

**SUBSTITUTE FOR THE AMENDMENT IN THE  
NATURE OF A SUBSTITUTE TO H.R. 472  
OFFERED BY MR. PAPPAS OF NEW HAMPSHIRE**

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. DEPARTMENT OF VETERANS AFFAIRS TRAINING  
6                   PROGRAM FOR CERTAIN SENIOR EXECU-  
7                   TIVES AND SUPERVISORS.**

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

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

13           (2) annually evaluate such training; and

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

16                   (A) covers areas of critical importance to  
17 success as a supervisor and leader in the De-  
18 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 a 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 program 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 such  
18 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.

Amend the title so as to read: “A bill to direct the Secretary of Veterans Affairs to implement a training program for certain senior executives and supervisors at the Department of Veterans Affairs, and for other purposes.”.

