

emerging technology, and technology and digital policy;

(2) a list of which hiring authorities described in paragraph (1) have been used during the previous 5 years;

(3) the number of employees in qualified positions hired, aggregated by position and grade level or pay band;

(4) the number of employees who have been placed in qualified positions, aggregated by bureau and offices within the Department;

(5) the rate of attrition of individuals who begin the hiring process and do not complete the process and a description of the reasons for such attrition;

(6) the number of individuals who are interviewed by subject matter experts and the number of individuals who are not interviewed by subject matter experts; and

(7) recommendations for—

(A) reducing the attrition rate referred to in paragraph (5) by 5 percent each year;

(B) additional hiring authorities needed to acquire needed technology talent;

(C) hiring personnel to hold public trust positions until such personnel can obtain the necessary security clearance; and

(D) informing and training supervisors within the Department on the use of the authorities listed in paragraph (1).

(d) Incentive pay for cybersecurity professionals

To increase the number of qualified candidates available to fulfill the cybersecurity needs of the Department, the Secretary shall—

(1) include computer programming languages within the Recruitment Language Program; and

(2) provide appropriate language incentive pay.

(e) Report

Not later than 1 year after December 23, 2022, and annually thereafter for the following 5 years, the Secretary shall provide a list to the appropriate congressional committees that identifies—

(1) the computer programming languages included within the Recruitment Language Program and the language incentive pay rate; and

(2) the number of individuals benefitting from the inclusion of such computer programming languages in the Recruitment Language Program and language incentive pay.

(Pub. L. 117–263, div. I, title XCV, §9506, Dec. 23, 2022, 136 Stat. 3904.)

Statutory Notes and Related Subsidiaries

DEFINITIONS

For definitions of “Department”, “Secretary”, and “appropriate congressional committees” as used in this section, see section 9002 of Pub. L. 117–263, set out as a note under section 2651 of this title.

§ 10304. Short course on emerging technologies for senior officials

(a) In general

Not later than 1 year after December 23, 2022, the Secretary shall develop and begin providing, for senior officials of the Department, a course

addressing how the most recent and relevant technologies affect the activities of the Department.

(b) Throughput objectives

The Secretary should ensure that—

(1) during the first year that the course developed pursuant to subsection (a) is offered, not fewer than 20 percent of senior officials are certified as having passed such course; and

(2) in each subsequent year, until the date on which 80 percent of senior officials are certified as having passed such course, an additional 10 percent of senior officials are certified as having passed such course.

(Pub. L. 117–263, div. I, title XCV, §9507, Dec. 23, 2022, 136 Stat. 3906.)

Statutory Notes and Related Subsidiaries

DEFINITIONS

“Secretary” and “Department” as used in this section mean the Secretary and Department of State, see section 9002 of Pub. L. 117–263, set out as a note under section 2651 of this title.

§ 10305. Establishment and expansion of Regional Technology Officer Program

(a) Regional Technology Officer Program

(1) Establishment

The Secretary shall establish a program, which shall be known as the “Regional Technology Officer Program” (referred to in this section as the “Program”), and shall be administered by the Bureau for Cyberspace and Digital Policy.

(2) Goals

The goals of the Program shall include the following:

(A) Promoting United States leadership in technology abroad.

(B) Working with partners to increase the deployment of critical and emerging technology in support of democratic values.

(C) Shaping diplomatic agreements in regional and international fora with respect to critical and emerging technologies.

(D) Building diplomatic capacity for handling critical and emerging technology issues.

(E) Facilitating the role of critical and emerging technology in advancing the foreign policy objectives of the United States through engagement with research labs, incubators, and venture capitalists.

(F) Maintaining the advantages of the United States with respect to critical and emerging technologies.

(b) Implementation plan

Not later than 180 days after December 23, 2022, the Secretary shall submit an implementation plan to the appropriate congressional committees that outlines strategies for—

(1) advancing the goals described in subsection (a)(2);

(2) hiring Regional Technology Officers and increasing the competitiveness of the Program within the Foreign Service bidding process;

(3) expanding the Program to include a minimum of 15 Regional Technology Officers; and