

(A) a strategy for broadening and deepening professional development and training at the Department, including assessing current and future needs for 21st century diplomacy;

(B) the process used and resources needed to implement the strategy referred to in subparagraph (A) throughout the Department; and

(C) the results and impact of the strategy on the workforce of the Department, particularly the relationship between professional development and training and promotions for Department personnel, and the measurement and evaluation methods used to evaluate such results.

**(2) Briefing**

Not later than 1 year after the date on which the Secretary submits the report required under paragraph (1), and annually thereafter for 2 years, the Secretary shall provide to the appropriate committees of Congress a briefing on the information required to be included in the report.

**(j) Foreign language maintenance incentive program**

**(1) Authorization**

The Secretary is authorized to establish and implement an incentive program, with a similar structure as the Foreign Language Proficiency Bonus offered by the Department of Defense, to encourage members of the Foreign Service who possess language proficiency in any of the languages that qualify for additional incentive pay, as determined by the Secretary, to maintain critical foreign language skills.

**(2) Report**

Not later than 90 days after December 23, 2022, the Secretary shall submit a report to the appropriate committees of Congress that includes a detailed plan for implementing the program authorized under paragraph (1), including anticipated resource requirements to carry out such program.

(Pub. L. 117–263, div. I, title XCII, §9205, Dec. 23, 2022, 136 Stat. 3865.)

**Editorial Notes**

REFERENCES IN TEXT

Division E of the National Defense Authorization Act for Fiscal Year 2022, referred to in subsec. (a)(1), is div. E of Pub. L. 117–81, Dec. 27, 2021, 135 Stat. 2341, which is known as the Department of State Authorization Act of 2021. For complete classification of div. E to the Code, see Tables.

The Federal Advisory Committee Act, referred to in subsec. (e)(8), is Pub. L. 92–463, Oct. 6, 1972, 86 Stat. 770, which was set out in the Appendix to Title 5, Government Organization and Employees, and was substantially repealed and restated in chapter 10 (§1001 et seq.) of Title 5 by Pub. L. 117–286, §§3(a), 7, Dec. 27, 2022, 136 Stat. 4197, 4361. For disposition of sections of the Act into chapter 10 of Title 5, see Disposition Table preceding section 101 of Title 5.

CODIFICATION

Section is comprised of section 9205 of Pub. L. 117–263. Subsec. (c) of section 9205 of Pub. L. 117–263 amended section 2719b of this title.

**Statutory Notes and Related Subsidiaries**

DEFINITIONS

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

**§ 2719b. Training and professional development prioritization**

In order to provide the Civil Service and the Foreign Service with the level of professional development and training needed to effectively advance United States interests across the world, the Secretary of State shall—

(1) increase relevant offerings provided by the Department of State—

(A) of interactive virtual instruction to make training and professional development more accessible and useful to personnel deployed throughout the world; or

(B) at partner organizations, including universities, industry entities, and non-governmental organizations, throughout the United States to provide useful outside perspectives to Department of State personnel by providing such personnel—

(i) a more comprehensive outlook on different sectors of United States society;

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

(iii) courses specifically focused on commercial diplomacy that increase the understanding of private sector needs that arise as United States companies enter and compete in the international market;

(2) provide the opportunity to participate in courses using computer-based or computer-assisted simulations, allowing civilian officers to lead decision making in a crisis environment, and encourage officers of the Department of State, and reciprocally, officers of other Federal departments to participate in similar exercises held by the Department of State or other government organizations and the private sector;

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

(A) the A–100 entry-level course to as long as 12 weeks, which better matches the length of entry-level training and professional development provided to the officers in other national security departments and agencies; and

(B) the Chief of Mission course to as long as 6 weeks for first time Chiefs of Mission and creating comparable courses for new Assistant Secretaries and Deputy Assistant Secretaries to more accurately reflect the significant responsibilities accompanying such roles; and

(4) ensure that Foreign Service officers who are assigned to a country experiencing significant population displacement due to the impacts of climatic and non-climatic shocks and stresses, including rising sea levels and lack of access to affordable and reliable energy and

electricity, receive specific instruction on United States policy with respect to resiliency and adaptation to such climatic and non-climatic shocks and stresses.

