

AMENDMENT TO H.R. 4278
OFFERED BY Mr. Pappas

Add at the end of the bill the following:

1 **SEC. 5. TRAINING PROGRAM FOR SENIOR EXECUTIVES AND**
2 **SUPERVISORS.**

3 (a) PROGRAM REQUIRED.—Not later than one year
4 after the date of the enactment of this Act, the Secretary
5 of Veterans Affairs shall develop a training program for
6 all employees of the Department of Veterans Affairs who
7 are covered individuals under section 712 or 713 of title
8 38, United States Code. Such training shall be mandatory
9 for all such employees and for any individual who is hired
10 to be such an employee.

11 (b) CONSULTATION.—In developing the training re-
12 quired under subsection (a), the Secretary shall consult
13 with the heads of at least three other Federal departments
14 and agencies, including the Department of Defense, to
15 gather information about how such departments and agen-
16 cies approach management training.

17 (c) CURRENT EMPLOYEES.—Any individual who as
18 of the date of the enactment of this Act is an employee
19 of the Department who is a covered individual under sec-
20 tion 712 or 713 of title 38, United States Code, shall be

1 required, as a condition of continued employment at the
2 Department, to complete the training program developed
3 under subsection (a) by not later than 18 months after
4 the date of the enactment of this Act.

5 (d) REFRESHER TRAINING.—The Secretary shall de-
6 velop a refresher training program for the program re-
7 quired under subsection (a), and each employee who is a
8 covered individual under section 712 or 713 of title 38,
9 United States Code, shall be required, as a condition of
10 continued employment at the Department, to complete
11 such refresher training once every two years.

12 (e) DESIGN OF TRAINING.—The training program re-
13 quired under subsection (a) shall be designed using prin-
14 ciples of adult learning and industry standard instruc-
15 tional design. To the extent practicable, the training
16 shall—

17 (1) be instructor-based and provided in-person;

18 and

19 (2) focus on—

20 (A) developing and discussing relevant per-
21 formance goals and objectives with the employ-
22 ees they supervise;

23 (B) communicating and discussing employ-
24 ees' progress relative to performance goals and

1 objectives, and conducting performance apprais-
2 als;

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

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

10 (E) prohibited personnel practices, em-
11 ployee rights, and the procedures and processes
12 used to enforce employee rights;

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

17 (G) addressing reports of a hostile work
18 environment, retaliation, or harassment of, or
19 by, another supervisor or employee; and

20 (H) collaborating with human resources
21 employees to recruit, select, appraise, and re-
22 ward employees to build a workforce based on
23 organizational goals, budget considerations, and

- 1 staffing needs; and o otherwise carrying out the
- 2 duties or responsibilities of a supervisor.

