

U.S. SENATE COMMITTEE ON
VETERANS' AFFAIRS
CHAIRMAN JERRY MORAN

The Optimizing VA's Workforce for Veterans Act

Sponsored by: Chairman Moran and Sen. King

To improve the delivery of services to veterans and other VA beneficiaries and make certain that VA is a good steward of taxpayer dollars, VA must develop and implement a transparent, data-driven, and outcomes-based long-term workforce strategy in coordination with Congress, VSOs, and other stakeholders and increase information sharing with Congress in advance of significant staffing changes or a reduction in force.

The Optimizing VA's Workforce for Veterans Act would:

- Require VA to develop and implement a five-year strategic human capital plan with appropriate staffing levels to ensure that veterans and their spouses, dependents, and caregivers receive timely, high-quality health care and benefits with improved outcomes.
 - In developing the plan, VA would be required to include an assessment of current and future projected demand for benefits and services delivered by VA and conduct a workforce gap analysis that includes defining VA's core competencies and alignment with applicable industry best practices.
 - VA would further be required to set goals and strategies to improve the productivity of VA's workforce; recruit and retain veterans, military spouses, and veteran caregivers and survivors to fulfill identified staffing needs; and reduce the time it takes to hire and onboard new employees.
 - VA would be required to provide annual updates to Congress on the implementation of the plan using results-oriented performance measures and to identify any changes, including deviations between staffing levels in the plan and VA's budget request.
- Require VA to notify Congress and impacted employees at least 60 days prior to implementing a reduction in force (RIF) with the justifications for such RIF, to include how the new staffing levels will align with current and future projected demand, as well as the employees, locations, and program offices that will be impacted.
 - A failure by VA to provide this detailed notification to impacted employees would be considered a prohibited personnel practice, providing employees access to administrative relief through the Office of Special Counsel and Merit Systems Protection Board.
- Require VA to provide additional details to Congress as part of their ongoing organizational restructuring of the Department.