



The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

June 25, 2025

Memorandum for Chief Human Capital Officers

From: Charles Ezell, Acting Director

Subject: **Foundations for Evidence-Based Policymaking Act –Career Path Guide**

The U.S. Office of Personnel Management (OPM) is working in consultation with the Office of Management and Budget (OMB) to implement specific requirements of [Public Law 115-435, Foundations for Evidence-Based Policymaking Act of 2018 \(Evidence Act\)](#). OPM is required to identify key skills and competencies needed for program evaluation in an agency; establish a new occupational series, or update and improve an existing occupational series, for program evaluation within an agency; and establish a new career path for program evaluation within an agency. OPM previously released on November 8, 2023, [Foundations for Evidence-Based Policymaking Act of 2018 – Program Evaluation Competency Model](#) and on May 6, 2024, [Foundations for Evidence-Based Policymaking Act of 2018 Updated Position Classification](#).

Through our continuous efforts to support the Evidence Act, OPM is issuing the program evaluation career path guide. To meet the requirements, OPM consulted with subject matter experts from Federal agencies and conducted an environmental scan, focus groups, and Governmentwide surveys.

The Program Evaluation Career Path Guide was developed to provide guidance to Federal agencies interested in creating or enhancing their own Program Evaluation career path guide. The information in this Guide captures activities that may help agencies in recruitment, development, and retention of talent in the program evaluation field.

This guide will help agencies expand career development opportunities for program evaluators as they implement the program evaluation standards and practices described in [OMB's Guidance, M-20-12: Phase 4 Implementation of the Foundations for Evidence-Based Policymaking Act of 2018: Program Evaluation Standards and Practices](#).

Included in the guide are an effective job progression process, career success factors, and individual career stage components, including competencies, critical developmental experiences, and training options.

OPM will continue to support agency efforts through the implementation of the guidance in this issuance. If you have any questions regarding the career path guide, please contact Talent, Learning and Development at careerpath@opm.gov.

cc: Deputy Chief Human Capital Officers, Human Resources Directors and Evaluation Officers

Attachment (see PDF below)