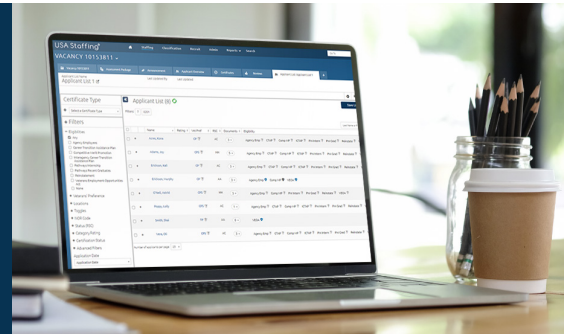


Drive efficient and effective hiring through innovative technology and automation.



As OPM’s talent acquisition system for federal agencies, USA Staffing is a customer-focused, Agile Shared Service platform for HR professionals, hiring managers, applicants, and new hires. Through USA Staffing, agencies fully automate the hiring process by recruiting, assessing, referring, selecting, and onboarding qualified candidates.

An optimized hiring manager experience, focused on data transparency

Stay in-the-know through customizable dashboards that prioritize transparency in the hiring process. Customize the USA Staffing system to accommodate the full range of federal hiring flexibilities, laws, authorities, and unique agency processes.

Access standard and custom reports within Power BI, as well as tap into the various streams of data including hiring metrics and time to hire. Receive direct support in understanding, accessing, and using USA Staffing data to:

- Identify bottlenecks in hiring processes
- Leverage best practices in data
- Measure the impact of business process change

A user-friendly and mobile-ready applicant experience

Applicants can easily navigate the federal hiring journey — made possible by the full integration between USA Staffing and USAJOBS. Applicants will create an account at USAJOBS and leverage this single login to search for positions on USAJOBS and apply to positions, engage in online assessments and interviews, and navigate onboarding in USA Staffing.

Throughout the process, applicants engage with a mobile-friendly, Section 508-compliant platform that leverages customer feedback to continuously improve.

USA Staffing at a Glance

Data from FY 2024



USA Staffing posted **92%** of USAJOBS announcements



443,000+ hiring managers leveraged USA Staffing



30,000+ HR users engaged with USA Staffing



446,000+ new hires entered on duty



Job seekers submitted nearly **16 million** applications through USA Staffing

Key features and services of USA Staffing

USA Staffing delivers a comprehensive federal hiring and staffing management solution that is accessible through an intuitive platform at an all-inclusive fee.

As a USA Staffing customer, you have access to:

✓ Comprehensive, tailored, and ongoing customer support

- Access USA Staffing subject matter expertise, including timely information related to product improvements
- Consult the USA Staffing team for business process improvements to optimize system use
- Collaborate on change management and implementation support
- Receive support with the interagency agreement and financial processes between OPM related to USA Staffing
- Identify opportunities to network with other USA Staffing customers through working groups or the USA Staffing Advisory Board
- Learn from assets in the USA Staffing Resource Center including guides, release notes, and meeting materials

✓ Expansive training opportunities

Build a strong knowledge base with access to online, self-paced, on-demand training modules. Take part in training opportunities offered by OPM — such as OPM facilitator led or train-the-trainer new user training, targeted system demonstrations, and stage and training environments — to promote a successful implementation.

✓ Optimized processes to support classification

Tap into the Classification feature in USA Staffing to automate the classification processes and optimize the collaboration between HR and hiring managers when building mission-focused and defensible position descriptions (PDs). Store iterations of PDs in a centralized inventory within USA Staffing.

✓ Advanced assessment capabilities

Utilize advanced assessment capability features including access to USA HireSM, a variety of assessment types — including hurdled assessments and cut scores — a competency and item library, and an assessment package template.

✓ Complete hosting, IT security, and privacy

Rest assured in the security standards of USA Staffing, as OPM complies with all Federal Information Security standards. OPM maintains the Authority to Operate, Privacy Impact Assessment, and Records Retention Schedule for the system on behalf of USA Staffing customers. OPM also handles all IT hosting and maintenance.

For additional information,
contact us at
USAStaffing@opm.gov.