

put their mark on this bill in a meaningful way.

I encourage all of my colleagues to support this legislation and drink whole milk.

Mr. Speaker, I yield back the balance of my time.

The SPEAKER pro tempore (Mr. NEWHOUSE). The question is on the motion offered by the gentleman from Pennsylvania (Mr. THOMPSON) that the House suspend the rules and pass the bill, S. 222.

The question was taken; and (two-thirds being in the affirmative) the rules were suspended and the bill was passed.

A motion to reconsider was laid on the table.

FEDERAL SUPERVISOR EDUCATION ACT

Mr. TIMMONS. Mr. Speaker, I move to suspend the rules and pass the bill (H.R. 5810) to provide for mandatory training for Federal Government supervisors and the assessment of management competencies, and for other purposes, as amended.

The Clerk read the title of the bill.

The text of the bill is as follows:

H.R. 5810

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the "Federal Supervisor Education Act".

SEC. 2. MANDATORY TRAINING PROGRAMS FOR SUPERVISORS.

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

"§ 4121. Specific training programs

"(a) DEFINITIONS.—In this section—

"(1) the term 'program' has the meaning given that term in section 1122(a)(1)(C) of title 31; and

"(2) the term 'supervisor' means—

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

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

"(C) any other employee as the Director of the Office of Personnel Management may by regulation prescribe.

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

"(1) a comprehensive management succession program to provide training to employees to develop managers for the agency; and

"(2) a program—

"(A) under which supervisors have individual development plans, established by the head, that provide for training on actions, options, and strategies a supervisor may use in—

"(i) developing and discussing relevant performance goals and objectives with the employee and ensuring the performance goals and objectives align to the mission and priority goals of the agency;

"(ii) communicating and discussing progress relative to performance goals and objectives, and conducting performance appraisals;

"(iii) mentoring and coaching employees and improving employee engagement, performance, and productivity;

"(iv) fostering a work environment characterized by fairness, respect, equal opportunity, and attention paid to the merit of the work of employees;

"(v) effectively managing employees with unacceptable performance, including training to understand the disciplinary options and procedures available to the supervisor;

"(vi) effectively using the probationary period to examine whether an employee has demonstrated successful performance or conduct to continue past the probationary period;

"(vii) addressing reports of a hostile work environment, retaliation, or harassment of, or by, another supervisor or employee;

"(viii) meeting supervisor competencies established by the Office of Personnel Management or the employing agency of the supervisor; and

"(ix) collaborating with human resources employees to recruit, select, appraise, and reward employees to build a workforce based on organizational goals, budget considerations, and staffing needs;

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

"(C) under which experienced supervisor mentors are identified, evaluated, and approved to provide guidance and advice to new or underperforming supervisors to—

"(i) transfer knowledge and advice in areas such as communication, critical thinking, responsibility, flexibility, motivating and engaging employees, teamwork, leadership, and professional development; and

"(ii) identify strengths and areas for development.

"(c) REQUIREMENTS FOR TRAINING DESIGN.—Training in the program components established under subparagraphs (A) and (B) of subsection (b)(2) shall—

"(1) be designed using principles of adult learning and an industry standard instructional design model; and

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

"(d) TIMING OF TRAINING.—

"(1) INITIAL TRAINING.—

"(A) IN GENERAL.—Not later than 1 year after the date an individual is appointed to the position of supervisor, such individual shall be required to have completed each program component established under subsection (b)(2).

"(B) EXTENSIONS.—The Director of the Office of Personnel Management may establish and administer procedures under which an agency may extend the 1-year period described under subparagraph (A) with respect to an individual.

"(2) SUBSEQUENT TRAINING.—After completion of a program component under subparagraphs (A) and (B) of subsection (b)(2), each supervisor shall be required to complete each program component under such subparagraphs not less frequently than once every 3 years.

"(3) CREDIT FOR SIMILAR TRAINING.—Each program component established under subsection (b)(2) shall include provisions under which the agency gives a supervisor credit toward a period of training that the agency determines is similar to training that the supervisor previously completed.

"(4) EFFECTIVENESS EVALUATION.—Each agency shall measure the effectiveness of training program components established under subsection (b)(2).

"(e) INFORMATION ON DEVELOPMENTAL OPPORTUNITIES.—An agency shall make available, in a manner that may be determined by the Director of the Office of Personnel Management, to each supervisor—

"(1) a detailed list of developmental opportunities available to the supervisor; and

"(2) the policies of the agency for requiring supervisor development.

