agencies; and

15 “(3) such other criteria as the Executive Steer-
16 ing Committee considers appropriate.

17 “(b) INITIAL IDENTIFICATION AND SUBSEQUENT
18 REVIEW.—Each agency participating in the INSPEAD
19 System, as identified under section 10202(c), shall iden-
20 tify and thereafter periodically review, with the assistance
21 of the Integration Office and the Office of Personnel Man-
22 agement, all positions within such agency that meet the
23 criteria for inclusion in the System as ‘interagency na-
24 tional security positions’ and designate those positions ac-
25 cordingly.

1 “(c) PROCEDURES FOR NEW POSITIONS.—The Exec-
2 utive Steering Committee shall establish and publish poli-
3 cies and procedures for determining whether newly created
4 positions meet the criteria developed pursuant to this sec-
5 tion and must be designated interagency national security
6 positions before being filled.

7 “(d) EXEMPTION FOR PRESIDENTIAL AP-
8 POINTEES.—

9 “(1) IN GENERAL.—This chapter and the Sys-
10 tem do not apply to any position to which an indi-
11 vidual is appointed by the President or to the indi-
12 vidual holding any such position.

13 “(2) SENSE OF CONGRESS.—It is the sense of
14 Congress that, in the selection and appointment of
15 any individual for a position that (but for paragraph
16 (1)) would otherwise meet the criteria for an inter-
17 agency national security position, due consideration
18 should be given to such individual’s interagency ex-
19 perience and qualifications.

20 “(e) RECRUITMENT.—Job announcements for inter-
21 agency national security positions shall solicit applications
22 from the widest population allowable by law.

23 **“§ 10204. Interagency qualification**

24 “(a) INTERAGENCY QUALIFICATION LEVELS.—The
25 Executive Steering Committee shall establish various lev-

1 els of interagency qualification for national security pro-
2 fessionals, as well as the requirements for employees to
3 achieve qualification at each level. Each level shall, at a
4 minimum, have—

5 “(1) interagency education requirements;

6 “(2) interagency training requirements; and

7 “(3) interagency experience or assignment re-
8 quirements.

9 The purpose of establishing such qualification levels shall
10 be to ensure systematic, progressive, career-long develop-
11 ment of national security professionals in the knowledge,
12 skills, experience, and abilities that enable them to be
13 highly effective participants in interagency activities re-
14 lated to national security matters.

15 “(b) QUALIFICATION LEVELS REQUIRED OR DE-
16 Sired for Filling Interagency National Security
17 Positions.—Using guidance established by the Executive
18 Steering Committee, and with assistance from the Integra-
19 tion Office, the agencies participating in the INSPEAD
20 System shall identify, for each interagency national secu-
21 rity position identified pursuant to section 10203, the
22 interagency qualification level required or desired of em-
23 ployees filling such positions.

24 “(c) NORMAL PROCEDURES.—The Executive Steer-
25 ing Committee, with the assistance of the Integration Of-

1 fice, shall establish and publish normal procedures for in-
2 dividuals to achieve the requirements for various levels of
3 interagency qualification. These procedures shall describe
4 what interagency education, training, and assignment op-
5 portunities enable an employee to meet the requirements
6 for interagency qualification at various levels.

7 “(d) REVIEW PROCEDURES.—The Executive Steer-
8 ing Committee, with the assistance of the Integration Of-
9 fice, shall establish and publish procedures for individuals
10 to apply for a review of work assignments, education,
11 training, and other appropriate experiences that are un-
12 dertaken outside of the normal procedures of the
13 INSPEAD System and for which the individual desires
14 to receive interagency qualification credit. To encourage
15 the participating agencies to continue to seek exceptional
16 talent from all sources, these procedures shall address, at
17 a minimum, individuals with appropriate and distin-
18 guished work history outside the Government.

19 “(e) ACCOUNTING FOR PRIOR EXPERIENCES.—The
20 Executive Steering Committee, with the assistance of the
21 Integration Office, shall establish and execute a process
22 for properly accounting for interagency assignments, edu-
23 cation, and training undertaken by individuals prior to im-
24 plementation of the INSPEAD System that satisfy re-
25 quirements for interagency qualification.

