

119TH CONGRESS
1ST SESSION

H. R. 5810

IN THE SENATE OF THE UNITED STATES

DECEMBER 16, 2025

Received; read twice and referred to the Committee on Homeland Security and
Governmental Affairs

AN ACT

To provide for mandatory training for Federal Government
supervisors and the assessment of management com-
petencies, 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,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Federal Supervisor
3 Education Act”.

4 **SEC. 2. MANDATORY TRAINING PROGRAMS FOR SUPER-**
5 **VISORS.**

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

8 **“§ 4121. Specific training programs**

9 “(a) DEFINITIONS.—In this section—

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

12 “(2) the term ‘supervisor’ means—

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

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

17 “(C) any other employee as the Director of
18 the Office of Personnel Management may by
19 regulation prescribe.

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

23 “(1) a comprehensive management succession
24 program to provide training to employees to develop
25 managers for the agency; and

26 “(2) a program—

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

5 “(i) developing and discussing rel-
6 evant performance goals and objectives
7 with the employee and ensuring the per-
8 formance goals and objectives align to the
9 mission and priority goals of the agency;

10 “(ii) communicating and discussing
11 progress relative to performance goals and
12 objectives, and conducting performance ap-
13 praisals;

14 “(iii) mentoring and coaching employ-
15 ees and improving employee engagement,
16 performance, and productivity;

17 “(iv) fostering a work environment
18 characterized by fairness, respect, equal
19 opportunity, and attention paid to the
20 merit of the work of employees;

21 “(v) effectively managing employees
22 with unacceptable performance, including
23 training to understand the disciplinary op-
24 tions and procedures available to the su-
25 pervisor;

1 “(vi) effectively using the proba-
2 tionary period to examine whether an em-
3 ployee has demonstrated successful per-
4 formance or conduct to continue past the
5 probationary period;

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

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

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

19 “(B) to provide training to supervisors on
20 the prohibited personnel practices under section
21 2302, employee rights, and the procedures and
22 processes used to enforce employee rights; and

23 “(C) under which experienced supervisor
24 mentors are identified, evaluated, and approved

1 to provide guidance and advice to new or under-
2 performing supervisors to—

3 “(i) transfer knowledge and advice in
4 areas such as communication, critical
5 thinking, responsibility, flexibility, moti-
6 vating and engaging employees, teamwork,
7 leadership, and professional development;
8 and

9 “(ii) identify strengths and areas for
10 development.

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

14 “(1) be designed using principles of adult learn-
15 ing and an industry standard instructional design
16 model; and

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

19 “(d) TIMING OF TRAINING.—

20 “(1) INITIAL TRAINING.—

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

1 “(B) EXTENSIONS.—The Director of the
2 Office of Personnel Management may establish
3 and administer procedures under which an
4 agency may extend the 1-year period described
5 under subparagraph (A) with respect to an in-
6 dividual.

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

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

19 “(4) EFFECTIVENESS EVALUATION.—Each
20 agency shall measure the effectiveness of training
21 program components established under subsection
22 (b)(2).

23 “(e) INFORMATION ON DEVELOPMENTAL OPPORTU-
24 NITIES.—An agency shall make available, in a manner

1 that may be determined by the Director of the Office of
2 Personnel Management, to each supervisor—

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

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

7 “(f) REGULATIONS.—Not later than 1 year after the
8 date of enactment of the Federal Supervisor Education
9 Act, and notwithstanding section 4118(c), the Director of
10 the Office of Personnel Management shall prescribe regu-
11 lations to carry out this section, including the monitoring
12 of agency compliance with this section. Regulations pre-
13 scribed under this subsection shall include measures by
14 which to assess the effectiveness of agency supervisor
15 training programs.”.

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

21 (c) EFFECTIVE DATE AND APPLICATION.—

22 (1) IN GENERAL.—The amendments made by
23 this section shall take effect 1 year after the date of
24 the enactment of this Act.

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

3 (A) each individual appointed to the posi-
4 tion of a supervisor (as that term is defined in
5 section 4121(a) of title 5, United States Code,
6 as added by subsection (a) of this section) on
7 or after the effective date in paragraph (1); and

8 (B) each individual who is employed in the
9 position of a supervisor on the effective date in
10 paragraph (1).

11 **SEC. 3. MANAGEMENT COMPETENCIES.**

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

14 (1) by redesignating section 4305 as section
15 4306; and

16 (2) by inserting after section 4304 the fol-
17 lowing:

18 **“§ 4305. Management competencies**

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

21 “(b) GUIDANCE.—The Director of the Office of Per-
22 sonnel Management shall issue guidance to agencies on
23 competencies supervisors are expected to meet in order to
24 effectively manage, and be accountable for managing, the

1 performance of employees to fulfill the organizational
 2 goals and mission of the agency.

3 “(c) ASSESSMENT BY AGENCIES.—Based on guid-
 4 ance issued under subsection (b) and on any additional
 5 competencies developed by an agency, each agency shall
 6 assess the performance of the supervisors and the overall
 7 capacity of the supervisors in that agency.”.

8 (b) TECHNICAL AND CONFORMING AMENDMENTS.—

9 (1) TABLE OF SECTIONS.—The table of sections
 10 for chapter 43 of title 5, United States Code, is
 11 amended by striking the item relating to section
 12 4305 and inserting the following:

“4305. Management competencies
 “4306. Regulations”.

13 (2) REFERENCE.—Section 4304(b)(3) of title 5,
 14 United States Code, is amended by striking “section
 15 4305” and inserting “section 4306”.

Passed the House of Representatives December 15,
 2025.

Attest: KEVIN F. MCCUMBER,
Clerk.