

(1) establish guidelines that the heads of the relevant elements of the intelligence community shall use to evaluate the criteria required for the certifications under subsection (a);

(2) incentivize each such head to adopt and integrate new and emerging technology within information technology and software systems of the element and to decommission and replace outdated systems, including through potential funding enhancements; and

(3) incentivize, and hold accountable, personnel of the intelligence community with respect to the integration of new and emerging technology within such systems, including through the provision of appropriate training programs and evaluations.

(Pub. L. 117-263, div. F, title LXVII, §6718, Dec. 23, 2022, 136 Stat. 3577.)

#### Statutory Notes and Related Subsidiaries

##### DEFINITIONS

For definitions of “intelligence community” and “congressional intelligence committees” as used in this section, see section 6002 of Pub. L. 117-263, set out as a note under section 3003 of this title.

For definitions of “emerging technology” and “artificial intelligence” as used in this section, see section 6701 of Pub. L. 117-263, set out as a note under section 3024 of this title.

#### § 3334o. Requirements and report on workforce needs of intelligence community relating to science, technology, engineering, and math, and related areas

##### (a) Requirements

The Director of National Intelligence, in coordination with the heads of human capital from each element of the intelligence community, shall—

(1) develop a plan for the recruitment and retention of personnel to positions the primary duties of which involve the integration, maintenance, or use of artificial intelligence (and the retention and training of personnel serving in such positions), including with respect to the authorities and requirements under section 6732(b);<sup>1</sup>

(2) develop a plan for the review and evaluation, on a continuous basis, of the expertise necessary to accelerate the adoption of artificial intelligence and other emerging technology solutions; and

(3) coordinate and share information and best practices relating to such recruitment and retention within the element and across the intelligence community.

##### (b) Report

###### (1) Submission

Not later than January 1, 2024, the Director of National Intelligence, in coordination with heads of human capital from each element of the intelligence community, shall submit to the congressional intelligence committees, the Subcommittee on Defense of the Committee on Appropriations of the Senate, and the Subcommittee on Defense of the Committee on Appropriations of the House of Representa-

tives a single report on the workforce needs of each element of the intelligence community relating to emerging technologies, with a specific focus on artificial intelligence.

##### (2) Elements

The report under paragraph (1) shall include, with respect to each element of the intelligence community, the following:

(A) A description of the number and types of personnel in work roles whose primary official duties include artificial intelligence responsibilities.

(B) A detailed description of the plans for each element developed pursuant to subsection (a).

##### (3) Other matters

The report under paragraph (1) shall also include an assessment of the quality and sustainability of the talent pipeline of the intelligence community with respect to talent in emerging technologies, including artificial intelligence. Such assessment shall include the following:

(A) A description of the education, recruitment, and retention programs (including skills-based training and career and technical educational programs) available to personnel of the intelligence community, regardless of whether such programs are administered by the head of an element of the intelligence community or the head of another Federal department or agency, and an analysis of how such programs support the quality and sustainability of such talent pipeline.

(B) A description of the relevant authorities available to the heads of the elements of the intelligence community to promote the quality and sustainability of such talent pipeline.

(C) An assessment of any gaps in authorities, resources, recruitment or retention incentives, skills-based training, or educational programs, that may negatively affect the quality or sustainability of such talent pipeline.

##### (4) Form

The report under paragraph (1) shall be submitted in classified or unclassified form, as appropriate.

##### (c) Information access

The heads of the elements of the intelligence community shall furnish to the Director of National Intelligence such information as may be necessary for the development of the report under subsection (b).

(Pub. L. 117-263, div. F, title LXVII, §6723, Dec. 23, 2022, 136 Stat. 3581.)

#### Editorial Notes

##### REFERENCES IN TEXT

Section 6732(b), referred to in subsec. (a)(1), means section 6732(b) of Pub. L. 117-263, which is set out in a note under section 3024 of this title.

