

## Advisory Board Meeting

June 12, 2025



# Ground Rules

## Questions:

Use the Chat feature in Microsoft Teams to ask questions. The Chat will be sent after today's meeting.

## Recording:

Today's meeting is recorded. A link to the recording and slides will be posted on the Resource Center.

## Captions:

A copy of today's meeting transcript can be requested from your Account Manager after the meeting.

## Agenda

1. Welcome
2. Merit Hiring Plan
3. Reemployment Priority List
4. Product Roadmap
5. Events and Training





# Welcome

Robyn Bachmann

Account Management Branch Manager



# Merit Hiring Plan

Bridget Dongarra

USA Staffing Program Manager

# Seven Goals of Memo

1. **Prioritize recruitment of individuals committed to improving the efficiency of the Federal government**, passionate about the ideals of our American republic, and committed to upholding the rule of law and the United States Constitution;
2. **Prevent the hiring of individuals based on their race, sex, or religion, and prevent the hiring of individuals who are unwilling to defend the Constitution or to faithfully serve the Executive Branch**;
3. **Implement**, to the greatest extent possible, **technical and alternative assessments** as required by the Chance to Compete Act of 2024;
4. **Decrease** government-wide **time-to-hire to under 80 days**;
5. **Improve communication with candidates** to provide greater clarity regarding application status, timelines, and feedback, including regular updates on the progress of applications and explanations of hiring decisions where appropriate;
6. **Integrate modern technology to support the recruitment and selection process**, including the use of data analytics to identify trends, gaps, and opportunities in hiring, as well as leveraging digital platforms to improve candidate engagement; and
7. **Ensure Department and Agency leadership**, or their designees, **are active participants** in implementing the new processes and **throughout the full hiring process**.



The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

## MEMORANDUM

**TO:** Heads and Acting Heads of Departments and Agencies  
**FROM:** Vince Haley, Assistant to the President for Domestic Policy  
Charles Ezell, Acting Director, U.S. Office of Personnel Management  
**DATE:** May 29, 2025  
**RE:** Merit Hiring Plan

The American people deserve a Federal workforce dedicated to American values and efficient service. Yet, Federal hiring criteria long ago abandoned any serious need for technical skills and adherence to the Constitution. Instead, the overly complex Federal hiring system overemphasized discriminatory "equity" quotas and too often resulted in the hiring of unfit, unskilled bureaucrats. The American people, who deserve a government that works for them, have suffered.

In his January 20, 2025 Executive Order 14170, [Reforming the Federal Hiring Process and Restoring Merit to Government Service](#) ("Restoring Merit") President Trump directed that "recruitment and hiring processes" become "more efficient and focused on serving the Nation" and that hiring be based on "merit, practical skill, and dedication to our Constitution." These changes will "ensure that the Federal workforce is prepared to help achieve American greatness, and attract the talent necessary to serve our citizens effectively."

President Trump directed the Assistant to the President for Domestic Policy to "develop and send to agency heads a Federal Hiring Plan that brings to the Federal workforce only highly capable Americans dedicated to the furtherance of American ideals, values, and interests." President Trump stated that this Merit Hiring Plan must achieve seven goals:

1. Prioritize recruitment of individuals committed to improving the efficiency of the Federal government, passionate about the ideals of our American republic, and committed to upholding the rule of law and the United States Constitution;
2. Prevent the hiring of individuals based on their race, sex, or religion, and prevent the hiring of individuals who are unwilling to defend the Constitution or to faithfully serve the Executive Branch;
3. Implement, to the greatest extent possible, technical and alternative assessments as

# Four Key Elements of the Memo

1. Reforming the Federal recruitment process to ensure that only the most talented, capable and patriotic Americans are hired to the Federal service
2. Implementing skills-based hiring, eliminating unnecessary degree requirements, and requiring the use of rigorous, job-related assessments to ensure candidates are selected based on their merit and competence, not their skin color or academic pedigree
3. Streamlining and improving the job application process
4. Reducing time-to-hire to under 80 days by emphasizing the use of talent pools and shared certificates and streamlining the background check process

# Merit Hiring Plan – Survey and Action Plan

OPM emailed CHCOs and Deputy CHCOs Friday, June 6<sup>th</sup> with information about and a link to the [Merit Hiring Plan Action Plan](#).

Agencies will also receive the [Initial Merit Hiring Survey](#) on Monday, June 16, 2025.



