



DEPARTMENT OF VETERANS AFFAIRS
Veterans Benefits Administration
Washington, D.C. 20420

September 26, 2014

Directors (00)
All VA Regional Offices and Centers

In Reply Refer To: 273B
BAS Letter 27-14-01

SUBJ: Benefits Assistance Service (BAS) Fiscal Year (FY) 2015 National Training Curriculum (NTC) for Outreach and Public Contact Personnel

Purpose

BAS is responsible for developing a national training curriculum that is designed for Public Contact Representatives in the National Call Centers (NCCs), the National Pension Call Center (NPCC), the National IRIS Response Center (NIRC), and BAS' staff employees. In addition, BAS has developed a training curriculum that will support Regional Offices' public contact staff and outreach coordinators.

This letter and accompanying standard operating procedure (SOP) are intended to provide guidance and facilitate the understanding, implementation, and recording of the FY 2015 BAS National Training Curriculum.

The National Training Curriculum also provides developmental training appropriate to address skill enhancement for all employees. Topics identified consist of issues of high interest and/or quality concerns. The required training identified in the National Training Curriculum supports the agency goal to meet quality standards, and it allows employees to feel more empowered and confident in their jobs.

The five hours of annual VA mandatory training which includes Privacy, HIPAA, Ethics, VBA Continuity of Operations, and Prevention of Harassment/No Fear Training will be monitored by the Office of Employee Development and Training and assigned accordingly.

Employees are also required to complete at least one hour of training during the fiscal year toward the ADVANCE requirement.

Training Requirements and Procedures

BAS has developed a curriculum that includes technical and developmental training requirements specific to the level of experience for the following personnel.

- Public Contact Representatives (PCRs NCC) – New 304 hours
- Public Contact Representatives (PCRs NPCC) – New 308 hours
- Public Contact Representatives (PCRs - NIRC) – New 80 hours
- Public Contact Representatives (PCRs) - Experienced 80 hours
- Managers/Coaches/Leads/Management Analysts/Program Support Assistants/
Training Coordinators/Quality Review Specialists (NCC/NPCC/NIRC) 40 hours
- VACO Employees (BAS) 40 hours
 - 20 hours of BAS mandated training for all employees
 - 20 hours of developmental training specific to the employee’s business line within BAS
- Public Contact Team - Regional Office LASs 40 hours
- Public Contact Team – Regional Office Coaches 40 hours

The enclosed SOP for the FY 2015 BAS NTC prescribes specific training requirements by duty position and sets out mandatory procedures for conducting training, obtaining credit for training, and recording training. The SOP also requires all categories of personnel identified in this letter to develop a process for conducting make-up training. Compliance with the procedures in the SOP is mandatory for those categories.

To ensure consistency, all training delivered as part of the BAS NTC must have a BAS-assigned Talent Management System (TMS) number. If any training is conducted that does not have a BAS-assigned TMS number, it will not be counted as part of the required hours for the purposes of the FY15 BAS NTC. To assist in recording the completion of employee training in TMS, BAS has created curriculum ID numbers for the mandatory training courses for all categories of personnel identified in this letter. All completed training must be documented in TMS. Please contact your local training coordinator to ensure that training is appropriately recorded.

BAS will develop additional training courses throughout the year to address emerging national issues and needs in the call centers, as well as public contact staff and outreach personnel in the Regional Offices (e.g., release of BAS and/or lines of business guidance, changes in law, etc.).

In addition, the SOP defines training per Title 5, United States Code, Chapter 41, and outlines the elements of training that must be met for training to be credited. All mandatory training must be delivered in accordance with the intent of the lesson. Centers must ensure that:

1. Each individual selected to provide instruction meets the qualifications as outlined in the attached SOP, and
2. Selected instructors teach courses according to the approved lesson plans. (For example, if the lesson plan states that the course is “instructor-led”, then the instructor

must provide instructor-led training and utilize all practical exercises associated with the particular course.)

Responsibilities

The NCCs, NPCC, NIRC, and Regional Office's public contact and outreach staff are responsible for ensuring the procedures outlined in the enclosed SOP are implemented upon receipt of this letter.

Questions

Questions regarding the training requirements and course availability should be directed to the BAS Training Staff at: VAVBAWAS/CO/BAS/QUALITY&TRAINING.

/s/
Robert T. Reynolds
Director
Benefits Assistance Service

Enclosure: Standard Operating Procedure

DEPARTMENT OF VETERANS AFFAIRS

Veterans Benefits Administration



**Standard Operating Procedure
Benefits Assistance Service (BAS)
Fiscal Year 2015 National Training Curriculum**

Table of Contents

Introduction.....3
Target Audience3
Definitions.....3
FY 2015 NTC Requirements for NCC/NPCC/NIRC PCR, Coaches, Managers, Training
Coordinators, Leads, Quality Review Specialists, Management Analysts, Program Support
Assistants; BAS Employees; and Regional Office Public Contact/Outreach Staffs4
Benefits Assistance Service FY 2015 NTC Training Standards5
BAS FY 2015 NTC Major National Training Curricula5
NTC Make-up Training6
Credit Awarded to Instructors7
Reporting Requirement8
Questions8

Introduction

This standard operating procedure (SOP) provides guidance and direction to support the understanding, implementation, and recording of the Benefits Assistance Service (BAS) Fiscal Year (FY) 2015 National Training Curriculum (NTC) for National Call Centers (NCCs), the National Pension Call Center (NPCC), the National IRIS Response Center (NIRC), BAS staff employees, and Regional Office public contact staffs. This SOP is effective upon receipt.

Target Audience

The Benefits Assistance Service NTC is required annual training for all Public Contact Representatives (to include the public contact and outreach staff in the Regional Offices), Coaches, Managers, Training Coordinators, Leads, Quality Review Specialists, Management Analysts, and Program Support Assistants in the Call Centers and IRIS Response Center who are involved with communicating with the public. The NTC is also required annual training for BAS employees. This SOP will guide training managers in ensuring employees receive quality training according to BAS' guidelines.

For the first 12 months in the Public Contact Representative (PCR) position, all entry-level employees in the NCC, NPCC, or NIRC will be required to complete the appropriate BAS Challenge training as outlined in Attachments 1, 2, and 3.

Definitions

- Training: In accordance with Title 5 of the United States Code (U.S.C.), Part III, Chapter 41 at § 4101(4): "Training" means the process of providing for and making available to an employee, and placing or enrolling the employee in a planned, prepared, and coordinated program, course, curriculum, subject, system, or routine of instruction or education, in scientific, professional, technical, mechanical, trade, clerical, fiscal, administrative, or other fields, which will improve individual and organizational performance and assist in achieving the agency's mission and performance goals.
- Trainee status: The status of an employee in his or her first 12 months of the position. The time starts on the date of assignment and ends on the 12-month anniversary date.
- Experienced PCRs: PCRs who have completed their initial year in the position.
- Curriculum: A course of study designed for a particular purpose.
- Benefits Assistance Service Training Curriculum: Courses on specific topics identified by BAS based on national quality trends and emerging issues. Courses are designed to build skills and abilities of the employees. Training may consist of both technical and developmental training:
 - Technical Training: Training to gain or improve specific skills related to a job, function, or task.

- Developmental Training: Training to prepare employees to perform future jobs and/or to move with an organization as it develops, changes, and grows.
- Talent Management System (TMS): The system of record for all VA training records.
- VBA Learning Catalog: An online training catalog that is organized specifically to support the way VBA structures and manages its training programs. Searchable functions identify mandated items, one-time mandated items, and target audiences. Items are also searchable by job position, TMS item number, curriculum, etc. The catalog is available at: <http://hvnc.gdit.com/lc/>.

