

119TH CONGRESS
1ST SESSION

H. R. 5810

To provide for mandatory training for Federal Government supervisors and the assessment of management competencies, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

OCTOBER 21, 2025

Mr. TIMMONS introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To provide for mandatory training for Federal Government supervisors and the assessment of management competencies, and for other purposes.

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 “Federal Supervisor
5 Education Act of 2025”.

6 **SEC. 2. MANDATORY TRAINING PROGRAMS FOR SUPER-**
7 **VISORS.**

8 (a) IN GENERAL.—Section 4121 of title 5, United
9 States Code, is amended to read as follows:

1 **“§ 4121. Specific training programs**

2 “(a) DEFINITIONS.—In this section—

3 “(1) the term ‘program’ has the meaning given
4 that term in section 1122(a)(1)(C) of title 31; and

5 “(2) the term ‘supervisor’ means—

6 “(A) a supervisor (as that term is defined
7 in section 7103(a)(10));

8 “(B) a management official (as that term
9 is defined under such section); or

10 “(C) any other employee as the Director of
11 the Office of Personnel Management may by
12 regulation prescribe.

13 “(b) ESTABLISHMENT OF TRAINING PROGRAMS.—In
14 consultation with the Office of Personnel Management,
15 the head of each agency shall establish—

16 “(1) a comprehensive management succession
17 program to provide training to employees to develop
18 managers for the agency; and

19 “(2) a program—

20 “(A) under which supervisors have indi-
21 vidual development plans, established by the
22 head, that provide for training on actions, op-
23 tions, and strategies a supervisor may use in—

24 “(i) developing and discussing rel-
25 evant performance goals and objectives
26 with the employee and ensuring the per-

1 performance goals and objectives align to the
2 mission and priority goals of the agency;

3 “(ii) communicating and discussing
4 progress relative to performance goals and
5 objectives, and conducting performance ap-
6 praisals;

7 “(iii) mentoring and coaching employ-
8 ees and improving employee engagement,
9 performance, and productivity;

10 “(iv) fostering a work environment
11 characterized by fairness, respect, equal
12 opportunity, and attention paid to the
13 merit of the work of employees;

14 “(v) effectively managing employees
15 with unacceptable performance, including
16 training to understand the disciplinary op-
17 tions and procedures available to the su-
18 pervisor;

19 “(vi) effectively using the proba-
20 tionary period to examine whether an em-
21 ployee has demonstrated successful per-
22 formance or conduct to continue past the
23 probationary period, and to assess the
24 needs and interests of the agency with re-

1 spect to the probationary employee’s final
2 appointment;

3 “(vii) addressing reports of a hostile
4 work environment, retaliation, or harass-
5 ment of, or by, another supervisor or em-
6 ployee;

7 “(viii) meeting supervisor com-
8 petencies established by the Office of Per-
9 sonnel Management or the employing agen-
10 cy of the supervisor; and

11 “(ix) collaborating with human re-
12 sources employees to recruit, select, ap-
13 praise, and reward employees to build a
14 workforce based on organizational goals,
15 budget considerations, and staffing needs;

16 “(B) to provide training to supervisors on
17 the prohibited personnel practices under section
18 2302, employee rights, and the procedures and
19 processes used to enforce employee rights; and

20 “(C) under which experienced supervisor
21 mentors are identified, evaluated, and approved
22 to provide guidance and advice to new or under-
23 performing supervisors to—

24 “(i) transfer knowledge and advice in
25 areas such as communication, critical

1 thinking, responsibility, flexibility, moti-
2 vating and engaging employees, teamwork,
3 leadership, and professional development;
4 and

5 “(ii) identify strengths and areas for
6 development.

7 “(c) REQUIREMENTS FOR TRAINING DESIGN.—
8 Training in the program components established under
9 subparagraphs (A) and (B) of subsection (b)(2) shall—

10 “(1) be designed using principles of adult learn-
11 ing and an industry standard instructional design
12 model; and

13 “(2) to the extent practicable, as determined by
14 the agency, be training that is instructor-based.

15 “(d) TIMING OF TRAINING.—

16 “(1) INITIAL TRAINING.—

17 “(A) IN GENERAL.—Not later than 1 year
18 after the date an individual is appointed to the
19 position of supervisor, such individual shall be
20 required to have completed each program com-
21 ponent established under subsection (b)(2).