1 “(3) a position within the Defense Intelligence
2 Senior Executive Service;

3 “(4) a position within the Senior Foreign Serv-
4 ice; and

5 “(5) any other position in an agency which is
6 classified above grade GS–15 of the General Sched-
7 ule pursuant to section 5108 or in level IV or V of
8 the Executive Schedule, or an equivalent position,
9 which—

10 “(A) is not required to be filled by appoint-
11 ment by the President, by and with the advice
12 and consent of the Senate; and

13 “(B) would otherwise be considered a Sen-
14 ior Executive Service position under section
15 3132(a)(2), but for section 3132(a)(1).

16 “(b) QUALIFICATION REQUIREMENT FOR FILLING
17 SENIOR-LEVEL INTERAGENCY NATIONAL SECURITY PO-
18 SITIONS.—The highest level of interagency qualification
19 established pursuant to section 10204(a) shall be required
20 for an individual to serve in senior-level interagency na-
21 tional security positions designated pursuant to this sec-
22 tion. The purpose of requiring this highest level of inter-
23 agency qualification shall be to ensure that personnel serv-
24 ing in senior-level interagency national security positions
25 have the requisite knowledge, skills, experience, and abili-

1 ties to be highly proficient leaders of interagency activities
2 related to national security matters. An individual may not
3 be designated as interagency-qualified at this highest level
4 until the individual successfully completes—

5 “(1) an appropriate program of interagency na-
6 tional security professional education, as prescribed
7 by the Executive Steering Committee and offered by
8 the Interagency National Security Professional Edu-
9 cation and Training Consortium;

10 “(2) an appropriate program of interagency na-
11 tional security training, as prescribed by the Execu-
12 tive Steering Committee;

13 “(3) an interagency assignment, as defined pur-
14 suant to section 10206, that consists of, at a min-
15 imum, 1 interagency assignment lasting at least 24
16 months or 2 separate interagency assignments last-
17 ing at least 12 months each; and

18 “(4) such other assignments and experiences,
19 demonstrating the individual’s knowledge, skills, and
20 abilities in interagency national security matters, as
21 the Executive Steering Committee may prescribe.

22 “(c) WAIVERS.—The head of the agency seeking to
23 fill a senior-level interagency national security position
24 designated pursuant to this section may, on a case-by-case
25 basis, request a waiver of portions of the interagency-qual-

1 ification requirements established pursuant to subsection
2 (b) if the agency head determines—

3 “(1) such waiver is critical for the national se-
4 curity of the United States; or

5 “(2) no individual is available who meets the
6 interagency qualification requirements of subsection
7 (b).

8 For each waiver requested under this subsection, the agen-
9 cy head shall submit a statement of justification to the
10 Integration Office, including details relating to the posi-
11 tion and the candidate desired to fill the position. Waivers
12 must be approved by the Executive Steering Committee
13 before the desired candidate may be appointed to fill the
14 position on a permanent basis.

15 **“§ 10206. Interagency assignment defined**

16 “(a) IN GENERAL.—The Executive Steering Com-
17 mittee shall define an ‘interagency assignment’ for pur-
18 poses of this chapter.

19 “(b) LIMITATION.—The definition shall be limited to
20 assignments in which the individual so assigned—

21 “(1) gains significant experience in addressing
22 national security matters by means of interagency
23 cooperation and coordination; or

24 “(2) gains significant understanding of the op-
25 erations, roles, responsibilities, and cultures of 1 or

1 more other agencies participating in the INSPEAD
2 System.

3 “(c) EXCLUSIONS.—The definition shall exclude—

4 “(1) an assignment within the agency in or
5 under which such individual is employed, unless the
6 assignment is a full-time assignment to an inter-
7 agency organization or team, as defined by the Exec-
8 utive Steering Committee; and

9 “(2) an assignment made primarily or exclu-
10 sively for training or educational purposes.