#### Statutory Notes and Related Subsidiaries

##### DEFINITIONS

For definitions of “intelligence community” and “congressional intelligence committees” as used in

<sup>1</sup> See References in Text note below.

this section, see section 6002 of Pub. L. 117-263, set out as a note under section 3003 of this title.

For definitions of “artificial intelligence” and “emerging technology” as used in this section, see section 6701 of Pub. L. 117-263, set out as a note under section 3024 of this title.

**§ 3334p. Increased intelligence-related engineering, research, and development capabilities of minority institutions**

**(a) Plan**

**(1) Requirement**

The Director of National Intelligence shall develop a plan to promote intelligence-related engineering, research, and development activities at covered institutions for the purpose of contributing toward the research necessary to achieve the intelligence advantage of the United States.

**(2) Elements**

The plan under paragraph (1) shall include the following:

(A) An assessment of opportunities to support engineering, research, and development at covered institutions in computer sciences, including artificial intelligence, quantum computing, and machine learning, and synthetic biology and an assessment of opportunities to support the associated workforce and physical research infrastructure of such institutions.

(B) An assessment of opportunities to enhance the ability of covered institutions—

(i) to participate in intelligence-related engineering, research, and development activities; and

(ii) to effectively compete for intelligence-related engineering, research and development contracts in support of the most urgent research requirements of the intelligence community.

(C) An assessment of the activities and investments the Director determines necessary—

(i) to expand opportunities for covered institutions to partner with other research organizations and educational institutions that the intelligence community frequently partners with to conduct research; and

(ii) to increase participation of covered institutions in intelligence-related engineering, research, and development activities.

(D) Recommendations identifying actions that may be taken by the Director, Congress, covered institutions, and other organizations to increase participation of such institutions in intelligence-related engineering, research, and development activities and contracts.

(E) Specific goals, incentives, and metrics to increase and measure the capacity of covered institutions to address the engineering, research, and development needs of the intelligence community.

**(3) Consultation**

In developing the plan under paragraph (1), the Director shall consult with covered insti-

tutions and other departments or agencies of the United States Government or private sector organizations that the Director determines appropriate.

**(4) Report**

Not later than 1 year after December 23, 2022, the Director shall submit to the congressional intelligence committees, the Subcommittee on Defense of the Committee on Appropriations of the Senate, and the Subcommittee on Defense of the Committee on Appropriations of the House of Representatives, and make publicly available on the internet website of the Director, a report containing the plan under paragraph (1).

**(b) Activities to support research and engineering capacity**

Subject to the availability of appropriations for such purpose, the Director may establish a program to award contracts, grants, or other agreements, on a competitive basis, and to perform other appropriate activities, for any of the following purposes:

(1) Developing the capability, including the workforce and the research infrastructure, for covered institutions to more effectively compete for intelligence-related engineering, research, and development activities and contracts.

(2) Any other purposes the Director determines appropriate to enhance the capabilities of covered institutions to carry out intelligence-related engineering, research, and development activities and contracts.

**(c) Increased partnerships between IARPA and covered institutions**

The Director shall establish goals and incentives to encourage the Intelligence Advanced Research Projects Activity to—

(1) partner with covered institutions to advance the research and development needs of the intelligence community through partnerships and collaborations with the Intelligence Advanced Research Projects Activity; and

(2) if the Director determines appropriate, foster the establishment of similar relationships between such institutions and other organizations that have partnerships with the Intelligence Advanced Research Projects Activity.

**(d) Covered institution defined**

In this section, the term “covered institution” means the following:

(1) A part B institution (as defined in section 1061 of title 20).

(2) An institution of higher education (as defined in section 1001 of title 20) not covered by paragraph (1) at which not less than 50 percent of the total student enrollment consists of students from ethnic groups that are underrepresented in the fields of science and engineering, as determined by the Director of National Intelligence.

(Pub. L. 117-263, div. F, title LXVIII, § 6812, Dec. 23, 2022, 136 Stat. 3602.)