

The Human Capital Business Reference Model (HCBRM) functional framework defines Federal Human Capital Management. This map represents the 16 Functions and 50 Sub-functions in the HC lifecycle.

Federal Functions

OPM writes policy AND provides services

Federal HC Leadership

F1.1

Federal

Federal Oversight Evaluation

F2.1 **Human Capital** Standards

Human Capital Strategic and Regulation and Operational Policy Oversight F1.2 F2.2

Human Capital Service Delivery Management

Human Capital Evaluation

F2.3

Human Capita

Agency

Guidance and

Evaluation

Suitability and

F3.3 Credentialing

Investigation

Operations

F3.1

Vetting

and Oversight

F3.2

Fitness

Counseling F3.4 F4.4 Background Miscellaneous Benefits

Federal Vetting

Federal Federal Benefits

Retirement

F5.1

Pre-

Retirement

Activities

F4.1 Benefit Program Administration and Oversight

F4.2 **Benefits** Enrollment

F4.3

Agency

Benefits

F5.2 Retirement Case Processing

> F5.3 Post-Retirement Customer Service

> > **Employee** Engagement

Agency Functions

OPM writes policy; Agencies provide services (either internally or via a service provider)

Enabling

A1 **HC Strategy**, Policies, & **Operation** Plan

A10 HC **Evaluation**

A1.1 Human Capital Strategy

Human Capital Programmatic Evaluation

A10.1

A1.2 Workforce Planning

A1.3 Position Classification & Position Mgmt

A1.4

A2 Talent Acquisition

A2.1

Talent

Acquisition

Management

A2.2

Candidate

Sourcing &

Recruitment

Talent Development

A3.1

Talent

Development

Planning

A3.3

Learning

Administration

Employee Performance

A4.1 **Employee** Performance Management

A4.2

Recognition

Management

A4.3

Performance

Appraisal Sys

Cert for SES &

SL/ST

A3.2 Talent Development & Training

A2.3 Candidate Assessment & Selection

A2.4 **Applicant** Screening, Reciprocity Investigation

A2.5 Vetting Adjudication

A2.6 New Hire In Processing & Onboarding

Employee Lifecycle

Compensation and

Benefits Retirement

Separation

and

A5.1 A6.1 Compensation Separation Management Counseling

A6.2 A5.2 Work Retirement Schedule & Planning & Processing Management

A5.3 **Benefits** Management

A5.4 Work-Life Wellness/ **Employee** Assistance **Supporting**

Employee Accountability

Labor Relations

A8.1

Labor

HC Analytics & Employee Records

A9.1

Employee

Inquiry

Processing

A9.2

Employee

Research

A9.3

Human

Capital

Analytics

A7.1 Employee Accountability for Conduct & Performance

A7.2

Administrativ

Grievances &

3rd Party

Proceedings

A7.3

Reasonable

Accommodation

Management Relations Administration

A8.2 Negotiated Grievances & 3rd Party

Proceedings A8.3 Collective

Bargaining

A9.4 Human Capital

Reporting

A9.5 **Employee** Records Recordkeeping

X1: Personnel Action Request (PAR) Processing