11 “(d) DETERMINATION OF INTERAGENCY ASSIGN-
12 MENTS.—

13 “(1) Each agency shall determine, for individ-
14 uals employed by such agency, which assignments
15 satisfy the requirements of subsections (a) through
16 (c).

17 “(2) The Integration Office, from time to time,
18 shall review such number of interagency assign-
19 ments, for individuals employed by a particular
20 agency, as will enable the Integration Office to de-
21 termine whether such agency is defining interagency
22 assignments in conformance with the requirements
23 of subsections (a) through (c).

24 “(3) If the Integration Office finds under para-
25 graph (2) that 1 or more assignments, involving in-

1 individuals employed by an agency, are not in con-
2 formance with the requirements of subsections (a)
3 through (c)—

4 “(A) the Integration Office shall report its
5 findings to the Executive Steering Committee;
6 and

7 “(B) the Executive Steering Committee
8 may, in accordance with such procedures as the
9 Committee by regulation prescribes, take such
10 action as the Committee considers necessary to
11 ensure that—

12 “(i) the assignment or assignments in
13 question are brought into conformance
14 with the requirements of subsections (a)
15 through (c); and

16 “(ii) future assignments of individuals
17 employed by such agency will be in con-
18 formance with those requirements.

19 **“§ 10207. Interagency National Security Professional**
20 **Education and Training Consortium**

21 “(a) IN GENERAL.—

22 “(1) The Executive Steering Committee shall
23 establish an Interagency National Security Profes-
24 sional Education and Training Consortium, which
25 shall be composed of such universities, colleges, and

1 other institutions (whether public, private, or gov-
2 ernmental) as the Committee may determine and
3 which agree to participate.

4 “(2) The mission of the Consortium shall be to
5 educate and train national security professionals, at
6 all career levels from the various agencies partici-
7 pating in the INSPEAD System, in a consistent cur-
8 riculum that provides students with the knowledge
9 and skills necessary to successfully address complex
10 and dynamic modern national security issues across
11 agencies.

12 “(3)(A) The Executive Steering Committee
13 shall appoint a Board of Regents—

14 “(i) to develop and maintain guidelines for
15 the curriculum, syllabi, and learning objectives
16 for courses that can be taken by national secu-
17 rity professionals to fulfill interagency qualifica-
18 tion requirements of the System and are offered
19 by institutions comprising the Consortium;

20 “(ii) to oversee and validate such courses
21 taught by institutions comprising the Consor-
22 tium, to ensure they are consistent and fulfill
23 the purpose of the System;

24 “(iii) to recommend to the Executive Steer-
25 ing Committee that an institution be granted

1 membership in the Consortium or that the
2 membership of an institution be denied or re-
3 voked; and

4 “(iv) to perform such other duties in man-
5 aging and regulating the Consortium as the Ex-
6 ecutive Steering Committee may determine.

7 “(B) The Board of Regents shall be composed
8 of experts in education and training, national secu-
9 rity matters, public administration and policy, and
10 such other topics as the Executive Steering Com-
11 mittee considers appropriate. The Executive Steering
12 Committee shall periodically review the curriculum,
13 syllabi, and learning objectives, and all other aspects
14 of the Consortium program.

15 “(4) To foster long-term cooperation and
16 stronger relations with allies of the United States,
17 the Executive Steering Committee shall endeavor to
18 create appropriate opportunities for government per-
19 sonnel (civilian and military) of allied foreign na-
20 tions, who have duties similar to those of national
21 security professionals, to study and train alongside
22 national security professionals through the Consor-
23 tium.

24 “(5) To enhance cooperation with local and
25 State governments on national security matters, the

1 Executive Steering Committee shall endeavor to cre-
2 ate appropriate opportunities for employees of local
3 and State governments to study and train alongside
4 national security professionals through the Consor-
5 tium.

6 “(6) The Executive Steering Committee shall
7 study the means and appropriateness of enabling
8 personnel from quasi-governmental organizations,
9 Federally funded research and development corpora-
10 tions, nongovernmental organizations, and private
11 corporations that support agencies on national secu-
12 rity matters to study and train alongside national
13 security professionals through the Consortium, and
14 may provide such access if warranted.

