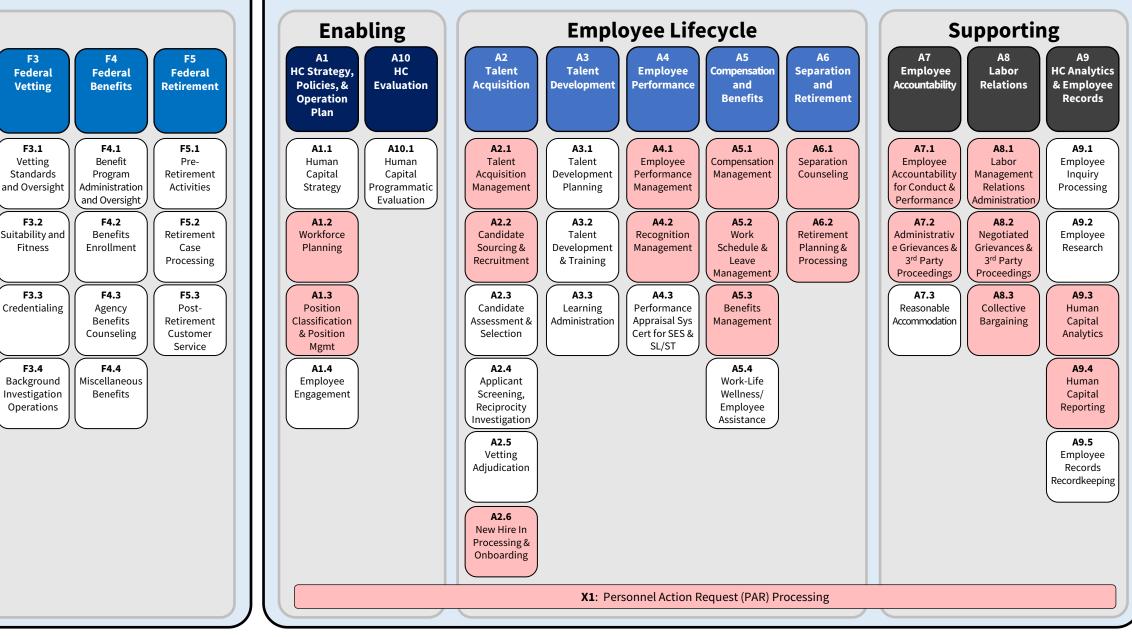


The Human Capital Business Reference Model (HCBRM) functional framework defines Federal Human Capital Management. This map represents the 16 Functions and 50 Sub-functions in the HC lifecycle.

HCBRM 4.0

Agency Functions

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



OPM writes policy AND provides services

F3

Federal

Vetting

F3.1

Vetting

Standards

and Oversight

F3.2

Fitness

F3.3

Credentialing

F3.4

Background

Investigation

Operations

F2

Federal

Oversight

and

Evaluation

F2.1

-luman Capital

Strategic and

Operational

Oversight

F2.2

Human

Capital

Evaluation

F2.3

Human Capita

Agency

Guidance and

Evaluation

F1

Federal HC

Leadership

F1.1

Federal

Human Capital

Regulation and

Policy

F1.2

Human Capital

Service

Delivery

Management

Federal Functions