## Merit Hiring Plan Action Plan and Survey

Dear CHCOs and Deputy CHCOs,

In accordance with Executive Order 14170, [Reforming the Federal Hiring Process and Restoring Merit to Government Service](#) ("Restoring Merit"), the U.S. Office of Personnel Management (OPM) is providing guidance to support the implementation of the Merit Hiring Plan (MHP) issued on May 29, 2025. The MHP requires agencies to report monthly on the progress toward MHP implementation to both OPM and the Office of Management and Budget (OMB). To satisfy this requirement, OPM is providing the [MHP Action Plan](#) for you to complete and submit to [merithiring@opm.gov](mailto:merithiring@opm.gov) and [workforce@omb.eop.gov](mailto:workforce@omb.eop.gov) no later than the last business day of each month, starting on **June 30, 2025**. The June 30 submission must identify the members of agency Talent Teams (on sheet 2) and their expected roles (including the Talent Pool Manager and Shared Certificate Coordinator) along with specific plans for recruiting veterans, early career talent, and STEM candidates.

As discussed in the CHCO Council Special Session on June 2, OPM will send the [Initial Merit Hiring Survey](#) to agency CHCOs on Monday, June 16, 2025 via [merithiring@opm.gov](mailto:merithiring@opm.gov) to gather data on agency usage in FY2024 of technical assessments, resume mining, candidate inventories, among other things. Specific instructions and deadlines will be sent with the survey link at the time of email transmittal. A copy of the survey (to support your ability to respond to the survey) and Agency Implementation Action Plan are included with this notice. The information from the survey will populate OPM's Merit Hiring Dashboard.

OPM is committed to supporting agencies with the necessary tools to ensure Government service is merit-based. If you have questions regarding the MHP requirements or the implementation documents provided here, please reach out to [merithiring@opm.gov](mailto:merithiring@opm.gov).

CHCO Council

Do not reply to this unmonitored govDelivery send-only email address.

# Merit Hiring Plan - Key Takeaways

- Our responsibility is to ensure you have the information you need to understand how USA Staffing's features relate to the Merit Hiring Plan.
- We will help you make informed decisions by explaining and recommending features and capabilities related to the plan.
- USA Staffing information complements OPM policy guidelines and action plans.
  - Policy questions should be directed to [HX@opm.gov](mailto:HX@opm.gov).
  - Questions regarding the Merit Hiring Action Plan or Survey should be directed to: [merithiring@opm.gov](mailto:merithiring@opm.gov).

# USA Staffing Feature Priorities



Our current priority is to engage customers in user research and feedback on new feature development for features related to the Merit Hiring Plan and other administration priorities.



Given the focus on executing the Hiring Freeze and subsequently the Merit Hiring Plan, we are not accepting agency change or enhancement requests.

# Merit Hiring Plan Elements that Impact USA Staffing

1. Standard Position Descriptions
2. Recruitment
3. CTAP/ICTAP
4. Application Process
5. Applicant Experience
6. Assessments
7. Rule of Many
8. Pooled Hiring
9. Onboarding
10. Leadership Engagement & Approval

# Standard Position Descriptions



## Our Understanding



OPM will update and centralize STEM position descriptions and job titles, including functional job titles, across the Federal government.



OPM's Talent Team will create standardized position descriptions for common Federal occupations linked to the job series and grades covered by USA Hire assessments.



## Our Approach

Provide any standard PDs available government-wide in USA Staffing's PD Library.

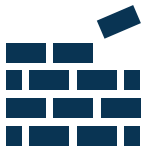
# Recruitment



## Our Understanding



Agencies should use the USAJOBS Resume Mining feature to connect veteran applicants with suitable roles.



## Our Approach

Consider expanding Agency Talent Portal link to the Hiring Manager interface to make it easier for hiring managers to access the Agency Talent Portal and use the Resume Mining feature.

# Poll Question



The screenshot shows the USA Staffing dashboard interface. The top navigation bar includes 'USA Staffing® Stage', 'Staffing', 'Classification', 'Recruit' (highlighted with a yellow box), 'Admin', 'Reports', and 'Advanced Search'. Below the navigation bar is a 'DASHBOARD' section with tabs for 'Welcome', 'Tasks', 'Requests', 'Vacancies', and 'New Hires'. The main content area is divided into two columns. The left column is titled 'UPCOMING TASKS' and contains a table with the following data:

| TITLE                      | DUE DATE |
|----------------------------|----------|
| Review Applicants 10182264 | 6/4/2025 |

The right column is titled 'REVIEWS DUE' and contains a table with the following data:

| TITLE   |
|---|
| BQ Applicants ( Individual Selection 2)<br>Vacancy 10192121 |

**Should we provide a direct link to USAJOBS Agency Talent Portal to Hiring Managers the way we do for HR Users today?**

1. Yes, that would help us expand use of Resume Mining.
2. No, we want to manage Hiring Manager access to ATP like we do today.
3. I don't know.