FY 2015 NTC Requirements for NCC/NPCC/NIRC PCRs, Leads, Coaches, Management Analysts, Managers, Program Support Assistants, Quality Review Specialists, Training Coordinators; BAS Employees; and Regional Office Public Contact/Outreach Staffs

NCC employees (PCRs) in trainee status must complete 304 hours of mandated items. NPCC employees (PCRs) in trainee status must complete 308 hours of mandated items. In addition, NIRC employees (PCRs) in trainee status must complete 80 hours of mandated training. It is strongly recommended that trainees be included in any other local training when the training is relevant to their development. See Attachments 1, 2, and 3.

All Experienced PCRs in the target audience must complete a minimum of 80 hours of NTC training in FY 2015. This does not include the mandatory VBA classes. See Attachment 4.

All NCC/NPCC/NIRC Coaches, Managers, Training Coordinators, Leads, Quality Review Specialists, Management Analysts, and Program Support Assistants must complete a minimum of 40 hours. See Attachment 5.

BAS employees must complete a minimum of 40 hours of training as outlined in the all-employee and staff-specific training curriculums. See Attachment 6.

Regional Office Public Contact/Outreach Staff must complete a minimum of 40 hours of BAS NTC training in FY 2015 for the LAS/VSR position. Public Contact Team Coaches must complete 20 hours of training. It is at the discretion of local management to assign additional training as needed. See Attachment 7.

Managers must prorate training hours for employees who start after the beginning of the fiscal year. See the prorating examples in Appendix A.

Benefits Assistance Service FY 2015 NTC Training Standards

- To ensure consistency of training across VBA, only those training materials and lesson plans provided by BAS through its website, its Sharepoint site, the VBA Learning Catalog, or online through TMS will be utilized. NTC courses must be taught according to the approved lesson plans provided by BAS' Training Staff. For example, if the lesson plan states the lesson is instructor-led and contains practical exercises, it must be taught as an instructor-led course and the practical exercises associated with it must be completed.
- For the NCCs/NPCC/NIRC, a quarterly training calendar of course topics will be established based on quality trends and emerging issues. Each NCC/NPCC/NIRC will complete the courses on the calendar within the designated quarter. The calendar will be amended as necessary to train on issues such as Fast Letters, changes in law, changes in VBA procedure, etc.
- In addition to BAS materials, NCC/NPCC/NIRC Training Coordinators will create training materials based on quarterly topics and will submit the lesson plan to include assessment questions/answers for each objective, along with any student handouts or PowerPoint to BAS before delivering training. Prior to being used, the materials must be sent to the BAS Training Staff Sharepoint site (<http://vaww.infoshare.va.gov/sites/BASshare/Trainingteam/default.aspx>) for approval, placement onto the appropriate templates, and assignment of a national TMS number. Training materials will be sent to BAS at least 30 days prior to the beginning of the quarter in which they will be delivered.
- Employees must complete the evaluations and/or comprehension assessments, if applicable, in TMS to receive credit for completing the course.
- Completion of training session attendance sheets is required at the time of training. Beginning with the release of this letter, electronic sign-in sheets will be accepted. The center and/or regional office will utilize the attendance sheets to ensure compliance with credit received in TMS for the attendees.

Note: Attendance sheets for the previous and current fiscal year must be maintained. Scanned electronic records are highly recommended for record keeping purposes.

BAS FY 2015 NTC National Training Curricula

- BAS NTC FY 2015 Public Contact Representatives – New (NCC) Training Curriculum (VBA-387)
- BAS NTC FY 2015 Public Contact Representatives – New (NIRC) Training Curriculum (VBA-397)
- BAS NTC FY 2015 Public Contact Representatives – New (NPCC) Training Curriculum (VBA-426)

- BAS NTC FY 2015 Public Contact Representatives - Experienced (NCC/NPCC/NIRC) Training Curriculum (VBA-388)
- BAS NTC FY 2015 for NCC/NPCC/NIRC Coaches, Managers, Training Coordinators, Leads, Quality Review Specialists, Management Analysts, and Program Support Assistants Training Curriculums
 - a. New Coach (VBA-389)
 - b. Experienced Manager & Coach (VBA-487)
 - c. New Training Coordinator (VBA-481)
 - d. Experienced Training Coordinator (VBA-482)
 - e. Lead (VBA-483)
 - f. Quality Review Specialist (VBA-484)
 - g. Management Analyst (VBA-485)
 - h. Program Support Assistant (VBA-486)
- BAS NTC FY 2015 for BAS Non-Management Employees Training Curriculum (VBA-392)
- BAS NTC FY 2015 for BAS Management Employees Training Curriculum (VBA-425)
- BAS NTC FY 2015 BAS Employees Staff-Specific Training Curriculums
 - a. Quality & Training Staff (VACO) (VBA-420)
 - b. Web Communications Staff (VACO)
 - i. Web Team (VACO) (VBA-421)
 - ii. Social Media Team (VACO) (VBA-480)
 - iii. Self-Service/eBenefits Staff (VACO) (VBA-463)
 - c. Outreach Staff (VACO) (VBA-423)
- BAS NTC FY 2015 for Regional Office Public Contact/Outreach LAS/VSR Training Curriculum (VBA-396)
- BAS NTC FY 2015 for Regional Office Public Contact/Outreach Coaches Training Curriculum (VBA-424)

BAS holds the sole authority to include training items in the NTC curriculum.

NTC Make-up Training

All NCC/NPCC/NIRC PCR's, Coaches, Manager, Training Coordinators, Leads, Quality Review Specialists, Management Analysts, Program Support Assistants; Public Contact/Outreach staff; and BAS employees in the targeted audience must complete the hourly requirement for the Mandatory Training Curriculum. Therefore, each Call Center or Regional Office must develop a strategy for conducting make-up training sessions as necessary. Procedures for the make-up training sessions should include the following:

- The BAS-approved lesson plan for each training item will be followed for all training offerings.
- The approved materials and handouts, including online exercises and/or evaluations, provided by BAS for each training offering will be distributed to training participants.
- Typically the same instructor will facilitate every offering of a required training item.
- If a videotaped session is provided as a make-up session, a subject matter expert (SME) in the training topic must be made available as point of contact during the training should questions arise.
- Make-up sessions must take place within the same quarter for the BAS-mandated items.
- A sign-in sheet must be used to record training attendance, including the name of the SME who facilitated the make-up session.

Credit Awarded to Instructors

1. To receive credit-learning hours as an instructor, employees must complete an authorized VBA trainer preparation course. Instructors may be granted credit for instructional time learning hours, applied toward the 40-hour training requirement, if they have completed an authorized VBA trainer preparation course, *i.e.*, the Basic Instructor Clinic (TMS item number VA 790914).
2. A maximum of 20 total learning hours of an instructor's classroom and preparation time may be counted as training for a fiscal year. Please use TMS item number VA 221915 to record the training preparation learning hours.
3. Instructors must track the learning hours spent preparing instruction to receive credit towards their curriculum requirements and to assist VBA in tracking the total number of instructional learning hours devoted to instructing. Local managers must determine the required courses from which these individuals will be considered "exempt." Actual learning hours spent in the preparation of lessons, excluding those learning hours for which an exemption was granted, will be captured under TMS item number VA 221915.
 - A. Instructors who attend Train-the-Trainer and Centralized Challenge for Instructors will receive credit under TMS item number VA 1560317.
4. Training Managers may also add the item the instructor taught on the instructor's learning plan. Upon successful completion of any online content (assessment, instructor evaluations, etc.), the instructor may receive NTC credit for NTC items taught.

Reporting Requirement

All NCCs/NPCC/NIRC and public contact/outreach staff at the Regional Offices/Centers are required to submit quarterly training reports to BAS at **VAVBAWAS/CO/BAS/QUALITY&TRAINING** in order to demonstrate reasonable progress towards the yearly training requirement. These reports are due the third workday after the end of each quarter. The format for these reports will be based on readily available TMS reports (Learning History and Learning Hours).

