

119TH CONGRESS
2D SESSION

H. R. 7436

AN ACT

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,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Department of Home-
3 land Security Intelligence and Analysis Training Act”.

4 **SEC. 2. FORMALIZED AND STANDARDIZED TRAINING CUR-**
5 **RICULA.**

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

8 (1) redesignating subsections (f) and (g) as
9 subsections (g) and (h), respectively; and

10 (2) inserting after subsection (e) the following
11 new subsection:

12 “(f) OFFICE OF INTELLIGENCE AND ANALYSIS EM-
13 PLOYEE TRAINING.—

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

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

“(B) include training on civil rights, civil liberties, privacy rights, regulations, and information practices pursuant to section 552a of title 5, United States Code (commonly referred to as the ‘Privacy Act of 1974’), and other relevant laws.

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

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

“(B) Intelligence community analytic standards, including methodologies, outreach, sourcing requirements for disseminated analytical products, writing standards, and competency directories for the intelligence community, including the standards under intelligence

community Directives 203 and 204, and section 1019 of the Intelligence Reform and Terrorism Prevention Act of 2004 (50 U.S.C. 3364).

“(3) OPEN SOURCE INTELLIGENCE COLLECTION TRAINING.—In addition to the standardized entry-level basic intelligence training required under paragraph (1), all new hires appointed to an open source intelligence collection position within the Office of Intelligence and Analysis shall receive training that includes education and training on the following:

“(A) The basic principles and techniques of open source intelligence collection, including how, in accordance with constitutional and legal parameters and relevant Federal and departmental policies regarding privacy, civil rights, and civil liberties protections, to effectively navigate unclassified, publicly available information sources.

“(B) Data management principles, including the proper protocols regarding how, in accordance with relevant Federal law and policy regarding privacy, civil rights, and civil liberties protections, to use data, information, and knowledge appropriately, including storage and retention.

1 “(C) Intelligence community open source
2 intelligence collection standards and the De-
3 partment’s statutory authority regarding open
4 source intelligence collection in accordance with
5 subsection (d)(19)(A).

6 “(4) SPECIALIZED AND ADVANCED TRAINING.—
7 The Secretary, acting through the Under Secretary
8 for Intelligence and Analysis, shall—

9 “(A) develop and make available special-
10 ized and advanced training curricula, including
11 raw intelligence release authority training, to
12 improve the activities and operations of the Of-
13 fice of Intelligence and Analysis and promote
14 professional development among employees of
15 the Office of Intelligence and Analysis; and

16 “(B) on a quarterly basis, make publicly
17 available to employees of the workforce of the
18 Office of Intelligence and Analysis a list of
19 available specialized training provided by—

20 “(i) other elements of the intelligence
21 community; and

22 “(ii) the Department of Defense.

23 “(5) PROVISION OF TRAINING TO NON-OFFICE
24 OF INTELLIGENCE AND ANALYSIS EMPLOYEES WITH-
25 IN THE DEPARTMENT.—The Secretary, acting

1 through the Under Secretary for Intelligence and
2 Analysis, may, pursuant to section 208, provide to
3 employees, officials, and other senior executives of
4 the intelligence components of the Department train-
5 ing developed pursuant to this subsection.

6 “(6) TRACKING TRAINING PROGRESS.—The
7 Secretary, acting through the Under Secretary for
8 Intelligence and Analysis, shall implement a system
9 to track the progress of completion by employees of
10 the Office of Intelligence and Analysis of training
11 provided by—

12 “(A) the Department;

13 “(B) other elements of the intelligence
14 community; and

15 “(C) the Department of Defense.

16 “(7) IMPLEMENTATION.—This subsection shall
17 take effect on the date that is one year after the
18 date of the enactment of this subsection and apply
19 to employees of the Office of Intelligence and Anal-
20 ysis, as follows:

21 “(A) Any individual appointed to a posi-
22 tion in the Office on or after the date of enact-
23 ment of this subsection, any employee of the
24 Office on such date who has been employed by
25 the Office for two years or less, and any em-

1 employee of the Office occupying a position classi-
2 fied below grade GS–12 of the General Sched-
3 ule (or equivalent) shall complete standardized
4 entry-level basic intelligence training under
5 paragraph (1).

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

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

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

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

“(i) specialized or advanced training courses, including release authority training, pursuant to paragraph (4); and

“(ii) other training offered by—

“(I) other elements of the intelligence community; and

“(II) the Department of Defense.

“(C) Information on the extent to which employees of other intelligence components of the Department receive training developed pursuant to this subsection.

“(9) DEFINITIONS.—In this subsection:

“(A) APPROPRIATE CONGRESSIONAL COMMITTEES.—The term ‘appropriate congressional committees’ means—

“(i) the Committee on Homeland Security and the Permanent Select Committee on Intelligence of the House of Representatives; and

“(ii) the Committee on Homeland Security and Governmental Affairs and the Select Committee on Intelligence of the Senate.

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

5 (b) COMPTROLLER GENERAL.—Not later than 300
6 days after the Under Secretary for Intelligence and Anal-
7 ysis submits the first report required under subsection (f)
8 of section 201 of the Homeland Security Act of 2002 (6
9 U.S.C. 121), as added by subsection (a), the Comptroller
10 General of the United States shall report to the Committee
11 on Homeland Security and the Permanent Select Com-
12 mittee on Intelligence of the House of Representatives and
13 the Committee on Homeland Security and Governmental
14 Affairs and the Select Committee on Intelligence of the
15 Senate on the implementation of such subsection (f). Such
16 reporting shall compare the curriculum of intelligence
17 training provided pursuant to such subsection (f) with
18 training provided by select elements of the intelligence
19 community (as such term is defined in section 3(4) of the
20 National Security Act of 1947) and the Department of
21 Defense, as well as with training provided by the Office
22 of Intelligence and Analysis of the Department of Home-
23 land Security pursuant to section 208 of the Homeland
24 Security Act of 2002 (6 U.S.C. 124e) as of such date of
25 enactment. Such report shall also consider the approach

1 taken by the Office of Intelligence and Analysis to ensure
2 training provided pursuant to such subsection (f) is com-
3 pleted in accordance with such subsection, and identify
4 ways to improve the management of such training based
5 on practices by such select elements of the intelligence
6 community and the Department of Defense.

Passed the House of Representatives September 16,
2026.

Attest:

Clerk.

119TH CONGRESS
2^D Session

H. R. 7436

AN ACT

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.