(Pub. L. 117–81, div. E, title LI, §5108(c), Dec. 27, 2021, 135 Stat. 2349; Pub. L. 117–263, div. I, title XCII, §9205(c), Dec. 23, 2022, 136 Stat. 3865.)

#### Editorial Notes

##### AMENDMENTS

2022—Pub. L. 117–263 amended section generally. Prior to amendment, section related to prioritization of foreign affairs training by the Department of State.

#### § 2719c. Facilitation and encouragement of training and professional development for Foreign Service and Civil Service personnel

##### (a) Sense of Congress

It is the sense of Congress that recognition throughout the Department of the value and importance of training and professional development for Foreign Service and Civil Service personnel is vital to the development and maintenance by such personnel of the skills and expertise required for the Department to contribute fully and effectively to the conduct of the foreign affairs of the United States.

##### (b) Study and report

###### (1) In general

The Secretary, in consultation with the heads of relevant Federal agencies, shall conduct a study of the feasibility and cost of establishing a diplomatic officers' reserve corps or similar mechanism to augment the Department's personnel needs at any level on a temporary or permanent basis.

###### (2) Elements

In conducting the study required under paragraph (1), the Secretary shall consider whether the diplomatic officers' reserve corps should be modeled on the Senior Reserve Officers' Training Corps established under chapter 103 of title 10 to encourage the recruitment and retention of personnel who have the critical language skills necessary to meet the requirements of the Foreign Service by providing financial assistance to students studying critical languages at institutions of higher education.

###### (3) Report

Not later than 1 year after December 23, 2022, the Secretary shall submit a report to the appropriate congressional committees that contains the results of the study conducted pursuant to paragraph (1).

##### (c) Training and development in promotion precepts and evaluation criteria

###### (1) Foreign Service

The Secretary shall take appropriate action to ensure accountability and transparency in the evaluation of the precepts described in section 4003 of this title upon which the selection boards established pursuant to section 4002 of this title make recommendations for the promotion of members of the Foreign Service under section 4001 of this title by affording

equal consideration to the undertaking of training, professional development, and foreign language acquisition and retention among any other objective criteria considered by selection boards in making such recommendations.

###### (2) Civil Service

The Secretary shall take appropriate action to ensure that the performance standards for any job performance appraisal system for Civil Service personnel of the Department afford equal consideration to the undertaking of training, professional development, and foreign language acquisition and retention among any other objective criteria in the evaluation of the job performance of such personnel.

##### (d) Response to subordinate training and development needs in evaluation of supervisor performance

###### (1) Foreign Service

The Secretary shall take appropriate action to ensure that the evaluation of precepts for recommendations for promotion described in subsection (c)(1) for members of the Foreign Service in supervisory positions incorporates the extent to which such members appropriately address the training and professional development needs of the personnel under their supervision.

###### (2) Civil Service

The Secretary shall take appropriate action to ensure that the performance standards described in subsection (c)(2) for Civil Service personnel of the Department in supervisory positions afford appropriate weight to addressing the training and professional development needs of the personnel under their supervision.

(Pub. L. 117–263, div. I, title XCII, §9206, Dec. 23, 2022, 136 Stat. 3871.)

#### 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.

#### § 2720. Closing of consular and diplomatic posts abroad

##### (a) Prohibited uses of funds

Except as provided under subsection (d) or in accordance with the procedures under subsections (b) and (c) of this section—

(1) no funds authorized to be appropriated to the Department of State shall be available to pay any expense related to the closing of any United States consular or diplomatic post abroad; and

(2) no funds authorized to be appropriated to the Department of State may be used to pay for any expense related to the Bureau of Administration of the Department of State (or to carrying out any of its functions) if any United States consular or diplomatic post is closed.

##### (b) Post closing notification

Not less than 45 days before the closing of any United States consular or diplomatic post