

VA Data Competency & Collaboration Act of 2025

SECTION 1. SHORT TITLE.

This Act may be cited as the “**VA Data Competency & Collaboration Act of 2025.**”

SECTION 2. FINDINGS.

Congress finds the following:

1. Many VA programs and systems are designed and implemented without cross-functional collaboration, leading to flawed tools, inconsistent reporting, and unreliable metrics.
 2. Program offices frequently lack the data literacy and technical expertise needed to define requirements or validate new reporting systems.
 3. GAO and OIG have repeatedly documented failures in VA's requirements gathering, testing, and validation processes, resulting in waste and harm to veterans.
 4. Effective reform requires that data competency and collaboration be embedded at every stage of program design, implementation, and oversight.
 5. Veterans and employees deserve systems and reports that are accurate, tested, and collaboratively designed.
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SECTION 3. DEFINITIONS.

For purposes of this Act:

1. “**Cross-functional team**” means a working group that includes representatives from clinical operations, frontline staff, program analysis, information technology, and

leadership.

2. **“Data competency”** means the ability to define, validate, and apply performance metrics in decision-making, including ensuring accuracy, usability, and alignment with patient safety goals.
3. **“Requirements definition”** means a documented set of specifications for a tool, report, or program that has been reviewed and approved by all relevant stakeholders.

SECTION 4. CROSS-FUNCTIONAL REQUIREMENTS DEVELOPMENT.

(a) **Requirement.**— The Secretary of Veterans Affairs shall ensure that all new reporting tools, IT systems, or performance metrics are developed by cross-functional teams.

(b) **Team Composition.**— Each cross-functional team must include:

1. At least one frontline employee who will use the system or data;
2. At least one clinical representative when patient care is affected;
3. A program analyst with data literacy training;
4. An information technology specialist;
5. A program manager or leader responsible for implementation.

(c) **Approval.**— No system or report may be deployed without documented approval of requirements by all team members.

SECTION 5. DATA COMPETENCY STANDARDS.

(a) **Minimum Standards.**— All program offices responsible for metrics or reporting must meet baseline data competency standards established by the Secretary.

(b) **Certification.**— Program leaders shall annually certify that their teams meet data competency standards before new tools or reports are deployed.

(c) **Training.**— Employees failing to meet standards must complete remedial data literacy training under the **VA Data Literacy and Training Act of 2025**.

SECTION 6. USER TESTING AND VALIDATION.

(a) **Pilot Testing.**— All new reporting systems and tools shall undergo user testing with frontline staff prior to national deployment.

(b) **Validation.**— Metrics and reports shall be validated against real-world data to confirm accuracy and usability.

(c) **Independent Review.**— GAO or OIG shall conduct periodic evaluations of VA's requirements, testing, and validation processes.

SECTION 7. IMPLEMENTATION AND OVERSIGHT.

(a) The Secretary of Veterans Affairs shall issue implementation guidance within 180 days of enactment.

(b) GAO shall provide an **annual report to Congress** on VA's compliance with cross-functional collaboration and data competency requirements.

SECTION 8. EFFECTIVE DATE.

This Act shall take effect 180 days after enactment.