22 “(B) EXTENSIONS.—The Director of the
23 Office of Personnel Management may establish
24 and administer procedures under which an
25 agency may extend the 1-year period described

1 under subparagraph (A) with respect to an in-
2 dividual.

3 “(2) SUBSEQUENT TRAINING.—After comple-
4 tion of a program component under subparagraphs
5 (A) and (B) of subsection (b)(2), each supervisor
6 shall be required to complete each program compo-
7 nent under such subparagraphs not less frequently
8 than once every 3 years.

9 “(3) CREDIT FOR SIMILAR TRAINING.—Each
10 program component established under subsection
11 (b)(2) shall include provisions under which the agen-
12 cy gives a supervisor credit toward a period of train-
13 ing that the agency determines is similar to training
14 that the supervisor previously completed.

15 “(4) EFFECTIVENESS EVALUATION.—Each
16 agency shall measure the effectiveness of training
17 program components established under subsection
18 (b)(2).

19 “(e) INFORMATION ON DEVELOPMENTAL OPPORTU-
20 NITIES.—An agency shall make available, in a manner
21 that may be determined by the Director of the Office of
22 Personnel Management, to each supervisor—

23 “(1) a detailed list of developmental opportuni-
24 ties available to the supervisor; and

1 “(2) the policies of the agency for requiring su-
2 pervisor development.

3 “(f) REGULATIONS.—Not later than 1 year after the
4 date of enactment of the Federal Supervisor Education
5 Act of 2025, and notwithstanding section 4118(c), the Di-
6 rector of the Office of Personnel Management shall pre-
7 scribe regulations to carry out this section, including the
8 monitoring of agency compliance with this section. Regula-
9 tions prescribed under this subsection shall include meas-
10 ures by which to assess the effectiveness of agency super-
11 visor training programs.”.

12 (b) REGULATIONS.—Not later than 1 year after the
13 date of the enactment of this Act, the Director of the Of-
14 fice of Personnel Management shall prescribe regulations
15 under section 4121(f) of title 5, United States Code, as
16 amended by subsection (a) of this section.

17 (c) EFFECTIVE DATE AND APPLICATION.—

18 (1) IN GENERAL.—The amendments made by
19 this section shall take effect 1 year after the date of
20 the enactment of this Act.

21 (2) APPLICABILITY.—The amendments made
22 by this section shall apply to—

23 (A) each individual appointed to the posi-
24 tion of a supervisor (as that term is defined in
25 section 4121(a) of title 5, United States Code,

1 as added by subsection (a) of this section) on
 2 or after the effective date in paragraph (1); and
 3 (B) each individual who is employed in the
 4 position of a supervisor on the effective date in
 5 paragraph (1).

6 **SEC. 3. MANAGEMENT COMPETENCIES.**

7 (a) IN GENERAL.—Chapter 43 of title 5, United
 8 States Code, is amended—

9 (1) by redesignating section 4305 as section
 10 4306; and

11 (2) by inserting after section 4304 the fol-
 12 lowing:

13 **“§ 4305. Management competencies**

14 “(a) DEFINITION.—In this section, the term ‘super-
 15 visor’ has the meaning given that term in section 4121(a).

16 “(b) GUIDANCE.—The Director of the Office of Per-
 17 sonnel Management shall issue guidance to agencies on
 18 competencies supervisors are expected to meet in order to
 19 effectively manage, and be accountable for managing, the
 20 performance of employees to fulfill the organizational
 21 goals and mission of the agency.

22 “(c) ASSESSMENT BY AGENCIES.—Based on guid-
 23 ance issued under subsection (b) and on any additional
 24 competencies developed by an agency, each agency shall

1 assess the performance of the supervisors and the overall
2 capacity of the supervisors in that agency.”.

3 (b) TECHNICAL AND CONFORMING AMENDMENTS.—

4 (1) TABLE OF SECTIONS.—The table of sections
5 for chapter 43 of title 5, United States Code, is
6 amended by striking the item relating to section
7 4305 and inserting the following:

“4305. Management competencies.

“4306. Regulations.”.

8 (2) REFERENCE.—Section 4304(b)(3) of title 5,
9 United States Code, is amended by striking “section
10 4305” and inserting “section 4306”.

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