

**AMENDMENT TO THE AMENDMENT IN THE
NATURE OF A SUBSTITUTE TO H.R. 9087
OFFERED BY MS. JACOBS OF CALIFORNIA**

At the appropriate place, insert the following:

1 **SEC. ____ . STRUCTURED TRAINING FRAMEWORK AND PRO-**
2 **TECTED TRAINING PERIODS.**

3 (a) IN GENERAL.—Chapter 7 (22 U.S.C. 4021 et
4 seq.), as amended by section 608, is further amended by
5 adding at the end the following:

6 **“SEC. 710. STRUCTURED TRAINING FRAMEWORK AND PRO-**
7 **TECTED TRAINING PERIODS.**

8 “(a) STRUCTURED TRAINING FRAMEWORK.—

9 “(1) IN GENERAL.—The Secretary is authorized
10 to establish and maintain a structured training
11 framework applicable at defined career milestones
12 for members of the Service.

13 “(2) MATTERS TO BE INCLUDED.—Training
14 under the structured training framework established
15 under paragraph (1)—

16 “(A) shall be integrated into normal career
17 progression;

18 “(B) shall reflect evolving foreign policy
19 priorities, emerging threats, technological devel-

1 opments, national security requirements, and
2 the President’s National Security Strategy; and

3 “(C) shall be a mandatory and institu-
4 tionalized component of Service career develop-
5 ment.

6 “(b) PROTECTED TRAINING PERIODS.—

7 “(1) IN GENERAL.—The Secretary shall ensure
8 that protected training periods are built into the as-
9 signment and promotion cycle of members of the
10 Service to permit completion of required training.

11 “(2) MATTERS TO BE INCLUDED.—Protected
12 training periods required by paragraph (1)—

13 “(A) shall be treated as a standard compo-
14 nent of service;

15 “(B) shall not be contingent solely upon
16 post-level staffing flexibility; and

17 “(C) shall be structured to ensure that
18 operational demands do not routinely preclude
19 required training.

20 “(3) COORDINATION.—The Department shall
21 plan workforce and assignment cycles to accommo-
22 date protected training periods required by para-
23 graph (1) in a manner comparable to professional
24 military education models within the Armed Forces.

1 “(c) SCOPE OF TRAINING.—Training under the
2 structured training framework established under sub-
3 section (a) and protected training periods under sub-
4 section (b) may include instruction in—

5 “(1) national security, diplomatic security, and
6 counterintelligence;

7 “(2) cybersecurity, emerging technologies, and
8 artificial intelligence;

9 “(3) economic statecraft, sanctions, export con-
10 trols, and trade policy;

11 “(4) energy security and strategic resources;

12 “(5) interagency coordination and crisis re-
13 sponse;

14 “(6) Fellowship opportunity outside of the De-
15 partment;

16 “(7) leadership and management; and

17 “(8) such other subjects as the Secretary deter-
18 mines appropriate.

19 “(d) CAREER STAGE TRAINING.—Training under the
20 structured training framework established under sub-
21 section (a) and protected training periods under sub-
22 section (b) may include instruction in the following:

23 “(1) Entry-level: cohesion and rotations.

24 “(2) Mid-level: leadership and interagency expo-
25 sure.

1 “(3) Pre-senior: professional development tours.

2 “(4) Senior: capstone training.

3 “(e) EVALUATION METRICS.—The Secretary—

4 “(1) shall establish metrics for evaluating the
5 completion and effectiveness of training under the
6 structured training framework established under
7 subsection (a) and protected training periods under
8 subsection (b); and

9 “(2) shall ensure that instructors of such train-
10 ing certify such training for members of the Service
11 upon satisfactory completion of such training.

12 “(f) STRATEGIC PLANNING TRAINING.—The Sec-
13 retary shall establish National Foreign Affairs Training
14 Center curriculum with respect to strategic planning and
15 strategic monitoring, evaluation, and learning within one
16 year that shall include the following:”.

17 (1) Best practices and latest research related to
18 strategic planning;

19 (2) An overview of common challenges related
20 to effective strategic planning and mitigation meas-
21 ures to address such challenges

22 (3) An overview of how the Department’s stra-
23 tegic planning process works in practice, including
24 an experiential component to allow for a simulation
25 or practice session.

1 “(g) PERIODIC REVIEW AND UPDATE.—The Sec-
2 retary shall periodically review and update requirements
3 for training under the structured training framework es-
4 tablished under subsection (a) and protected training peri-
5 ods under subsection (b) every four years to ensure re-
6 sponsiveness to changes in the global operating environ-
7 ment.”.

8 (b) PROMOTION ELIGIBILITY AND TRAINING RE-
9 QUIREMENT.—Section 601(c) (22 U.S.C. 4001(c)), as
10 amended by section 501, is further amended by adding
11 at the following:

12 “(8) PROMOTION ELIGIBILITY AND TRAINING
13 REQUIREMENT.—

14 “(A) IN GENERAL.—A member of the
15 Service shall not be eligible for promotion to
16 any class above FS-03 or into the Senior For-
17 eign Service unless—

18 “(i) the member has completed the
19 applicable training requirements estab-
20 lished under section 710; and

21 “(ii) the completion of such training
22 requirements is certified by the Director
23 General of the Service prior to consider-
24 ation by a promotion board with respect to
25 the proposed promotion.

1 “(B) WAIVER AUTHORITY.—The Secretary
2 may waive the requirements of subparagraph
3 (A) with respect to a member of the Service in
4 the case of extraordinary circumstances if the
5 Secretary approves such waiver in writing. The
6 Secretary may not delegate the waiver authority
7 under this subparagraph.”.

