

VA Data Literacy and Training Act of 2025

SECTION 1. SHORT TITLE.

This Act may be cited as the “**VA Data Literacy and Training Act of 2025.**”

SECTION 2. FINDINGS.

Congress finds the following:

1. Data is the backbone of effective decision-making, accountability, and patient safety.
 2. Leaders and staff within the Department of Veterans Affairs (VA) often lack the skills necessary to interpret and apply performance data correctly.
 3. In many cases, VA employees responsible for managing key reports do not understand the data they rely upon, leading to misinterpretation and misuse.
 4. Billions of dollars in reforms and technology programs are undermined when leadership lacks data literacy.
 5. No one should be responsible for handling metrics or leading reforms without the training necessary to understand and apply them responsibly.
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SECTION 3. DEFINITIONS.

For purposes of this Act:

1. “**Data literacy**” means the ability to read, interpret, validate, and apply data in decision-making, including understanding limitations, definitions, and context.
2. “**Leadership training module**” means specialized instruction designed for VA supervisors, executives, and program managers on accountability, oversight, and culture

change.

3. **“Employee training module”** means practical, job-specific instruction for staff directly responsible for creating, managing, or applying data in VA operations.

SECTION 4. DATA LITERACY TRAINING REQUIREMENT.

(a) **Annual Training.**— The Secretary of Veterans Affairs shall establish an **annual data literacy training program** for:

1. All VA employees who create, manage, or report performance metrics;
2. All leaders (GS-13 and above, or equivalent) who use such metrics to make operational decisions.

(b) **Curriculum Content.**— Training shall include instruction on:

1. Data definitions and validation;
2. Risks of misinterpretation or manipulation;
3. Ethical use of data in performance reporting;
4. Case studies of past VA failures linked to poor data literacy.

SECTION 5. LEADERSHIP MODULES.

(a) **Requirement.**— In addition to annual training, VA shall establish specialized **leadership training modules** for supervisors, executives, and program managers.

(b) **Focus.**— Such modules shall emphasize:

1. Accountability for decisions based on data;
2. Cultural change to treat data as patient safety, not paperwork;

3. Oversight responsibilities for ensuring accurate reporting.
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SECTION 6. IMPLEMENTATION AND OVERSIGHT.

(a) **Certification.**— Completion of required training shall be documented in employees' personnel records.

(b) **Noncompliance.**— Failure to complete training shall result in suspension of authority to approve or certify data-driven reports until compliance is achieved.

(c) **Annual Review.**— GAO shall conduct an annual review of VA's data literacy training program, including participation rates and effectiveness.

SECTION 7. FUNDING.

Funds necessary to implement this Act shall be made available from existing VA training and workforce development appropriations.

SECTION 8. EFFECTIVE DATE.

This Act shall take effect 1 year after enactment.