

Build the future Federal workforce.



Tools to
Strategize

Determine your agency's human capital master plan.

Over time, agencies have taken steps to improve the hiring experience for applicants, managers, and HR professionals. Yet, strategic human capital management remains on the Government Accountability Office's high-risk list. Investing in our talent infrastructure is critical to ensuring we have the tools and resources needed to recruit, hire, and retain the workforce required to meet our missions effectively, efficiently, and equitably.

Tools to
Acquire

Attract, assess, hire, and onboard the most powerful workforce.

How HR Solutions Can Help

As your organization takes steps to optimize the hiring experience, HR Solutions can help you expand recruiting efforts, increase hiring manager satisfaction, and enable HR professionals to be strategic partners. Work confidently with our experts, who bring a depth and breadth of knowledge from across the entire HR life cycle, to identify your needs, put strategies in place, and streamline your hiring.

Tools to
Engage

Invest in your agency's human capital for long-term success.

HR IT: Automate and Modernize

- **USAJOBS®:** Find the talent you need to power your agency. Leverage the Agency Talent Portal, a platform that helps recruiters, HR specialists, and hiring managers discover highly skilled talent.
- **USA Staffing®:** Automate your hiring processes with end-to-end talent acquisition capabilities spanning classification, assessment, onboarding, and reporting, including applicant flow data.
- **USA HireSM:** Identify the best candidates and better predict job performance with rigorous, user-friendly assessments. Both standard and customized assessments are available.

Tools to
Transform

Focus on employees to restructure, realign, and optimize.

Strategize: Identify Ways to Achieve Your Goals

- **Strategic and Action Planning:** Identify and establish program and management goals, define outcomes, construct progress evaluation plans, and determine metrics to measure success.
- **Program and Impact Evaluations:** Evaluate data on program design, implementation, and impact to demonstrate the effectiveness of initiatives and programs.
- **Organization and Work Process Design:** Align your workforce to your agency's strategic priorities by assessing your organization's structure, function, and human capital capacity.
- **Classification:** Align your employees' skills to evolving mission needs to improve the structure and functionality of your organization.
- **Competency Modeling:** Understand the scope and requirements of an occupation and provide a solid base for selecting personnel, developing careers, and managing performance.
- **Workforce Analysis:** Understand demographic and employment trends that impact future mission capabilities.
- **Workforce and Succession Planning:** Achieve mission continuity through more than backfilling vacant positions.

Federal Hiring Experience

Acquire: Recruit, Assess, Select, and Onboard

- **Recruitment Branding:** Highlight your unique workplace culture and career opportunities, increase your recognition in the talent market, and reach your target applicant groups.
- **USAJOBS Agency-Branded Career Sites:** Attract applicants with a customized site. Create simple branded search pages or enhanced single and multi-agency sites.
- **Multiagency Recruitment and Hiring:** Streamline hiring by selecting candidates from shared job announcements developed, posted, and marketed by OPM.
- **Staffing Strategy:** Design and implement effective recruitment strategies and customized plans, host virtual career fairs, and deliver training workshops for recruiters.
- **Staffing Surge Support:** Support key hiring initiatives and reduce your time to hire and onboard with assistance from our staffing specialists.
- **Staffing Metrics and Reporting:** Analyze workloads and applicant flow data to identify and address potential hiring barriers, achieve organization goals, and meet Governmentwide reporting requirements.
- **CyberCorps®: Scholarship for Service:** Recruit and hire the next generation of cybersecurity professionals.
- **Presidential Management Fellows:** Recruit from a high-quality pool of prevetted, advanced-degree-holding finalists who have demonstrated a commitment to public service and possess key leadership competencies. Finalists are prequalified at the GS-9 level and can be initially hired up to the GS-12 level (or equivalent).
- **Assessment Strategy:** Develop valid, fair, effective, and legally defensible assessment strategies.
- **Hiring and Selection Assessments:** Use assessments at every screening stage to measure general and technical competencies, aptitudes, and behaviors to quickly determine if candidates have what it takes to succeed.
- **Onboarding:** Streamline onboarding with support from our experienced specialists. Choose automated or hands-on services to simplify the process for your new hires.
- **New Hire Program Development and Implementation:** Encourage new employees to stay and grow with the organization.

Transform: Reimagine, Reshape, Train, and Develop

- **Process and Performance Improvement:** Use data-driven methodologies to streamline processes, improve outcomes, and support the shift from low-value to high-value work.
- **Human-Centered Design:** Improve products, services, and systems from the perspectives of the people who use them.
- **HR Technical Training:** Grow your mission-critical HR workforce's capabilities with specialized training in staffing, classification, pay-setting, and more.



Why Choose OPM HR Solutions?

We are the single largest provider of human capital management and training solutions across the human capital life cycle and the only Federal organization entirely focused on making people and organizations better. Because of our mission focus, “by government, for government,” we offer a unique combination of human capital management and training and procurement expertise. Coupled with ease of acquisition, subject matter expertise, Federal compliance, and speed of access, we are the right choice for your hiring needs and more.

Invest in your future workforce.

Get started by visiting opm.gov/HRS, or contact us at AskHRS@opm.gov for a consultative discussion about your needs.