15 “(b) INTERAGENCY NATIONAL SECURITY CAPSTONE
16 COURSE.—

17 “(1) Upon selection, promotion, or transfer to
18 fill a senior-level interagency national security posi-
19 tion designated pursuant to section 10205(a), an in-
20 dividual shall be required, if such individual has not
21 done so before, to attend an interagency national se-
22 curity education course designed specifically to pre-
23 pare new senior-level national security professionals
24 to work effectively across agencies. The individual
25 must complete this course within 6 months after fill-

1 ing the position. The Board of Regents (established
2 pursuant to subsection (a)(3)) shall oversee the cur-
3 riculum, syllabi, learning objectives, and faculty for
4 this course.

5 “(2) The head of an agency seeking to fill a
6 senior-level interagency national security position
7 may, on a case-by-case basis, request a waiver of the
8 requirements of paragraph (1) if the agency head
9 determines—

10 “(A) such waiver is critical for national se-
11 curity; or

12 “(B) such individual has extensive inter-
13 agency experience as a result of previous as-
14 signments, education, or training.

15 For each waiver requested under this paragraph, the
16 agency head shall submit a statement of justification
17 to the Integration Office, including details relating
18 to the position and the candidate desired to fill the
19 position. Waivers must be approved by the Executive
20 Steering Committee before the desired candidate
21 may be appointed to fill the position on a permanent
22 basis.

23 “(c) OTHER INTERAGENCY EDUCATION AND TRAIN-
24 ING OPPORTUNITIES FOR NATIONAL SECURITY PROFES-
25 SIONALS.—

1 “(1) The head of each agency participating in
2 the INSPEAD System shall require that such agen-
3 cy’s education and training programs include pro-
4 grams, for national security professionals at all ca-
5 reer levels, that—

6 “(A) strengthen the interagency knowledge
7 and skills of their national security profes-
8 sionals;

9 “(B) prepare their national security profes-
10 sionals for interagency assignments; and

11 “(C) offer opportunities to learn and train
12 alongside national security professionals from
13 other agencies.

14 “(2) The head of each agency shall ensure that
15 interagency education and training opportunities
16 under the System shall augment, and shall not re-
17 place (in whole or in part), agency-specific education
18 and training opportunities.

19 **“§ 10208. Funding, personnel float, and restriction on**
20 **usage of funds**

21 “(a) GENERAL FUND.—

22 “(1) There is established a fund, to be known
23 as the ‘Interagency National Security Professional
24 Education, Administration, and Development Sys-
25 tem Fund’. Such Fund shall be available for—

1 “(A) the expenses incurred, in the adminis-
2 tration of this chapter, by—

3 “(i) the Executive Steering Com-
4 mittee;

5 “(ii) the Integration Office; and

6 “(iii) the Board of Regents;

7 “(B) such expenses incurred by the Inter-
8 agency National Security Professional Edu-
9 cation and Training Consortium to carry out
10 this chapter as the Executive Steering Com-
11 mittee may determine; and

12 “(C) such other purposes relating to the
13 administration of the System as the Executive
14 Steering Committee may determine.

15 “(2) There are authorized to be appropriated
16 for the Interagency National Security Professional
17 Education, Administration, and Development Sys-
18 tem Fund such sums as may be necessary to carry
19 out the purposes set forth in paragraph (1).
20 Amounts appropriated pursuant to this subsection
21 shall remain available until expended. The President
22 shall include in each annual budget request to Con-
23 gress a request for funding to the Interagency Na-
24 tional Security Professional Education, Administra-
25 tion, and Development System Fund.

1 “(b) AGENCY FUNDS.—The President shall include
2 in each annual budget request to Congress a statement
3 of the amount of funding requested for operation of the
4 INSPEAD System within each participating agency. The
5 Integration Office, with guidance from the Office of Man-
6 agement and Budget, shall provide, in a transmittal to the
7 head of each agency participating in the System, not later
8 than July 1 of each year, guidance for determining the
9 agency’s level of funding necessary for operation of the
10 System within that agency. The head of each participating
11 agency shall include the funding amount so determined for
12 the System in the agency’s budget request for the next
13 fiscal year scheduled for formulation under chapter 11 of
14 title 31, and each of the 4 succeeding fiscal years.