Report Due Dates for FY 2015:

- January 5, 2015
- April 3, 2015
- July 3, 2015
- October 5, 2015

Questions

Please send all questions about the implementation of this SOP to the BAS Training mailbox at: VAVBAWAS/CO/BAS/QUALITY&TRAINING.

Appendix A: Prorating FY 2015 Training Requirements

Prorating FY 2015 Training Requirements

Training Managers may prorate BAS FY 2015 NTC Training Requirements in the following circumstances:

- Employees become eligible for BAS NTC training after the first month of the fiscal year.
- Employees are on extended periods of excused absence from their Call Center or Office. Examples of eligible periods of excused absence include the following:
 - Active duty or active duty for training absence for 30 consecutive days or more,
 - Cumulative active duty or active duty for training absence for 30 days or more,
 - Consecutive leave, including leave under the Family and Medical Leave Act (FMLA), for 30 days or more,
 - Cumulative sick leave or FMLA for the same illness or disease of 30 days or more (single days of sick leave that are not excused by a physician's approval will not count as time applied for prorated learning hours),
 - Instructors with absences for local or other training requirements (e.g. SET training), and
 - Instructors teaching Challenge Training (Instructors may apply up to 20 learning hours of teaching or instruction to the National Training Requirements).

When Training Managers prorate training requirements in the circumstances described above, they will maintain documentation approving the reduced training for the current fiscal year in the employees' training file. Satisfactory documentation of approval for prorated training consists of a memorandum from the employee's immediate supervisor with the name of the employee, period of time, and number of days that have been approved as extended periods of leave. The documentation will be kept confidential and will only be presented to the director's office of the RO for compliance to the National Training Requirements. The RO Director will certify the proper documentation is of record and all prorated training requirements are in compliance.

Example of documentation for extended excused absence

Memorandum

From: (Employee's Immediate Supervisor's Name)
To: (Regional Office Name) Training Manager
Subject: (Employee Name) approved extended leave

The above-mentioned employee has been authorized extended absence as follows:

March 1 to April 1, 2015: Extended approved sick leave 31 Days
June 1 to July 1, 2015: Extended approved military leave 30 Days

Signed by (Immediate Supervisor)

Calculating prorated training items

Example:

- Employee's first year as a PCR ends on January 1, 2015. The employee must complete nine months of training to be in compliance with the National Training Requirements.
 - $9/12 = .75$
 - $80 \times .75 = 60$ learning hours are required to be in compliance with the National Training Requirements

Attachment 1:***BAS FY 2015 National Training Curriculum - New-Hire PCR (NCC) Training Items*****Curriculum ID: VBA-387**

Item #	TMS	Learning Hours	Title
VA 1339337		20	Human Resources Orientation
VA 3881511		1	MyCareer for New Employees
VA 3808171		1	VBA Public Service Guide - Lesson 1: Introduction to Customer Service
VA 3808172		2	VBA Public Service Guide - Lesson 2: Effective Customer Service Skills for Telephone Contacts
VA 3808173		2	VBA Public Service Guide - Lesson 3: Effective Customer Service Skills for In-person Contacts
VA 3808174		2	VBA Public Service Guide - Lesson 4: Effective Customer Service Skills for Email/IRIS/In-writing Contacts
VA 3832947		26.5	VBA Public Service Guide – Customer Skills Development
VA 2100968		1	New Public Contact Training Program (NPCTP) – Lesson 1: Mission, Vision, and Core Values
VA 2100969		0.5	New Public Contact Training Program (NPCTP) – Lesson 2: PCR’s Responsibilities
VA 2100970		0.5	New Public Contact Training Program (NPCTP) – Lesson 3: U.S. Constitution
VA 2100971		0.5	New Public Contact Training Program (NPCTP) – Lesson 4: VA Terms and Codes
VA 2100972		1	New Public Contact Training Program (NPCTP) – Lesson 5: VA Form 21-526 Series
VA 2100973		0.5	New Public Contact Training Program (NPCTP) – Lesson 6: eBenefits
VA 2100974		1	New Public Contact Training Program (NPCTP) – Lesson 7: Military Records
VA 2100975		1	New Public Contact Training Program (NPCTP) – Lesson 8: Rating Decisions
VA 2100976		0.5	New Public Contact Training Program (NPCTP) – Lesson 9: VA Education Benefits
VA 2100977		0.5	New Public Contact Training Program (NPCTP) – Lesson 10: VA Life Insurance/Introduction to Life Insurance
VA 3766169		2	New Public Contact Training Program (NPCTP) - Lesson 11: VA Medical Center
VA 3766170		1.5	New Public Contact Training Program (NPCTP) - Lesson 12: Vocational Rehabilitation & Employment
VA 3881513		2	Disability Compensation
VA 3881514		2	Live Pension

VA 3881515	2	Survivors Pension
VA 3881516	2	Dependency
VA 3881517	2	Dependency and Indemnity Compensation
VA 3881518	2	Burial Benefits
VA 3881519	2	Home Loan Guaranty
VA 3881520	2	Vocational Rehabilitation and Employment
VA 3881521	2	VA Medical Centers
VA 3881524	2	Education
VA 3812471	0.5	"A Day in the Life of a PCR"
VA 1339402	3.5	Introduction to Reference Materials
VA 3834604	20	CRM Web-based Training Modules
VA 1339375	2	Journey of a Claim
VA 1339376	1.5	Journey of a Pre-Discharge Claim
VA 1339379	1.5	Tour of Veterans Service Center/Pension Management Center
VA 3729218	20	Customer Relationship Manager/Unified Desktop (CRM/UD) Initial Training
VA 1339435	1.25	Locating Veteran's Records
VA 1339438	1	Jurisdiction & Routing
VA 3838349	2	CRM Representatives
VA 3880795	2	eBenefits Self Service Features (instructor-led)
VA 1339427	2	Military Services
VA 959914	3.5	Reader Focused Writing (RFW) Tools course – Accessible Version
VA 431920	1.25	VBA Mistake Free Writing (MFW) – Video
VA 1339467	2.5	Client-Requested Letters
VA 1339468	1.5	RightFax
VA 1339473	2	QTC Examtrac, CAPRI & MES
VA 3838362	1.5	CRM Benefits Assistance Service Introduction & Website
VA 3838367	3	CRM FOIA/PA
VA 3838404	2.5	CRM Fiduciary
VA 3838408	4	CRM Telephone Development
VA 1339481	1.5	IRIS/VAs
VA 3838286	2	CRM CADD/Direct Deposit & Schedule of Operations
VA 3838416	2	CRM Referral Procedures
VA 3838330	2	CRM Non-receipt of Payment
VA 3838412	2	CRM Appeals Process
VA 3838293	1.5	CRM First Notice of Death
VA 3838301	2	CRM Death-Related Inquiries
VA 1339476	1.5	Introduction to Quality Monitoring
VA 3838414	2	CRM Status of Claim
VA 1339483	2	Debts, Waivers, and Compromises
VA 1339491	0.5	Suicidal Guidance
VA 1341913	0.25	Bomb & Physical Threat Procedures
VA 1339487	2.5	General VAMC Inquiries
VA 1339492	2	Other VA Benefit Inquiries
VA 1341927	1.5	Fact Sheets/VA Forms

