

AMENDMENT IN THE NATURE OF A SUBSTITUTE
TO H.R. 6531
OFFERED BY Mr. Takano

Strike all after the enacting clause and insert the following:

1 **SECTION 1. SHORT TITLE.**

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

5 **SEC. 2. TRAINING PROGRAM FOR CERTAIN SENIOR EXECU-**
6 **TIVES AND SUPERVISORS.**

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

10 (1) implement a mandatory training program
11 for all covered employees;

12 (2) annually evaluate such training; and

13 (3) regularly update the curriculum for such
14 program to ensure that such curriculum—

15 (A) covers areas of critical importance to
16 success as a supervisor and leader in the De-
17 partment of Veterans Affairs; and

1 (B) is based on industry standards for su-
2 pervisory competencies and needs identified
3 through evaluations under paragraph (2).

4 (b) CONSULTATION.—In developing the training re-
5 quired under subsection (a), the Secretary shall consult
6 with the heads of at least three other Federal departments
7 and agencies, including the Department of Defense, to
8 gather information about how such departments and agen-
9 cies approach management training.

10 (c) CURRENT EMPLOYEES.—Any individual who as
11 of the date of the enactment of this Act is an covered em-
12 ployee shall be required, as a condition of continued em-
13 ployment at the Department of Veterans Affairs, to com-
14 plete the training program developed under subsection (a)
15 by not later than 18 months after the date of the enact-
16 ment of this Act.

17 (d) REFRESHER TRAINING.—The Secretary shall de-
18 velop a refresher training program for the program re-
19 quired under subsection (a), and each covered employee
20 shall be required, as a condition of continued employment
21 at the Department of Veterans Affairs, to complete such
22 refresher training once every two years.

23 (e) DESIGN OF TRAINING.—The training program re-
24 quired under subsection (a) shall be designed using prin-
25 ciples of adult learning and industry standard instruc-

1 tional design. To the extent practicable, the training
2 shall—

3 (1) be instructor-based; and

4 (2) focus on—

5 (A) developing and discussing relevant per-
6 formance goals and objectives with the employ-
7 ees they supervise;

8 (B) communicating and discussing employ-
9 ees' progress relative to performance goals and
10 objectives, and conducting performance apprais-
11 als;

12 (C) mentoring and motivating employees
13 and improving employee engagement, perform-
14 ance, and productivity;

15 (D) effectively managing employees with
16 unacceptable performance, including training to
17 understand the disciplinary options and proce-
18 dures available to the supervisor;

19 (E) prohibited personnel practices, em-
20 ployee rights, and the procedures and processes
21 used to enforce employee rights;

22 (F) effectively using the probationary pe-
23 riod to examine whether an employee has dem-
24 onstrated successful performance or conduct to
25 continue past the probationary period;

1 (G) addressing reports of a hostile work
2 environment, retaliation, or harassment of, or
3 by, another supervisor or employee;

4 (H) collaborating with human resources
5 employees to recruit, select, appraise, and re-
6 ward employees to build a workforce based on
7 organizational goals, budget considerations, and
8 staffing needs; and

9 (I) carrying out the duties or responsibil-
10 ities of a supervisor.

11 (f) REPORT.—Not later than one year after the date
12 on which the Secretary implements the training program
13 under subsection (a), and annually thereafter, the Sec-
14 retary shall submit to the Committees on Veterans Affairs
15 of the Senate and House of Representatives a report on
16 the rate at which covered employees completed such train-
17 ing program during the year preceding the date of each
18 such report.

19 (g) COVERED EMPLOYEE DEFINED.—In this section,
20 the term “covered employee” means an employee of the
21 Department of Veterans Affairs who is—

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

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

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

2 The loan fee table in section 3729(b)(2) of title 38,
3 United States Code, is amended by striking “November
4 15, 2031” each place it appears and inserting “November
5 29, 2031”.

