

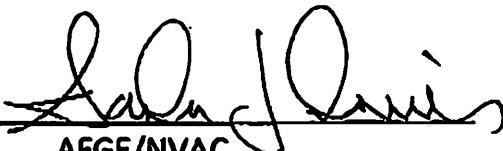
**Memorandum of Understanding for the Vocational  
Rehabilitation and Employment (VR&E) Vocational  
Rehabilitation Counselor (VRC) Competency Based Training  
System (CBTS) Demo-Station Request**

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Benefits Administration (VBA) and the American Federation of Government Employees (AFGE), AFL-CIO National VA council (NVAC) #53, (Union) regarding the VR&E VRC Competency Based Training System Demo-Station Request at the following five Regional Offices (ROs): Seattle, Nashville, Indianapolis, New Orleans, and Winston-Salem.

1. The purpose of the VRE VRC CBTS is to allow VRCs to complete a 140 multiple-choice diagnostic assessment and receive tailored, individualized training based on the diagnostic assessment results. These results will not be used for performance evaluation purposes.
2. Employees will have four (4) hours of excluded time to complete the assessment and will receive four (4) hours of TMS credit toward their National Training Curriculum (NTC) requirement upon completing this assessment.
3. The assessment will be divided into seven small tests, or testlets, that cover the key knowledge, skills, and abilities (KSAs) required of a VRC. Based on the testlet structure, the employee has the option to complete all testlets at once, or complete them over a period of time, not to exceed two (2) weeks.
4. As each testlet is completed, the results will be stored in TMS. The employee will have access to his or her progress and results at any time by logging into TMS.
5. Briefing documents and other instructional materials will be sent to each participating RO and the local union prior to the launch of the CBTS.

- 6. Management will not hold employees accountable for factors or extenuating circumstances which affect performance that are beyond the employees' control in compliance with Article 27.
- 7. At the completion of the demonstration period, a briefing will be provided to the AFGE VBA Mid Term Bargaining Committee in order to discuss the results and any recommendations, along with any employee concerns. Any additional bargaining obligations will be met, prior to expansion or national rollout.
- 8. In accordance with Article 47 of the Master Agreement, Local bargaining shall take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
- 9. Management will provide a copy of the MOU to each local president at the above stations upon receipt.

  
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Agency

  
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AFGE/NVAC

03/30/15  
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Date