

**AMENDMENT TO H.R. 1157**

**OFFERED BY MRS. KIM OF CALIFORNIA**

In section 1008(a), redesignate paragraphs (2) and (3) as paragraphs (5) and (6), respectively.

In section 1008(a), insert after paragraph (1) the following:

1           (2) the Department of State’s investment of  
2           time and resources with respect to the training and  
3           education of its personnel is considerably below the  
4           level of other Federal departments and agencies in  
5           the national security field, and falls well below the  
6           investments many allied and adversarial countries  
7           make in the development of their diplomats;

8           (3) the Department faces increasingly complex  
9           and rapidly evolving challenges, many of which are  
10          science and technology-driven, and which demand  
11          the continual, high-quality training and education of  
12          its personnel;

13          (4) the Department must move beyond reliance  
14          on “on-the-job training” and other informal  
15          mentorship practices, which lead to an inequality in  
16          skillset development and career advancement oppor-

1       tunities, often particularly for minority personnel,  
2       and towards a robust professional tradecraft train-  
3       ing continuum that will provide for greater equality  
4       in career advancement and increase minority partici-  
5       pation in the senior ranks;

In section 1008(a)(5), as so redesignated, insert “and other training facilities” after “Foreign Service Institute”.

In section 1008(a)(6), as so redesignated, strike “accomplish the goals specified in paragraph (3)” and insert “enhance the quantity and quality of training offerings, especially in the introduction of new, innovative, and pilot model courses”.

In section 1008(b), in the second sentence, insert “implementation of the training priorities identified in subsection (c),” after “identify steps necessary to ensure”.

In section 1008, add at the end the following:

- 6       (c) **PRIORITIZATION.**—In order to provide the Civil  
7       and Foreign Service with the level of education and train-  
8       ing needed to effectively advance United States interests  
9       across the globe, the Department of State should—  
10       (1) increase its offerings—

1 (A) of virtual instruction to make training  
2 more accessible to personnel deployed through-  
3 out the world; or

4 (B) at partner organizations to provide  
5 useful outside perspectives to Department per-  
6 sonnel;

7 (2) offer courses utilizing computer-based or as-  
8 sisted simulations, allowing civilian officers to lead  
9 decision-making in a crisis environment; and

10 (3) consider increasing the duration and ex-  
11 panding the focus of certain training courses, includ-  
12 ing—

13 (A) the A-100 orientation course for For-  
14 eign Service officers, and

15 (B) the chief of mission course to more ac-  
16 curately reflect the significant responsibilities  
17 accompanying such role.

18 (d) OTHER AGENCY RESPONSIBILITIES.—Other na-  
19 tional security agencies should increase the enrollment of  
20 their personnel in courses at the Foreign Service Institute  
21 and other Department of State training facilities to pro-  
22 mote a whole-of-government approach to mitigating na-  
23 tional security challenges.