"(f) REGULATIONS.—Not later than 1 year after the date of enactment of the Federal Supervisor Education Act, and notwithstanding section 4118(c), the Director of the Office of Personnel Management shall prescribe regulations to carry out this section, including the monitoring of agency compliance with this section. Regulations prescribed under this subsection shall include measures by which to assess the effectiveness of agency supervisor training programs."

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

(c) EFFECTIVE DATE AND APPLICATION.—

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

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

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

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

SEC. 3. MANAGEMENT COMPETENCIES.

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

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

(2) by inserting after section 4304 the following:

"§ 4305. Management competencies

"(a) DEFINITION.—In this section, the term 'supervisor' has the meaning given that term in section 4121(a).

"(b) GUIDANCE.—The Director of the Office of Personnel Management shall issue guidance to agencies on competencies supervisors are expected to meet in order to effectively manage, and be accountable for managing, the performance of employees to fulfill the organizational goals and mission of the agency.

"(c) ASSESSMENT BY AGENCIES.—Based on guidance issued under subsection (b) and on any additional competencies developed by an agency, each agency shall assess the performance of the supervisors and the overall capacity of the supervisors in that agency."

(b) TECHNICAL AND CONFORMING AMENDMENTS.—

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

"4305. Management competencies

"4306. Regulations".

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

The SPEAKER pro tempore. Pursuant to the rule, the gentleman from South Carolina (Mr. TIMMONS) and the gentleman from Virginia (Mr. SUBRAMANYAM) each will control 20 minutes.

The Chair recognizes the gentleman from South Carolina.

GENERAL LEAVE

Mr. TIMMONS. Mr. Speaker, I ask unanimous consent that all Members

may have 5 legislative days in which to revise and extend their remarks and include extraneous material on this measure.

The SPEAKER pro tempore. Is there objection to the request of the gentleman from South Carolina?

There was no objection.

Mr. TIMMONS. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, the American public relies on Federal supervisors to lead a workforce that provides high-quality customer service and faithful execution of the law.

These expectations and standards require a level of professionalism that can be improved by strengthening relevant education offerings available to Federal supervisors. My bill would do just that, by bolstering existing requirements in Federal law governing Federal workforce training.

Various reports and memos from agencies such as the GAO, Office of Personnel Management, and the Merit Systems Protection Board indicate a need to improve relevant educational opportunities for Federal supervisors.

The Federal Supervisor Education Act, a bipartisan bill dating back to the 114th Congress, articulates and executes best practices in relation to Federal supervisory training, including how to effectively manage employees with unacceptable performance.

These are basic, nonpartisan concepts that are generally available to private-sector business supervisors and, if implemented, would advance the interests of good government and strengthen the Federal workforce on behalf of the American taxpayer.

Mr. Speaker, I encourage my colleagues to support this bill, and I reserve the balance of my time.

Mr. SUBRAMANYAM. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, I rise in support of H.R. 5810, the Federal Supervisor Education Act of 2025. The bill was reported favorably by the Oversight Committee unanimously on December 2 with bipartisan support.

The bill would require Federal agencies to create and implement training and development programs for agency supervisors. These programs will help improve their management skills, communicate with their colleagues, and mentor fellow employees. It will also help them when it comes to knowing what is prohibited when it comes to personnel practices, employee rights, and how those rights must be protected.

A lot of these Federal agency supervisors actually live in my district. Those supervisors should know that they won't have to do this annually. This is once every 3 years. This will be beneficial to our agencies and to the supervisors as well.

I thank the majority for incorporating feedback from the gentleman from Virginia (Mr. WALKINSHAW) and committee Democrats prior to the bill

reaching the floor. Due to this, committee Democrats unanimously supported this legislation in markup.

Mr. Speaker, I urge my colleagues to support this bill, and I yield back the balance of my time.

Mr. TIMMONS. Mr. Speaker, I also thank the House Oversight Committee for unanimously supporting my legislation in a recent markup. Given the bill's advancement of good-government principles, I urge my colleagues to vote for this long overdue legislation, and I yield back the balance of my time.

The SPEAKER pro tempore. The question is on the motion offered by the gentleman from South Carolina (Mr. TIMMONS) that the House suspend the rules and pass the bill, H.R. 5810, as amended.

The question was taken; and (two-thirds being in the affirmative) the rules were suspended and the bill, as amended, was passed.