VA 1339509	2.5	Miscellaneous Inquiries
VA 3826067	8	Veterans Service Center Rotation
NFED 1341520	1.5	Military Cultural Awareness
VA 2084024	1.5	Connecting with Veterans
VA 2939969	1.5	History & Impact of VA Benefits
NFED 1278127	1	Business Writing: How to Write Clearly & Concisely
NFED 1278125	1	Essential Skills for Professional Telephone Calls
Your Station Number-VBMS_ Read- Only_Curriculum- VBA 395	3	VBMS Overview (TMS VA 3725147)
		VBMS Conducting Searches (TMS VA 2073965)
		VBMS eFolder (TMS VA 3725152)
VA 3870855	1	Disability Benefit Questionnaires
VA 1341912	1.25	Local Issues
VA 1341914	1.5	Let's Get Started Guidelines & Helpful Hints
VA 3867880	1	Supervisor Escalation
VA 1381323	2	Reinforcement – Week 2
VA 1381324	2	Reinforcement – Week 3
VA 1381326	2	Reinforcement Week 4
VA 1381333	40	OJT – Week 8
VA 1339409	40	Shadowing: Phones
VA 3844284	3	PCR Level II Assessment Weeks 1-6
VA 3844295	1	PCR Level II Assessment Weeks 7-8
Total	304	

Attachment 2:***BAS FY 2015 National Training Curriculum - New-Hire PCR (NIRC) Training Items*****Curriculum ID: VBA-397**

TMS Item #	Learning Hours	Title
VA 1339402	3.5	Introduction to Reference Materials
VA 959914	3.5	Reader Focused Writing (RFW) Tools course – Accessible Version
VA 431920	1.25	VBA Mistake Free Writing (MFW) – Video
NFED 1278127	1	Business Writing: How to Write Clearly & Concisely
NFED 1278131	1	Business Grammar: The Mechanics of Writing
NFED 1278130	1	Business Grammar: Working with Words
NFED 1278128	1	Business Writing: Editing and Proofreading
VA 3881471	1	Customer Service Training for Public Contact Teams
VA 3881526	2	IRIS Responder Training
VA 1339435	1	Locating Veteran's Records
VA 1339438	1	Jurisdiction & Routing
VA 3881527	2	NIRC Status of Claim
VA 3881528	2	NIRC Status of Appeal
VA 3881529	2	NIRC Payment Issues, Non-Receipt, and Debts
VA 3881530	2	NIRC Development
VA 3881531	2	NIRC General Inquiries
VA 3881532	2	NIRC Client-Requested Letters
VA 3881533	2	NIRC Referral Procedures
VA 3881534	1	NIRC Suicidal Guidance
VA 3881535	0.75	NIRC Bomb & Physical Threat Procedures
VA 1381334	1	NIRC Foreign Inquiries
VA 3881536	1	NIRC Supervisor Escalation Procedures
VA 3881537	5	NIRC Shadowing
VA 3881538	40	NIRC OJT
Total	80	

Attachment 3:***BAS FY 2015 National Training Curriculum - New-Hire PCR (NPCC) Training Items*****Curriculum ID: VBA-426**

TMS Item #	Learning Hours	Title
VA 1339337	20	Human Resources Orientation
VA 3881511	1	MyCareer for New Employees
VA 3808171	1	VBA Public Service Guide - Lesson 1: Introduction to Customer Service
VA 3808172	2	VBA Public Service Guide - Lesson 2: Effective Customer Service Skills for Telephone Contacts
VA 3808173	2	VBA Public Service Guide - Lesson 3: Effective Customer Service Skills for In-person Contacts
VA 3808174	2	VBA Public Service Guide - Lesson 4: Effective Customer Service Skills for Email/IRIS/In-writing Contacts
VA 3832947	26	VBA Public Service Guide – Customer Skills Development
VA 2100968	1	New Public Contact Training Program (NPCTP) – Lesson 1: Mission, Vision, and Core Values
VA 2100969	0.5	New Public Contact Training Program (NPCTP) – Lesson 2: PCR's Responsibilities
VA 2100970	0.5	New Public Contact Training Program (NPCTP) – Lesson 3: U.S. Constitution
VA 2100971	0.5	New Public Contact Training Program (NPCTP) – Lesson 4: VA Terms and Codes
VA 2100972	1	New Public Contact Training Program (NPCTP) – Lesson 5: VA Form 21-526 Series
VA 2100973	0.5	New Public Contact Training Program (NPCTP) – Lesson 6: eBenefits
VA 2100974	1	New Public Contact Training Program (NPCTP) – Lesson 7: Military Records
VA 2100975	1	New Public Contact Training Program (NPCTP) – Lesson 8: Rating Decisions
VA 2100976	0.5	New Public Contact Training Program (NPCTP) – Lesson 9: VA Education Benefits
VA 2100977	0.5	New Public Contact Training Program (NPCTP) – Lesson 10: VA Life Insurance/Introduction to Life Insurance
VA 3766169	2	New Public Contact Training Program (NPCTP) - Lesson 11: VA Medical Center
VA 3766170	1.5	New Public Contact Training Program (NPCTP) - Lesson 12: Vocational Rehabilitation & Employment
VA 3881513	2	Disability Compensation

VA 3881514	2	Live Pension
VA 3881515	2	Survivors Pension
VA 3881516	2	Dependency
VA 3881517	2	Dependency and Indemnity Compensation
VA 3881518	2	Burial Benefits
VA 3881519	2	Home Loan Guaranty
VA 3881520	2	Vocational Rehabilitation and Employment
VA 3881521	2	VA Medical Centers
VA 3881524	2	Education
VA 3847476	1	Medical Expenses
VA 3847480	1	Income Verification Match (IVM)
VA 3881539	1	Matching Programs
VA 3881540	1	VA Form 21-534EZ
VA 3881541	1	PMC Hospital Adjustments
VA 3812471	0.5	"A Day in the Life of a PCR"
VA 1339402	3.5	Introduction to Reference Materials
VA 3834604	20	CRM Web-based Training Modules
VA 1339375	2	Journey of a Claim
VA 1339376	1.5	Journey of a Pre-Discharge Claim
VA 1339379	1.5	Tour of Veterans Service Center/Pension Management Center
VA 3729218	20	Customer Relationship Manager/Unified Desktop (CRM/UD) Initial Training
VA 1339435	1.25	Locating Veteran's Records
VA 1339438	1	Jurisdiction & Routing
VA 3838349	2	CRM Representatives
VA 3880795	2	eBenefits Self Service Features (Instructor-led)
VA 1339427	2	Military Services
VA 959914	3.5	Reader Focused Writing (RFW) Tools course – Accessible Version
VA 431920	1.25	VBA Mistake Free Writing (MFW) – Video
VA 1339467	2.5	Client-Requested Letters
VA 1339468	1.5	RightFax
VA 1339473	2	QTC Examtrac, CAPRI & MES
VA 3838362	1.5	CRM Benefits Assistance Service Introduction & Website
VA 3838367	3	CRM FOIA/PA
VA 3838404	2.5	CRM Fiduciary
VA 3838408	4	CRM Telephone Development
VA 1339481	1.5	IRIS/VAIs
VA 3838286	2	CRM CADD/Direct Deposit & Schedule of Operations
VA 3838416	2	CRM Referral Procedures
VA 3838330	2	CRM Non-receipt of Payment
VA 3838412	2	CRM Appeals Process
VA 3838293	1.5	CRM First Notice of Death
VA 3838301	2	CRM Death-Related Inquiries
VA 1339476	1	Introduction to Quality Monitoring
VA 3838414	2	CRM Status of Claim
VA 1339483	2	Debts, Waivers, and Compromises

