

understand better how the Department plans, programs, and prioritizes its security cooperation programs and activities to fill gaps in its contingency plans; to enable foreign partners against a common threat or enemy; and to align resources with the Department's strategic objectives. This approach is also intended to better enable public transparency.

Department of Defense security cooperation workforce development (sec. 1250)

The Senate bill contained a provision (sec. 1263) that would direct the Secretary of Defense to create a Department of Defense security cooperation workforce development program to oversee the development and management of a professional workforce supporting security cooperation programs of the Department of Defense as well as the execution of security assistance programs and activities under the Foreign Assistance Act and the Arms Control Act by the Department of Defense.

The House amendment contained no similar provision.

The House recesses with a clarifying amendment.

Despite the increasing emphasis on security cooperation to further its strategic objectives, the conferees are concerned that the Department of Defense - whether in implementing State Department programs or its own programs - has not devoted sufficient attention and resources to the development, management, and sustainment of the Department's security cooperation workforce to ensure effective assessment, planning, monitoring, execution, evaluation, and administration of security cooperation programs and initiatives. As a result of this inattention, security cooperation initiatives are not always planned and implemented in such a way as to most effectively advance national security objectives, and the Military Departments are left to pursue their unique service objectives, which may not always align with broader foreign policy objectives or integrate with Department of Defense efforts. The conferees are also concerned about the lack of standardization in the organization of the security cooperation workforce within the Military Departments.

Finally, the conferees believe that security cooperation outcomes would improve if the security cooperation planning workforce, including within Embassy country teams and at Geographic Combatant Commands, was able to draw upon not just the foreign area officer specialty, but also upon other relevant specialties such as force planning, logistics, and acquisition.

The conferees believe that building security capabilities of a partner nation and deepening interoperability through security cooperation requires a specialized set of skills, and

the current system neither develops those skills among its workforce nor rationally assigns its workforce to match appropriate skills with requirements. The conferees believe increased attention and resourcing must be focused on the recruitment, training, certification, assignment, and career development of the security cooperation workforce. The conferees expect the Department to implement this authority expansively in order to address shortfalls in the security cooperation workforce throughout the enterprise.

Specifically, implementation of this authority should (1) ensure the development and rational allocation of qualified and experienced personnel in order to support high-priority security cooperation initiatives and partners; (2) ensure the appropriate sizing, organization, and chain-of-command for the security cooperation workforce within the Military Departments; (3) ensure the appropriate skills and capabilities are developed within the workforce and that there are standard and viable career paths; and (4) ensure sufficient size of the Title 10 workforce to enhance program management and administration, as well as to strike a more appropriate balance with the Title 22 workforce. The conferees expect that the Department will allocate necessary resources, from available Title 10 security cooperation program resources and other appropriate sources, sufficient to achieve these objectives, and reflect these costs in its annual security cooperation budget submission.

The conferees note that effectiveness and efficiency of security cooperation implementation will depend on a workforce that is integrated across the enterprise and responsive to clear strategic direction in support of Department priorities.

Reporting requirements (sec. 1251)

The Senate bill contained a provision (sec. 1261) to consolidate and standardize the Department's reporting on security cooperation authorities and programs in an annual report.

The House amendment contained a similar provision (sec. 1205).

The Senate recedes with a technical amendment.

The conferees note that this Act retains nearly all of the notification requirements with respect to the Department's security cooperation activities. Coupled with the requirement for an annual budget submission that appears elsewhere in this Act, this approach relieves the Department of an overly burdensome reporting regime while maintaining the transparency and accountability required for appropriate oversight and real-time monitoring of the Department's new programs. The conferees