

118TH CONGRESS
1ST SESSION

H. R. 6531

To direct the Secretary of Veterans Affairs to develop a training program for certain senior executives and supervisors employed by the Department of Veterans Affairs.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 30, 2023

Mr. PAPPAS (for himself and Mr. VAN ORDEN) introduced the following bill;
which was referred to the Committee on Veterans' Affairs

A BILL

To direct the Secretary of Veterans Affairs to develop a training program for certain senior executives and supervisors employed by the Department of Veterans Affairs.

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 “Training Responsible
5 And Informed National VA Employees Act” or the
6 “TRAIN VA Employees Act”.

1 **SEC. 2. TRAINING PROGRAM FOR CERTAIN SENIOR EXECU-**
2 **TIVES AND 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 covered employees. Such training shall be mandatory
7 for all such covered employees and for any individual who
8 is hired to be such an covered employee.

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

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

22 (d) REFRESHER TRAINING.—The Secretary shall de-
23 velop a refresher training program for the program re-
24 quired under subsection (a), and each covered employee
25 shall be required, as a condition of continued employment

1 at the Department of Veterans Affairs, to complete such
2 refresher training once every two years.

3 (e) DESIGN OF TRAINING.—The training program re-
4 quired under subsection (a) shall be designed using prin-
5 ciples of adult learning and industry standard instruc-
6 tional design. To the extent practicable, the training
7 shall—

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

9 and

10 (2) focus on—

11 (A) developing and discussing relevant per-
12 formance goals and objectives with the employ-
13 ees they supervise;

14 (B) communicating and discussing employ-
15 ees' progress relative to performance goals and
16 objectives, and conducting performance apprais-
17 als;

18 (C) mentoring and motivating employees
19 and improving employee engagement, perform-
20 ance, and productivity;

21 (D) effectively managing employees with
22 unacceptable performance, including training to
23 understand the disciplinary options and proce-
24 dures available to the supervisor;

1 (E) prohibited personnel practices, em-
2 ployee rights, and the procedures and processes
3 used to enforce employee rights;

4 (F) effectively using the probationary pe-
5 riod to examine whether an employee has dem-
6 onstrated successful performance or conduct to
7 continue past the probationary period;

8 (G) addressing reports of a hostile work
9 environment, retaliation, or harassment of, or
10 by, another supervisor or employee;

11 (H) collaborating with human resources
12 employees to recruit, select, appraise, and re-
13 ward employees to build a workforce based on
14 organizational goals, budget considerations, and
15 staffing needs; and

16 (I) carrying out the duties or responsibil-
17 ities of a supervisor.

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

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

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

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