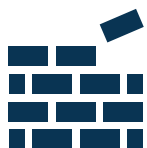
# CTAP/ICTAP



## Our Understanding



Use Resume Mining to find well-qualified candidates under the Interagency Career Transition Assistance Plan (ICTAP).



## Our Approach

We are considering standardizing ICTAP & CTAP eligibility questions across the system so that applicants who are eligible for placement can more easily be found in Candidate Inventory.

# Application Process



## Our Understanding



A 2-page limit will be set for resume length.



All federal job vacancy announcements will include four short, free-response essay questions



## Our Approach

- Partner with USAJOBS to design a comprehensive solution to ensure applicant resumes are two pages or less.
- Current functionality allows agencies to include the four questions in the Announcement Questionnaire.
- Enhance the Announcement Questionnaire to streamline the user experience including the four questions and simplify reporting.

# Streamlined Short Essay Questions Solution

USA Staffing® Development

VACANCY 10070679

USAJOBS Job Title: Business Analyst  
Pay Plan-Series-Grade: GS-0343-7  
Announcement Type: DE  
Status: Open - Pending Release

Announcement Questionnaire

Expand Questionnaire

Announcement Questionnaire

Biographic Information (13 items)

Eligibilities (1 item)

Preferences (1 item)

Short Essay Questions (0 items)

Save Sections Cancel

Add Bundle

Filter / Sort

| Select                              | Bundle Name                                     |
|-------------------------------------|---|
| <input checked="" type="checkbox"/> | <b>Merit Hiring Plan Short Essay Questions</b>  |
|                                     | Merit Hiring Plan Short Essay Question Number 1 |
|                                     | Merit Hiring Plan Short Essay Question Number 2 |
|                                     | Merit Hiring Plan Short Essay Question Number 3 |
|                                     | Merit Hiring Plan Short Essay Question Number 4 |
|                                     | Merit Hiring Plan Certification Statement       |

- USA Staffing will add an Announcement Item Bundle with the four short essay questions and certification statement to all agency libraries.
- HR Specialists may add the Item Bundle to announcement questionnaires.
- This bundle may be added to existing sections or as a new section.

This bundle will be available for all agencies to add by Friday, June 13<sup>th</sup>.



Recruiting, Retaining, and Honoring a World-Class Workforce to Serve the American People.

Application Progress



|                            |   |
|----------------------------|---|
| <b>Position Title</b>      | Human Resources Specialist - Essay Questions - Do not use |
| <b>Agency</b>              | Office of Personnel Management                            |
| <b>Announcement Number</b> | CM-IMP-25-10193415-G5                                     |
| <b>Open Period</b>         | Wednesday, June 4, 2025 to Friday, July 4, 2025           |

Application Package Status: Application Incomplete

Short Essay Questions

1. How has your commitment to the Constitution and the founding principles of the United States inspired you to pursue this role within the Federal government? Provide a concrete example from professional, academic, or personal experience. (limit 1,200 characters)

Text input box for question 1

2. In this role, how would you use your skills and experience to improve government efficiency and effectiveness? Provide specific examples where you improved processes, reduced costs, or improved outcomes. (limit 1,200 characters)

Text input box for question 2

3. How would you help advance the President's Executive Orders and policy priorities in this role? Identify one or two relevant Executive Orders or policy initiatives that are significant to you, and explain how you would help implement them if hired. (limit 1,200 characters)

Text input box for question 3

4. How has a strong work ethic contributed to your professional, academic or personal achievements? Provide one or two specific examples, and explain how those qualities would enable you to serve effectively in this position. (limit 1,200 characters)

Text input box for question 4

5. I certify that the above responses are in my own words and I did not use a consultant or Artificial Intelligence (such as a large language model (LLM)).

- A. Yes
- B. No

- While the memo sets a 200-word limit for each response, the USA Staffing text box limit uses characters. For now, we will use a **1,200-character limit** as an approximation of 200 words.
- Remember to include the **Application Questionnaire link** in the body of the job announcement so applicants can preview these questions before starting their online applications.