15 “(c) FLOAT.—Within the agency funding requests
16 developed pursuant to subsection (b), the President’s an-
17 nual budget request for the INSPEAD System shall in-
18 clude funding to establish and maintain a personnel ‘float’
19 for each agency. This ‘float’ will enable the agencies to
20 continue day-to-day functions and mission operations
21 while allowing agency national security professionals to
22 participate in interagency education, training, and assign-
23 ment opportunities provided by the System that require
24 absences from their normal duties.

1 “(d) RESTRICTION.—Funds authorized or stipulated
2 under this section may not be used to conduct mission-
3 related or day-to-day operations of an agency, or to defray
4 (in whole or in part) the costs of agency-specific education
5 or training.

6 **“§ 10209. Reporting requirements**

7 “(a) INITIAL REPORT.—Not later than 180 days
8 after the date of the enactment of this chapter, the Presi-
9 dent shall submit to Congress a written report containing
10 an implementation plan for the INSPEAD System. This
11 report shall, at a minimum, address—

12 “(1) the list of agencies participating in the
13 System, as determined under section 10202(c);

14 “(2) progress and a timeline on development
15 and issuance of policies and procedures required to
16 implement and operate the System, including those
17 required pursuant to section 10202(f);

18 “(3) progress and a timeline on implementation
19 of the organizational structure of the System, in-
20 cluding—

21 “(A) the Executive Steering Committee;

22 “(B) the Integration Office; and

23 “(C) the Interagency National Security
24 Professional Education and Training Consor-

1 tium (as described in section 10207) Board of
2 Regents (as so described);

3 “(4) progress and a timeline on implementing a
4 comprehensive program of interagency national secu-
5 rity education, training, and assignment opportuni-
6 ties;

7 “(5) cost estimates to support full implementa-
8 tion and operation of the System, including the per-
9 sonnel ‘float’ required pursuant to section 10208(e);
10 and

11 “(6) such other matters as the Executive Steer-
12 ing Committee determines important for full trans-
13 parency of the implementation of the System.

14 “(b) ANNUAL REPORTS.—The Executive Steering
15 Committee, with the assistance of the Integration Office,
16 shall submit to Congress each year, at the time that the
17 President’s budget request is submitted to Congress that
18 year under section 1105(a) of title 31, a report detailing
19 the implementation and operations of the INSPEAD Sys-
20 tem. Each such report shall include, at a minimum, details
21 relating to—

22 “(1) statistics concerning the promotion and
23 advancement of individuals who participate in the
24 interagency assignment, education, and training op-

1 opportunities provided by the System and those who do
2 not;

3 “(2) expenditures from the Interagency Na-
4 tional Security Professional Education, Administra-
5 tion, and Development System Fund under section
6 10208(a), and from agency funds under section
7 10208(b), during the preceding fiscal year;

8 “(3) the number and a brief description of the
9 senior-level interagency national security positions in
10 each agency participating in the System;

11 “(4) statistics relating to the number of em-
12 ployees in the participating agencies, broken down
13 by agency and by the various levels of interagency
14 qualification;

15 “(5) an overview of education and training
16 courses offered by the Interagency National Security
17 Professional Education and Training Consortium,
18 and statistics on the number of employees partici-
19 pating in such courses;

20 “(6) waivers, broken down by agency, granted
21 with respect to any of the requirements and policies
22 established by this chapter, the President, or the Ex-
23 ecutive Steering Committee;

24 “(7) statistics relating to the application and
25 review of individuals seeking interagency qualifica-

1 tion outside the normal procedures of the System,
2 including those with appropriate and distinguished
3 work experience outside the Government; and

4 “(8) any legislation which the President or the
5 Executive Steering Committee considers necessary to
6 improve the System.