A motion to reconsider was laid on the table.

STRENGTHENING AGENCY MANAGEMENT AND OVERSIGHT OF SOFTWARE ASSETS ACT

Mr. TIMMONS. Mr. Speaker, I move to suspend the rules and pass the bill (H.R. 5457) to improve the visibility, accountability, and oversight of agency software asset management practices, and for other purposes, as amended.

The Clerk read the title of the bill.

The text of the bill is as follows:

H.R. 5457

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the "Strengthening Agency Management and Oversight of Software Assets Act".

SEC. 2. DEFINITIONS.

In this Act:

(1) ADMINISTRATOR.—The term "Administrator" means the Administrator of General Services.

(2) AGENCY.—The term "agency" has the meaning given that term in section 3502 of title 44, United States Code, except that such term does not include an element of the intelligence community.

(3) CLOUD COMPUTING.—The term "cloud computing" has the meaning given the term in Special Publication 800-145 of the National Institute of Standards and Technology, or any successor document.

(4) CLOUD SERVICE PROVIDER.—The term "cloud service provider" has the meaning given the term in section 3607(b) of title 44, United States Code.

(5) COMPREHENSIVE ASSESSMENT.—The term "comprehensive assessment" means a comprehensive assessment conducted pursuant to section 3(a).

(6) DIRECTOR.—The term "Director" means the Director of the Office of Management and Budget.

(7) INTELLIGENCE COMMUNITY.—The term "intelligence community" has the meaning given the term in section 3 of the National Security Act of 1947 (50 U.S.C. 3003).

(8) PLAN.—The term "plan" means the plan developed by a Chief Information Officer, or equivalent official, pursuant to section 4(a).

(9) SOFTWARE ENTITLEMENT.—The term "software entitlement" means any software that—

(A) has been purchased, leased, or licensed by or billed to an agency under any contract or other business arrangement; and

(B) is subject to use limitations.

(10) SOFTWARE INVENTORY.—The term "software inventory" means the software inventory of an agency required pursuant to—

(A) section 2(b)(2)(A) of the Making Electronic Government Accountable By Yielding Tangible Efficiencies Act of 2016 (40 U.S.C. 11302 note; Public Law 114-210); or

(B) subsequent guidance issued by the Director pursuant to that Act.

SEC. 3. SOFTWARE INVENTORY UPDATE AND EXPANSION.

(a) IN GENERAL.—As soon as practicable, and not later than 18 months after the date of enactment of this Act, the Chief Information Officer of each agency, in consultation with the Chief Financial Officer, the Chief Acquisition Officer, the Chief Data Officer, and General Counsel of the agency, or the equivalent officials of the agency, shall complete a comprehensive assessment of the software paid for by, in use at, or deployed throughout the agency, which shall include—

(1) the current software inventory of the agency, including software entitlements, contracts and other agreements or arrangements of the agency, and a list of the largest software entitlements of the agency separated by provider and category of software;

(2) a comprehensive, detailed accounting of—

(A) any software used by or deployed within the agency, including software developed or built by the agency, or by another agency for use by the agency, including shared services, as of the date of the comprehensive assessment, including, to the extent identifiable, the contracts and other agreements or arrangements used by the agency to acquire, build, deploy, or use such software;

(B) information and data on software entitlements, which shall include information on any additional fees or costs, including fees or costs for the use of cloud services, that are not included in the initial costs of the contract, agreement, or arrangement—

(i) for which the agency pays;

(ii) that are not deployed or in use by the agency; and

(iii) that are billed to the agency under any contract or business arrangement that creates duplication, or are otherwise determined to be unnecessary by the Chief Information Officer of the agency, or the equivalent official, in the deployment or use by the agency; and

(C) the extent—

(i) to which any software paid for, in use, or deployed throughout the agency is interoperable; and

(ii) of the efforts of the agency to improve interoperability of software assets throughout the agency enterprise;

(3) a categorization of software entitlements of the agency by cost, volume, and type of software;

(4) a list of any provisions in the software entitlements of the agency that may restrict how the software can be deployed, accessed, or used, including any such restrictions on desktop or server hardware, through a cloud service provider, or on data ownership or access; and

(5) an analysis addressing—

(A) the accuracy and completeness of the comprehensive assessment;

(B) agency management of and compliance with all contracts or other agreements or arrangements that include or reference software entitlements or software management within the agency;

(C) the extent to which the agency accurately captures the total cost of software entitlements and related costs, including the