VA 1339491	0.5	Suicidal Guidance
VA 1341913	0.25	Bomb & Physical Threat Procedures
VA 1339487	2.5	General VAMC Inquiries
VA 1339492	2	Other VA Benefit Inquiries
VA 1341927	1.5	Fact Sheets/VA Forms
VA 1339509	2.5	Miscellaneous Inquiries
VA 3826067	8	Veterans Service Center Rotation
NFED 1341520	1.5	Military Cultural Awareness
VA 2084024	1.5	Connecting with Veterans
VA 2939969	1.5	History & Impact of VA Benefits
NFED 1278127	1	Business Writing: How to Write Clearly & Concisely
NFED 1278125	1	Essential Skills for Professional Telephone Calls
Station Number- VBMS_Read- Only_Curriculum- VBA 395	3	VBMS Overview (TMS VA 3725147)
		VBMS Conducting Searches (TMS VA 2073965)
		VBMS eFolder (TMS VA 3725152)
VA 3870855	1	Disability Benefit Questionnaires
VA 1341912	1.25	Local Issues
VA 1341914	1.5	Let's Get Started Guidelines & Helpful Hints
VA 3867880	1	Supervisor Escalation
VA 1381323	2	Reinforcement – Week 2
VA 1381324	2	Reinforcement – Week 3
VA 1381326	2	Reinforcement Week 4
VA 1381333	40	OJT – Week 8
VA 1339409	40	Shadowing: Phones
VA 3844284	3	PCR Level II Assessment Weeks 1-6
VA 3844295	1	PCR Level II Assessment Weeks 7-8
Total	308	

Attachment 4:***BAS FY 2015 National Training Curriculum - Experienced PCRs NCC/NPCC/NIRC Training Items*****Curriculum ID: VBA-388****All PCRs with exception of employees currently in Challenge/Training Status**

TMS Item #	Learning Hours	Title
VA 3811185	12	Verint Call Reviews
VA 3866834	12	Local Training & Station Quality Updates
VA 3847170	4	Coach/Team Meeting
VA 3881549	4	Emerging Issues and Hot Topics
VA 3881669	4	Level III Assessments
TBD with Release	2	CRM Release Updates
VA 3864696	1	eBenefits Updates
VA 3870974	2	VBMS Updates
VA 3881555	1	CRM Process Refresher
VA 3881564	1	CRM Call Categorization
VA 3867860	4	Status of Claim Refresher
VA 3867873	4	Status of Appeal Refresher
VA 3867878	2	FOIA/PA Refresher
VA 3870984	4	Death-Related Inquiries Refresher
VA 3869121	1	Client Requested Letters Refresher
VA 3870971	2	Telephone Development Refresher
VA 3867885	2	Referral Procedures Refresher
VA 3847180	1	Drill Pay (Seasonal by 1/15)
VA 1758964	1	Annual Clothing Allowance (seasonal- by 4/30)
VA 3874859	2	Fully Developed Claim Refresher
VA 3870855	1	Disability Benefits Questionnaires
VA 3845101	2	MRP/CRSC/CRDP
VA 1339491	2	Suicidal Guidance/Threat Calls
VA 3870987	1	Change of Address/Direct Deposit Refresher
VA 3871000	1	Auto & Adaptive Equipment Grant
VA 3870985	1	Apportionments
VA 3881566	1	Fugitive Felon Adjustments
VA 3880718	1	Fraud & Office of Inspector General Referrals
VA 3880723	1	Hospitalization Adjustments
VA 3871011	1	VAI Requirements
VA 3881568	1	Hardship and Homeless Procedures
VA 3881570	1	Payment-Related Issues Refresher
VA 3881571	1	Appeal Process Refresher
VA 3881572	1	Fiduciary Process Refresher
VA 3881575	1	Debts, Waivers, and Compromises Refresher

VA 3881576	1	Survivor Benefit Refresher
VA 3870991	1	Pension Refresher
VA 3881577	1	Disability Compensation Refresher
VA 3881579	1	DOD Benefit Overview
VA 3867880	1	Supervisory Escalation
VA 3881581	2	Public Service Guide Refresher
VA 3832834	1	Stress Management in the Phone Centers
NFED 1279345	2	Team Dynamics
VA 3769260	0.2	Serving Women Veterans
VA 3813296	0.25	A Bridge from Poverty to Dignity
VA 3856598	0.75	Practicing Effective Customer Service in VA
NFED 1279257	1	Being an Effective Team Member
NFED 1278125	1	Essential Skills for Professional Telephone Calls
TBD with Release	1	Fully Developed Claims for PCRs
VA 9907	1	Affirming the Commitment (Self-Assessment & Video)
NFED 1278122	1	Using Email and Instant Messaging Effectively
VA 972915	1	Introduction to VA Life Insurance
VA 1364976	1	eBenefits 101
VA 1287937	2	eBenefits 201
VA 3804281	4	eBenefits 301
NFED 1278128	1	Business Writing: Editing and Proofreading
miscellaneous		New Hire Lessons (as needed)
miscellaneous	5	*VBA Mandatory TMS Training*
Total	113.2	

These items were identified and selected based on a review of national errors and VBA priorities. They also incorporate ongoing training requirements identified at the national level as necessary to address new issues, changes in regulations/procedures, etc.

More than 80 learning hours have been listed to allow for flexibility in assigning training topics based on changing trends (* does not count toward 80 hour requirement).

Attachment 5:***BAS FY 2015 National Training Curriculum - NCC/NPCC/NIRC Coaches, Managers, Training Coordinators, Leads, Quality Review Specialists, Management Analysts, and Program Support Assistants*****Curriculum ID: VBA-389
New Coaches**

TMS Item #	Learning Hours	Title
VBA-505	20	New Supervisory Soft Skills Training Requirements
VA 3861098	16	Speech Analytics and Continuous Improvement Plans
NFED 1278127	1	Business Writing: How to Write Clearly and Concisely
NFED 1278128	1	Business Writing: Editing and Proofreading
NFED 1278131	1	Business Grammar: The Mechanics of Writing
NFED 1310268	1	Decision Making: The Fundamentals
VA 3834180		BAS Call Calibration Session- *credit should be taken for attendance, but will not count toward 40 hour requirement
Total	40	

**Curriculum ID: VBA-487
Experienced Managers and Coaches**

TMS Item #	Learning Hours	Title
VA 3861098	16	Speech Analytics and Continuous Improvement Plans
VA 3861091	1	Workload Management Plan
VA 3847170	4	Coach/Team Meeting
VA 2052402	1.5	Leading the Way
NFED 1328302	0.1	The Art of Effective Coaching
VA 2086971	0.1	VA for Vets Introductory Webinar for Supervisors
NFED 2157000	1	Communicating with Professionalism & Etiquette
NFED 1327031	0.25	Developing People
NFED 1327064	0.25	Employee Engagement
VA 3853927	0.5	Having Developmental Conversations
VA 3868172	0.5	Leadership Behaviors for High Performing Teams
NFED 1671310	1	Meeting the Needs of your Experts (NCCMs only)
NFED 1377389	1	The Benefits & Challenges of Engaging Employees
NFED 1310195	1	Business Coaching: Building the Coaching Relationship
NFED 1310194	1	Business Coaching: Conducting Coaching Sessions
NFED 2775976	1	Essential Mentoring Techniques: Building & Maintaining

		Mentoring Relationships
NFED 2496969	1	Essential Mentoring Techniques: Mentoring Fundamentals
NFED 1279266	1	Leading Teams: Fostering Effective Communication & Collaboration
NFED 1310190	1	Managing Change: Dealing with Resistance to Change
NFED 1327063	0.25	Adopting the Appropriate Management Style
NFED 1365344	1	Performance Appraisal Essentials: Planning for Appraisals
NFED 1724000	1	Preventing Problem Performance
NFED 3871852	1.5	Basic Labor Management Relations Course
NFED 1310140	1	Workplace Conflict: Recognizing and Responding to Conflict
VA 9907	1	Affirming the Commitment (Self-Assessment & Video)
VA 1339491	2	Suicidal Guidance/Threat Calls
VA 3834180		BAS Call Calibration Session- *credit should be taken for attendance, but will not count toward 40 hour requirement
Total	40.95	

**Curriculum ID: VBA-481
New Training Coordinators**

TMS Item #	Learning Hours	Title
NFED 1628310	1	Basic Presentation Skills: Creating a Presentation
NFED 1376087	1	Basic Presentation Skills: Planning a Presentation
NFED 1630310	1	Basic Presentation Skills: Delivering a Presentation
VA 3821724	27	Instructor Training Course Common Core Essentials Module
VA 790914	8	Basic Instructor Clinic
NFED 2157000	1	Communicating with Professionalism & Etiquette
NFED 2496969	1	Essential Mentoring Techniques: Mentoring Fundamentals
Total	40	

**Curriculum ID: VBA-482
Experienced Training Coordinators**

TMS Item #	Learning Hours	Title
VA 3861098	16	Speech Analytics and Continuous Improvement Plans
VA 3861091	1	Workload Management Plan
VA 3881583	6	Monthly Training Coordinator Call
NFED 1310195	1	Business Coaching: Building the Coaching Relationship
NFED 1310194	1	Business Coaching: Conducting Coaching Sessions
NFED 1671310	1	Meeting the Needs of your Experts
NFED 3768926	0.1	Handling Difficult Questions as a Presenter
NFED 2157000	1	Communicating with Professionalism & Etiquette

NFED 1628310	1	Basic Presentation Skills: Creating a Presentation
NFED 1630310	1	Basic Presentation Skills: Delivering a Presentation
NFED 1376087	1	Basic Presentation Skills: Planning a Presentation
NFED 2496969	1	Essential Mentoring Techniques: Mentoring Fundamentals
NFED 2775976	1	Essential Mentoring Techniques: Building & Maintaining Mentoring Relationships
NFED 1279266	1	Leading Teams: Fostering Effective Communication & Collaboration
NFED 3479980	0.3	Giving Feedback to Co-workers
NFED 1327127	1	Giving Constructive Criticism
NFED 1327023	0.2	Giving Appropriate Feedback
NFED 2163966	1	Public Speaking Strategies: Confident Public Speaking
NFED 3177086	1	Microsoft Office 2010: Lync Meetings, Calls, Sharing and Collaboration
NFED 1324412	1	Communicating Across Cultures
VA 1339491	2	Suicidal Guidance/Threat Calls
VA 9907	1	Affirming the Commitment (Self-Assessment & Video)
VA 3834180		BAS Call Calibration Session- *credit should be taken for attendance, but will not count toward 40 hour requirement
Total	40.6	

**Curriculum ID: VBA-483
Lead PCRs**

TMS Item #	Learning Hours	Title
VA 3861098	16	Speech Analytics and Continuous Improvement Plans
VA 3861091	1	Workload Management Plan
VA 3881602	6	Monthly Lead Call
NFED 1278127	1	Business Writing: How to Write Clearly and Concisely
NFED 1278131	1	Business Grammar: The Mechanics of Writing
NFED 3479980	0.3	Giving Feedback to Co-workers
NFED 1327127	1	Giving Constructive Criticism
NFED 1327023	0.2	Giving Appropriate Feedback
NFED 2157000	1	Communicating with Professionalism & Etiquette
NFED 1628310	1	Basic Presentation Skills: Creating a Presentation
NFED 1630310	1	Basic Presentation Skills: Delivering a Presentation
NFED 1376087	1	Basic Presentation Skills: Planning a Presentation
NFED 3768926	0.1	Handling Difficult Questions as a Presenter
NFED 2496969	1	Essential Mentoring Techniques: Mentoring Fundamentals
NFED 2775976	1	Essential Mentoring Techniques: Building & Maintaining Mentoring Relationships
NFED 1279266	1	Leading Teams: Fostering Effective Communication & Collaboration
NFED 1310221	1	Diversity on the Job: The Importance of Diversity and the

		Changing Workplace
NFED 2163966	1	Public Speaking Strategies: Confident Public Speaking
NFED 1324412	1	Communicating Across Cultures
VA 1339491	2	Suicidal Guidance/Threat Calls
VA 9907	1	Affirming the Commitment (Self-Assessment & Video)
NFED 3177086	1	Microsoft Office 2010: Lync Meetings, Calls, Sharing and Collaboration
VA 3834180		BAS Call Calibration Session- *credit should be taken for attendance, but will not count toward 40 hour requirement
Total	40.6	

**Curriculum ID: VBA-484
Quality Review Specialists**

TMS Item #	Learning Hours	Title
VA 3861098	16	Speech Analytics and Continuous Improvement Plans
VA 3861091	1	Workload Management Plan
NFED 1278127	1	Business Writing: How to Write Clearly and Concisely
NFED 1278128	1	Business Writing: Editing and Proofreading
NFED 1278131	1	Business Grammar: The Mechanics of Writing
NFED 3479980	0.3	Giving Feedback to Co-workers
NFED 1327127	1	Giving Constructive Criticism
NFED 1327023	0.2	Giving Appropriate Feedback
NFED 2157000	1	Communicating with Professionalism & Etiquette
NFED 3768926	0.1	Handling Difficult Questions as a Presenter
NFED 1628310	1	Basic Presentation Skills: Creating a Presentation
NFED 1630310	1	Basic Presentation Skills: Delivering a Presentation
NFED 1376087	1	Basic Presentation Skills: Planning a Presentation
NFED 2496969	1	Essential Mentoring Techniques: Mentoring Fundamentals
NFED 2775976	1	Essential Mentoring Techniques: Building & Maintaining Mentoring Relationships
NFED 1279266	1	Leading Teams: Fostering Effective Communication & Collaboration
NFED 1310221	1	Diversity on the Job: The Importance of Diversity and the Changing Workplace
NFED 2163966	1	Public Speaking Strategies: Confident Public Speaking
NFED 3177086	1	Microsoft Office 2010: Lync Meetings, Calls, Sharing and Collaboration
NFED 1324412	1	Communicating Across Cultures
VA 1339491	2	Suicidal Guidance/Threat Calls
VA 9907	1	Affirming the Commitment (Self-Assessment & Video)
VA 3867902	1	Review of Common References for the Quality Assurance Specialist
VA 3867910	1	Determining Issues for the Quality Assurance Specialist

VA 3867900	1	National Silent Monitoring Guide and Verint Training for Quality Assurance Specialist
VA 3867916	1	Team Building for the Quality Assurance Specialist
VA 3867906	1	Write Up Tips and Tricks for the Quality Assurance Specialist
VA 3834180		BAS Call Calibration Session- *credit should be taken for attendance, but will not count toward 40 hour requirement
Total	40.6	

**Curriculum ID: VBA-485
Management Analysts**

TMS Item #	Learning Hours	Title
VA 3861098	16	Speech Analytics and Continuous Improvement Plans
VA 3861091	1	Workload Management Plan
VA 3881603	6	Monthly Management Analyst Call
NFED 2157000	1	Communicating with Professionalism & Etiquette
NFED 1278127	1	Business Writing: How to Write Clearly and Concisely
NFED 1278128	1	Business Writing: Editing and Proofreading
NFED 3177086	1	Microsoft Office 2010: Lync Meetings, Calls, Sharing and Collaboration
NFED 1358542	1	Moving and Getting around in Excel 2010
NFED 1358546	1	Using Basic Formulas in Excel 2010
NFED 1371879	1	Pivot Tables and Pivot Charts in Excel 2010
NFED 1358556	1	Formatting and Working with Text in Word 2010
NFED 1358598	1	Reviewing Documents in Word 2010
VA 1339491	2	Suicidal Guidance/Threat Calls
NFED 2163966	1	Public Speaking Strategies: Confident Public Speaking
NFED 1628310	1	Basic Presentation Skills: Creating a Presentation
NFED 1630310	1	Basic Presentation Skills: Delivering a Presentation
NFED 1376087	1	Basic Presentation Skills: Planning a Presentation
NFED 1371795	1	Critical Thinking Essentials: Applying Critical Thinking Skills
VA 9907	1	Affirming the Commitment (Self-Assessment & Video)
VA 3834180		BAS Call Calibration Session- *credit should be taken for attendance, but will not count toward 40 hour requirement
Total	40	

Curriculum ID: VBA-486
Program Support Assistants

TMS Item #	Learning Hours	Title
NFED 2157000	1	Communicating with Professionalism & Etiquette
VA 3861091	1	Workload Management Plan
NFED 3177086	1	Microsoft Office 2010: Lync Meetings, Calls, Sharing and Collaboration
NFED 1358542	1	Moving and Getting around in Excel 2010
NFED 1358546	1	Using Basic Formulas in Excel 2010
NFED 1371879	1	Pivot Tables and Pivot Charts in Excel 2010
NFED 1358556	1	Formatting and Working with Text in Word 2010
NFED 1358598	1	Reviewing Documents in Word 2010
NFED 1310221	1	Diversity on the Job: The Importance of Diversity and the Changing Workplace
NFED 1324412	1	Communicating Across Cultures
NFED 1279266	1	Leading Teams: Fostering Effective Communication & Collaboration
NFED 3479980	0.3	Giving Feedback to Co-workers
NFED 1310263	1	Time Management: Planning and Prioritizing Your Time
NFED 1278217	3.5	Conflict, Stress, and Time Management
NFED 1371795	1	Critical Thinking Essentials: Applying Critical Thinking Skills
NFED 1324390	1	Listening Essentials: Improving Your Listening Skills
NFED 1278127	1	Business Writing: How to Write Clearly & Concisely
NFED 1278128	1	Business Writing: Editing and Proofreading
NFED 1278131	1	Business Grammar: The Mechanics of Writing
NFED 1278130	1	Business Grammar: Working with Words
NFED 1278129	1	Business Grammar: Parts of Speech
NFED 1628310	1	Basic Presentation Skills: Creating a Presentation
NFED 1630310	1	Basic Presentation Skills: Delivering a Presentation
NFED 1376087	1	Basic Presentation Skills: Planning a Presentation
NFED 1279345	2	Team Dynamics
NFED 1279259	1	Elements of a Cohesive Team
NFED 1279257	1	Being an Effective Team Member
NFED 1310268	1	Decision Making: The Fundamentals
NFED 1310156	1	Using Emotional Intelligence on the Job
NFED 1278928	2	Managing From Within – Self-Empowerment
VA 2939969	1.5	The History and Impact of Veterans Benefits
VA 1339491	2	Suicidal Guidance/Threat Calls
VA 9907	1	Affirming the Commitment (Self-Assessment & Video)
VA 3856598	0.75	Practicing Effective Customer Service in VA
NFED 1278122	1	Using Email and Instant Messaging Effectively
Total	40.05	

Attachment 6:***BAS FY 2015 National Training Curriculum –BAS Employee Curriculum***

BAS employees must complete VBA-392 (Non-Management Employees) or VBA-425 (Management Employees) along with the curriculum that corresponds to the employee's staff within BAS. BAS employees will complete a total of 40 hours of training.

**Curriculum ID: VBA-392
Non-Management BAS Employees**

TMS Item #	Learning Hours	Title
NFED 1279264	1	Leading Teams: Developing the Team and its Culture
NFED 1279266	1	Leading Teams: Fostering Effective Communication & Collaboration
NFED 1279259	1	Elements of a Cohesive Team
NFED 1279345	2	Team Dynamics
VA 1339491	1	Suicidal Guidance
NFED 3177086	1	Microsoft Office 2010: Lync Meetings, Calls, Sharing and Collaboration
NFED 1358556	1	Formatting and Working with Text in Word 2010
NFED 1358598	1	Reviewing documents in Word 2010
NFED 1278131	1	Business Grammar: The Mechanics of Writing
NFED 1278130	1	Business Grammar: Working with Words
NFED 1278129	1	Business Grammar: Parts of Speech
NFED 1345919	0.6	Project Management Essentials
NFED 1328160	1	Overview of Project Management
NFED 1310264	1	Time Management: Avoiding Time Stealers
NFED 2163966	1	Public Speaking Strategies: Confident Public Speaking
NFED 2157000	1	Communicating with Professionalism & Etiquette
NFED 1310138	1	Interpersonal Communication: Communicating Assertively
NFED 1310221	1	Diversity on the Job: The Importance of Diversity and the Changing Workplace
NFED 1324412	1	Communicating Across Cultures
VA 3769260	0.2	Serving Women Veterans
VA 3813296	0.25	A Bridge from Poverty to Dignity
Total	20.05	

**Curriculum ID: VBA-425
BAS Management**

TMS Item #	Learning Hours	Title
VA 2086971	0.1	VA for Vets Introductory Webinar for Supervisors
VA 2052402	1.5	Leading the Way
VA 3868172	0.5	Leadership Behaviors for High Performing Teams
NFED 1671310	1	Meeting the Needs of your Experts
NFED 1377389	1	The Benefits & Challenges of Engaging Employees
NFED 1279263	1	Leading Teams: Establishing Goals, Roles, and Guidelines
NFED 1278168	1	Leadership Essentials: Leading Innovation
NFED 1310156	1	Using Emotional Intelligence on the Job
VA 3853927	0.5	Having Developmental Conversations
NFED 1325068	0.12	Communicating a Shared Vision
NFED 2068026	1	Communicating During Difficult Times
NFED 1325102	0.12	Employee Exhaustion: Managing a Well-balanced Workload
NFED 1278970	1	Generating Creative & Innovative Team Ideas: Maximizing Team Creativity
NFED 3124162	1	Handling Difficult Conversations Effectively
NFED 1278164	1	Leadership Essentials: Communicating Vision
NFED 1327028	0.25	Leading Innovation
NFED 1279263	1	Leading Teams: Establishing Goals, Roles, and Guidelines
NFED 1279267	1	Leading Teams: Motivating & Optimizing Performance
NFED 1310195	1	Business Coaching: Building the Coaching Relationship
NFED 1310194	1	Business Coaching: Conducting Coaching Sessions
NFED 1327154	1	Management Essentials: Delegating
NFED 1372609	1	Managing Workforce Generations: Introduction to Cross-Generational Employees
NFED 1724000	1	Preventing Problem Performance
NFED 1310140	1	Workplace Conflict: Recognizing and Responding to Conflict
Total	20.09	

**Curriculum ID: VBA-420
Quality & Training Staff**

TMS Item #	Learning Hours	Title
NFED 1279257	1	Being an Effective Team Member
NFED 1310156	1	Using Emotional Intelligence on the Job
NFED 2071973	1	Preparing for Effective Business Meetings
NFED 2157008	1	Dealing with Common Meeting Problems
NFED 1698311	1	Techniques for Communicating Effectively with Senior Executives
NFED 3177086	1	Microsoft Office: Lync Meetings, Calls, Sharing and Collaboration
NFED 1358542	1	Moving and Getting around in Excel
NFED 1358546	1	Using Basic Formulas in Excel 2010
NFED 1371879	1	Pivot Tables and Pivot Charts in Excel
NFED 1278134	1	Business Grammar: Common Usage Errors
NFED 1628310	1	Basic Presentation Skills: Creating a Presentation
NFED 1376087	1	Basic Presentation Skills: Planning a Presentation
NFED 1630310	1	Basic Presentation Skills: Delivering a Presentation
NFED 1328274	1	Receiving Feedback and Criticism
NFED 1377389	1	The Benefits and Challenges of Engaging Employees
NFED 1310263	1	Time Management: Planning & Prioritizing Your Time
NFED 1371795	1	Critical Thinking Essentials: Applying Critical Thinking Skills
NFED 1310262	1	Analyzing Your Use of Time
NFED 1278928	2	Managing from Within- Self-Empowerment
Total	20	

**Curriculum ID: VBA-421
Web Team**

TMS Item #	Learning Hours	Title
VA 6213	2	Writing for the Web
NFED 1278128	1	Business Writing: Editing and Proofreading
VA 3855064	5	Developing Section 508 Compliant Web Content
VA 3764324	1	Plain Writing
VA 3857177	2	Introduction to Section 508
NFED 1371789	1	Analyzing Data with What-If Analysis
NFED 1279351	1.5	Measurement: Assessment and Metrics
NFED 1345662	3.2	Fundamentals of Web Development
NFED 1371795	1	Critical Thinking Essentials: Applying Critical Thinking Skills
NFED 3181006	1	Business Planning Essentials-Performing Key Analyses
NFED 2011964	1	Public Speaking Strategies: Preparing Effective Speeches
Total	19.7	

**Curriculum ID: VBA-480
Social Media Team**

TMS Item #	Learning Hours	Title
VA 6213	2	Writing for the Web
NFED 1278128	1	Business Writing: Editing and Proofreading
VA 3764324	1	Plain Writing
NFED 1371789	1	Analyzing Data with What-If Analysis
+NFED 1279351	1.5	Measurement: Assessment and Metrics
NFED 1371795	1	Critical Thinking Essentials: Applying Critical Thinking Skills
NFED 3181006	1	Business Planning Essentials-Performing Key Analyses
NFED 2011964	1	Public Speaking Strategies: Preparing Effective Speeches
VA 3881513	2	Disability Compensation
VA 3881519	2	Home Loan Guaranty
VA 3881520	2	Vocational Rehabilitation and Employment
VA 3881524	2	Education
VA 2100977	0.5	VA Life Insurance/Introduction to Life Insurance
VA 3881516	2	Dependency
Total	20	

**Curriculum ID: VBA-463
Self-Service/eBenefits Staff**

TMS Item #	Learning Hours	Title
VA 6213	2	Writing for the Web
NFED 1278128	1	Business Writing: Editing and Proofreading
VA 3855064	5	Developing Section 508 Compliant Web Content
VA 3764324	1	Plain Writing
VA 3857177	2	Introduction to Section 508
NFED 1371789	1	Analyzing Data with What-If Analysis
NFED 1279351	1.5	Measurement: Assessment and Metrics
NFED 1345662	3.2	Fundamentals of Web Development
NFED 1371795	1	Critical Thinking Essentials: Applying Critical Thinking Skills
NFED 3181006	1	Business Planning Essentials-Performing Key Analyses
NFED 2011964	1	Public Speaking Strategies: Preparing Effective Speeches
Total	19.7	

**Curriculum ID: VBA-423
Outreach Staff**

TMS Item #	Learning Hours	Title
NFED 1279348	2	Communication Skills and Project Management
NFED 2011964	1	Public Speaking Strategies: Preparing Effective Speeches
NFED 1278928	2	Managing From Within – Self-Empowerment
VA 3790159	1	Conducting Effective Outreach
NFED 1278217	3.5	Conflict, Stress, and Time Management
VA 2084024	1.5	Connecting with Veterans
NFED 1324413	1	Culture and Effect on Communication
NFED 1341520	1.5	Military Cultural Awareness
VA 2939969	1.5	The History and Impact of Veterans Benefits
VA 3881471	1	Customer Service Training for Public Contact Teams
NFED 1666311	1	Developing Strong Customer Relationships
NFED 1327023	0.2	Giving Appropriate Feedback
NFED 3479980	0.3	Giving Feedback to Co-workers
NFED 1279257	1	Being an Effective Team Member
NFED 1327127	1	Giving Constructive Criticism
NFED 1278127	1	Business Writing: How to Write Clearly and Concisely
Total	20.5	

Attachment 7:***BAS FY 2015 National Training Curriculum – Regional Office Public Contact Representatives/Outreach Personnel/Coaches*****Curriculum ID: VBA-396
Public Contact Team LAS/VSR/Outreach Personnel**

TMS Item #	Learning Hours	Title
VA 2939969	1.5	The History and Impact of Veterans Benefits
VA 3769260	0.2	Serving Women Veterans
VA 3813296	0.25	A Bridge from Poverty to Dignity
NFED 1324412	1	Communicating Across Cultures
VA 3881471	1	Customer Service Training for Public Contact Teams
NFED 1666311	1	Developing Strong Customer Relationships
NFED 2157000	1	Communicating with Professionalism & Etiquette
NFED 1324390	1	Listening Essentials: Improving Your Listening Skills
NFED 1310268	1	Decision Making: The Fundamentals
NFED 1310156	1	Using Emotional Intelligence on the Job
VA 3790159	1	Conducting Effective Outreach
NFED 1310264	1	Time Management: Avoiding Time Stealers
NFED 3857268	0.5	Workplace Security Awareness
VA 1339491	1	Suicidal Guidance
VA 1364976	1	eBenefits 101
VA 1287937	2	eBenefits 201
VA 3804281	4	eBenefits 301
Station Number- VBMS_ Read- Only_Curriculum-VBA 395	3	VBMS Overview (TMS VA 3725147)
		VBMS Conducting Searches (TMS VA 2073965)
		VBMS eFolder (TMS VA 3725152)
VA 3881605	1	Centralized Mail
VA 3874859	1	Fully Developed Claim Refresher
VA 3881611	1	Reference Materials Refresher
VA 3867878	1	FOIA/PA Refresher
VA 3881571	1	Appeals Process Refresher
VA 3881572	1	Fiduciary Process Refresher
VA 3869121	1	Client Requested Letters Refresher
VA 3870971	1	Claim Development Refresher
VA 3881612	1	Ancillary Benefits
VA 3870984	1	Death Related Inquiries Refresher
VA 3881577	1	Disability Compensation Refresher

VA 3870991	1	Pension- Related Refresher
VA 3881613	1	Education Refresher
VA 3881616	1	Vocational Rehabilitation and Employment Refresher
VA 972915	1	Introduction to VA Life Insurance
VA 3881617	1	VA Medical Center Refresher
VA 3881604	2	State-Specific Issues for PCT
Total	40.45	

**Curriculum ID: VBA-424
Public Contact Coach**

TMS Item #	Learning Hours	Title
NFED 1328290	1	Talent Management: Acquiring Talent
NFED 1345913	0.5	Building and Leading Teams
NFED 1716455	1	Key Strategies for Managing Cross-functional Teams
NFED 1279261	1	Using Feedback to Improve Team Performance
NFED 1327031	0.25	Developing People
NFED 3479977	1	Engaging Top Performers
NFED 1671310	1	Meeting the Needs of your Experts
NFED 3486000	1	Overcoming Challenges of Managing Top Performers
NFED 1279344	2	Leadership
DoD 32569	1	Effective Communication
NFED 1278163	1	Leadership Essentials: Motivating Employees
NFED 1279266	1	Leading Teams: Fostering Effective Communication & Collaboration
NFED 2775976	1	Essential Mentoring Techniques: Building and Maintaining Mentoring Relationships
NFED 1328302	0.1	The Art of Effective Coaching
NFED 1310195	1	Business Coaching: Building the Coaching Relationship
NFED 1310194	1	Business Coaching: Conducting Coaching Sessions
NFED 3124162	1	Handling Difficult Conversations Effectively
NFED 1327032	0.25	The Emotionally Intelligent Leader
VA 3881471	1	Customer Service Training for Public Contact Teams
VA 3881604	2	State-Specific Issues for PCT
VA 1339491	1	Suicidal Guidance
Total	20.1	