7 **“§ 10210. Implementation schedule**

8 “(a) ROLLOUT, PILOT, AND FULL IMPLEMENTA-
9 TION.—

10 “(1) Notwithstanding the requirements of this
11 section, the President and Executive Steering Com-
12 mittee may phase-in implementation of the
13 INSPEAD System’s policies and requirements in a
14 manner that enables national security professionals
15 to recognize and begin acquiring the requirements
16 for interagency qualification and enables agencies
17 and the governance structures of the System to im-
18 plement policies and programs to support the
19 INSPEAD System.

20 “(2) All of the requirements of the System, in-
21 cluding section 10205(b), shall be fully applicable to
22 at least 4 of the agencies identified in section
23 10202(c), as chosen by the President, no later than
24 24 months after the date of the enactment of this
25 chapter. All of the policies, procedures, and career

1 guidance required to operate the System under this
2 paragraph shall be issued no later than 18 months
3 after the date of the enactment of this chapter.

4 “(3) All of the requirements of the System, in-
5 cluding section 10205(b), shall be fully applicable to
6 all of the agencies selected for participation in the
7 System pursuant to section 10202(c) no later than
8 48 months after the date of the enactment of this
9 chapter. All of the policies, procedures, and career
10 guidance required to operate the full System shall be
11 issued no later than 42 months after the date of the
12 enactment of this chapter.

13 “(b) IDENTIFICATION OF INTERAGENCY NATIONAL
14 SECURITY POSITIONS.—Initial identification of inter-
15 agency national security positions pursuant to section
16 10203(b) shall be completed by an agency no later than
17 12 months before the requirements of the INSPEAD Sys-
18 tem are fully applicable to that agency, as determined by
19 the President.

20 “(c) EDUCATION AND TRAINING PROGRAMS.—Initial
21 interagency education and training programs shall be es-
22 tablished and available no later than 12 months after the
23 date of the enactment of this chapter.

24 “(d) INTERAGENCY ASSIGNMENT REQUIREMENT.—
25 Any individual, employed in or under an agency, who occu-

1 pies a senior-level interagency national security position
2 on the date as of which all requirements of the System,
3 including section 10205(b), become fully applicable with
4 respect to such agency, shall be exempt from the require-
5 ments established in section 10205(b) and 10207(b) for
6 the duration of their individual careers.

7 “(e) INCLUSION OF UNIFORMED MILITARY PER-
8 SONNEL.—

9 “(1) Not later than 48 months after the date
10 of the enactment of this chapter, the Secretary of
11 Defense shall make the requirements of the System,
12 including those of section 10205(b), applicable to
13 commissioned officers.

14 “(2) At least 12 months before the require-
15 ments of the System are applicable to commissioned
16 officers, the Secretary of Defense, with the advice of
17 the Chairman of the Joint Chiefs of Staff and the
18 Executive Steering Committee, shall issue policies
19 and procedures for including commissioned officers
20 in the System. These policies and procedures shall
21 be fully integrated with professional military edu-
22 cation, training, and joint duty assignment policies
23 and procedures.

24 “(3) At least 24 months before the require-
25 ments of the System are applicable to commissioned

1 officers, the Secretary of Defense shall identify,
2 using the same criteria developed pursuant to sec-
3 tion 10202(f)(2) and section 10203(a), commis-
4 sioned officer positions that shall be designated
5 interagency national security positions pursuant to
6 section 10203. Such positions that are filled by gen-
7 eral officers or flag officers shall be designated sen-
8 ior-level interagency national security positions pur-
9 suant to section 10205 and shall be subject to the
10 requirements of such designation.

11 “(4) Enlisted members and warrant officers of
12 the Armed Forces shall not be subject to the re-
13 quirements of this chapter or the System, unless so
14 designated by the Secretary of Defense.

15 “(5) For purposes of this subsection, the terms
16 ‘commissioned officer’, ‘enlisted member’, ‘warrant
17 officer’, ‘general officer’, and ‘flag officer’ have the
18 meaning given such terms by section 101(b) of title
19 10.”.

20 (b) CLERICAL AMENDMENT.—The analysis for part
21 III of title 5, United States Code, is amended by adding
22 at the end the following:

**“102. Interagency National Security Professional Edu-
cation, Administration, and Development
System10201”.**

