

Union Calendar No. 522

118TH CONGRESS
2^D SESSION

H. R. 6531

[Report No. 118-624]

To direct the Secretary of Veterans Affairs to develop a training program for certain senior executives and supervisors employed by the Department of Veterans Affairs.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 30, 2023

Mr. PAPPAS (for himself and Mr. VAN ORDEN) introduced the following bill;
which was referred to the Committee on Veterans' Affairs

AUGUST 9, 2024

Additional sponsors: Mr. TAKANO, Mrs. CHERFILUS-McCORMICK, Ms. BROWNLEY, Mr. LANDSMAN, Mr. DELUZIO, Mrs. RAMIREZ, Mr. MRVAN, Mr. LEVIN, Mr. MCGARVEY, and Ms. BUDZINSKI

AUGUST 9, 2024

Reported with an amendment, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

[Strike out all after the enacting clause and insert the part printed in *italic*]

[For text of introduced bill, see copy of bill as introduced on November 30, 2023]

A BILL

To direct the Secretary of Veterans Affairs to develop a training program for certain senior executives and supervisors employed by the Department of Veterans Affairs.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 *This Act may be cited as the “Training Responsible*
5 *And Informed National VA Employees Act” or the “TRAIN*
6 *VA Employees Act”.*

7 **SEC. 2. TRAINING PROGRAM FOR CERTAIN SENIOR EXECU-**
8 **TIVES AND SUPERVISORS.**

9 *(a) PROGRAM REQUIRED.—Not later than one year*
10 *after the date of the enactment of this Act, the Secretary*
11 *of Veterans Affairs shall—*

12 *(1) implement a mandatory training program*
13 *for all covered employees;*

14 *(2) annually evaluate such training; and*

15 *(3) regularly update the curriculum for such*
16 *program to ensure that such curriculum—*

17 *(A) covers areas of critical importance to*
18 *success as a supervisor and leader in the Depart-*
19 *ment of Veterans Affairs; and*

20 *(B) is based on industry standards for su-*
21 *pervisory competencies and needs identified*
22 *through evaluations under paragraph (2).*

23 *(b) CONSULTATION.—In developing the training re-*
24 *quired under subsection (a), the Secretary shall consult with*
25 *the heads of at least three other Federal departments and*

1 agencies, including the Department of Defense, to gather in-
2 formation about how such departments and agencies ap-
3 proach management training.

4 (c) *CURRENT EMPLOYEES.*—Any individual who as of
5 the date of the enactment of this Act is an covered employee
6 shall be required, as a condition of continued employment
7 at the Department of Veterans Affairs, to complete the
8 training program developed under subsection (a) by not
9 later than 18 months after the date of the enactment of this
10 Act.

11 (d) *REFRESHER TRAINING.*—The Secretary shall de-
12 velop a refresher training program for the program required
13 under subsection (a), and each covered employee shall be
14 required, as a condition of continued employment at the
15 Department of Veterans Affairs, to complete such refresher
16 training once every two years.

17 (e) *DESIGN OF TRAINING.*—The training program re-
18 quired under subsection (a) shall be designed using prin-
19 ciples of adult learning and industry standard instruc-
20 tional design. To the extent practicable, the training shall—

21 (1) be instructor-based; and

22 (2) focus on—

23 (A) developing and discussing relevant per-
24 formance goals and objectives with the employees
25 they supervise;

1 (B) communicating and discussing employ-
2 ees' progress relative to performance goals and
3 objectives, and conducting performance apprais-
4 als;

5 (C) mentoring and motivating employees
6 and improving employee engagement, perform-
7 ance, and productivity;

8 (D) effectively managing employees with
9 unacceptable performance, including training to
10 understand the disciplinary options and proce-
11 dures available to the supervisor;

12 (E) prohibited personnel practices, employee
13 rights, and the procedures and processes used to
14 enforce employee rights;

15 (F) effectively using the probationary pe-
16 riod to examine whether an employee has dem-
17 onstrated successful performance or conduct to
18 continue past the probationary period;

19 (G) addressing reports of a hostile work en-
20 vironment, retaliation, or harassment of, or by,
21 another supervisor or employee;

22 (H) collaborating with human resources em-
23 ployees to recruit, select, appraise, and reward
24 employees to build a workforce based on organi-

1 zational goals, budget considerations, and staff-
2 ing needs; and

3 (I) carrying out the duties or responsibil-
4 ities of a supervisor.

5 (f) *REPORT*.—Not later than one year after the date
6 on which the Secretary implements the training program
7 under subsection (a), and annually thereafter, the Secretary
8 shall submit to the Committees on Veterans Affairs of the
9 Senate and House of Representatives a report on the rate
10 at which covered employees completed such training pro-
11 gram during the year preceding the date of each such report.

12 (g) *COVERED EMPLOYEE DEFINED*.—In this section,
13 the term “covered employee” means an employee of the De-
14 partment of Veterans Affairs who is—

15 (1) a supervisor (as defined in section 7103(a) of
16 title 5, United States Code); or

17 (2) a covered individual under section 713 of
18 title 38, United States Code.

19 **SEC. 3. MODIFICATION OF CERTAIN HOUSING LOAN FEES.**

20 The loan fee table in section 3729(b)(2) of title 38,
21 United States Code, is amended by striking “November 15,
22 2031” each place it appears and inserting “December 4,
23 2031”.

Union Calendar No. 522

118TH CONGRESS
2D Session

H. R. 6531

[Report No. 118-624]

A BILL

To direct the Secretary of Veterans Affairs to develop a training program for certain senior executives and supervisors employed by the Department of Veterans Affairs.

August 9, 2024

Reported with an amendment, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed