

TRAINING FOR EXCELLENCE

A law passed in 1958 was a landmark in the Government's pursuit of excellence. Its many flexible provisions are especially suitable for meeting the need of Federal research and engineering activities to keep professional and technical staff abreast of rapidly changing developments. Thus, laboratories can build in training as a part of the regular careers of their professionals.

THE TRAINING LAW AUTHORIZES

- Employee training at full pay within the agency or at outside facilities.
- Training at colleges, universities, professional institutes, industrial laboratories, or research foundations.
- Payment for all or part of tuition and related costs.
- Acceptance by employees of contributions and awards incident to training in non-Government facilities.
- Payment of travel expenses and registration fees for attendance at professional meetings.
- Cooperation among agencies in opening up training courses across agency lines.

THE LAW HAS CERTAIN RESTRICTIONS BUT ALSO PROVIDES FOR APPROPRIATE WAIVERS

- Employees must have at least one year of civilian service before training at a non-Government facility can be authorized. [HOWEVER, IF THE AGENCY HEAD FINDS THAT POSTPONEMENT OF THE TRAINING IS CONTRARY TO THE PUBLIC INTEREST, HE MAY WAIVE THIS RESTRICTION.]
- Employees may receive only one year of training in a non-Government facility during any 10-year period of service. [HOWEVER, THIS RESTRICTION MAY BE WAIVED BY THE CIVIL SERVICE COMMISSION AT THE REQUEST OF THE HEAD OF THE AGENCY.]
- University training may not be undertaken for the *sole* purpose of obtaining a degree. [HOWEVER, IF THE TRAINING IS FOR THE PURPOSE OF DEVELOPING SKILLS, KNOWLEDGES, AND ABILITIES WHICH WILL BETTER QUALIFY AN EMPLOYEE FOR THE PERFORMANCE OF OFFICIAL DUTIES, AND THE DEGREE IS ATTAINED IN THE PROCESS OF RECEIVING SUCH TRAINING, THE DEGREE IS AN INCIDENTAL BY-PRODUCT OF THE TRAINING, RATHER THAN ITS SOLE PURPOSE.]