

Suspend the Rules and Pass the Bill, H.R. 5810, With an Amendment

(The amendment strikes all after the enacting clause and inserts a new text)

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”.

1 **SEC. 2. MANDATORY TRAINING PROGRAMS FOR SUPER-**
2 **VISORS.**

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

5 **“§ 4121. Specific training programs**

6 “(a) DEFINITIONS.—In this section—

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

9 “(2) the term ‘supervisor’ means—

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

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

14 “(C) any other employee as the Director of
15 the Office of Personnel Management may by
16 regulation prescribe.

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

20 “(1) a comprehensive management succession
21 program to provide training to employees to develop
22 managers for the agency; and

23 “(2) a program—

24 “(A) under which supervisors have indi-
25 vidual development plans, established by the

1 head, that provide for training on actions, op-
2 tions, and strategies a supervisor may use in—

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

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

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

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

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

24 “(vi) effectively using the proba-
25 tionary period to examine whether an em-

1 employee has demonstrated successful per-
2 formance or conduct to continue past the
3 probationary period;

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

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

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

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

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

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

7 “(ii) identify strengths and areas for
8 development.

9 “(c) REQUIREMENTS FOR TRAINING DESIGN.—
10 Training in the program components established under
11 subparagraphs (A) and (B) of subsection (b)(2) shall—
12 “(1) be designed using principles of adult learn-
13 ing and an industry standard instructional design
14 model; and

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

17 “(d) TIMING OF TRAINING.—

18 “(1) INITIAL TRAINING.—

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

24 “(B) EXTENSIONS.—The Director of the
25 Office of Personnel Management may establish

1 and administer procedures under which an
2 agency may extend the 1-year period described
3 under subparagraph (A) with respect to an in-
4 dividual.

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

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

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

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

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

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

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

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

19 (c) EFFECTIVE DATE AND APPLICATION.—

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

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

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

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

9 **SEC. 3. MANAGEMENT COMPETENCIES.**

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

12 (1) by redesignating section 4305 as section
13 4306; and

14 (2) by inserting after section 4304 the fol-
15 lowing:

16 **“§ 4305. Management competencies**

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

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

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

6 (b) TECHNICAL AND CONFORMING AMENDMENTS.—

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

 “4305. Management competencies

 “4306. Regulations”.

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