**Applicant List: Essay Questions > View Lists**

Assignment Name: Essay Questions | Request Number(s): 20241025-50081 | Due: 06/09/2025 | Returned: N/A | HR Contact: Chamila Mukerjee

**Applicant Lists** 1

[Other Reviewers](#) | [Documents](#) 0

Certificate 20250604-PH-001

**Applicants** 1  
 List Name: Certificate | Pay Plan: GS-0201-12 | Location: Washington, DC | Filters: Specialties:

[Instructions](#) | [Print](#) | [Add Filters](#) | [Notes](#) ▼

| <input type="checkbox"/>   | Applicant Name                 | Rating | Selection Decision | Immediate Onboarding | Documents  | Notes  | Request Number | Date Certified | Toggles   |
|--|--------------------------------|--------|--------------------|----------------------|--|--|----------------|----------------|---|
| <input type="checkbox"/>   | Fraser, James Alexander Malcom | 98     | No Decision        | -                    | <span style="border: 1px solid #ccc; border-radius: 50%; padding: 2px;">1</span> ▼ | <span style="border: 1px solid #ccc; border-radius: 50%; padding: 2px;">0</span> ▼ |                | 6/4/2025       | <a href="#">🚩</a> <a href="#">🕒</a> <a href="#">★</a> |
| + <b>Contact Information</b>   |                                |        |                    |                      |  |  |                |                | <a href="#">View Only</a>                             |
| + <b>Preferences</b> <span style="background-color: #0070c0; color: white; border-radius: 50%; padding: 2px;">6</span>   |                                |        |                    |                      |  |  |                |                | <a href="#">View Only</a>                             |
| - <b>Short Essay Questions</b> <span style="background-color: #0070c0; color: white; border-radius: 50%; padding: 2px;">5</span>   |                                |        |                    |                      |  |  |                |                | <a href="#">View Only</a>                             |
| <p>How has your commitment to the Constitution and the founding principles of the United States inspired you to pursue this role within the Federal government? Provide a concrete example from professional, academic, or personal experience.</p> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 10px;">                     My commitment to the Constitution and the founding principles of the United States has been a guiding force in my career. As a software developer, I believe in the power of technology to uphold democratic values and enhance civic engagement. During my time at Washington College, I led a project that developed a platform for citizens to access legislative information, promoting transparency and informed participation. This experience reinforced my belief in leveraging technology to support the principles of democracy, inspiring me to pursue a role within the Federal government where I can contribute to such initiatives on a national scale.                 </div> <p>In this role, how would you use your skills and experience to improve government efficiency and effectiveness? Provide specific examples where you improved processes, reduced costs, or improved outcomes.</p> <div style="border: 1px solid #ccc; padding: 5px;">                     In my previous role, I streamlined the data processing system, reducing operational costs by 30% and improving data accuracy. By implementing automated solutions, I enhanced the efficiency of workflows, allowing the team to focus on strategic tasks rather than manual processes. In a Federal role, I would apply these skills to optimize government systems, ensuring resources are used effectively and services are delivered efficiently to the public, ultimately enhancing governmental operations and outcomes.                 </div> |                                |        |                    |                      |  |  |                |                |   |

**Hiring Managers and Agency Leaders can review applicant responses to the essay items in an Applicant List Review.**

# Applicant Experience



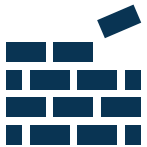
## Our Understanding



Streamline the applicant experience to eliminate duplication and redundant requirements.



Mandate the automatic generation of notifications for applicants at key stages of the hiring process, reducing reliance on agency HR professionals.



## Our Approach

- Continue partnering with USAJOBS on streamlining the applicant experience.
- Automate Notices of Results and Referral and Disposition Letters for case exams.

# Assessments



## Our Understanding



Every competitive service hiring process must include at least one technical or alternative assessment.



At least one technical or alternative assessment is required for candidate ranking.



Agencies are encouraged to use at least two assessments to ensure a multi-hurdled process that produces a rigorously ranked and validated certificate.



Agencies are strongly encouraged to utilize a USA Hire assessment.



Agencies must immediately phase out the use of self-assessments for rating or ranking, except for minimum qualification and eligibility determinations.




Agencies must integrate assessments into the Pathways Program.



## Our Approach

- Support agencies in implementing USA Hire and other assessment methods.
- Add an on-screen warning to Assessment Package checklist if technical assessment is not present.

# Assessment Resources

- [Assessment Resources](#) 
- [Structured Resume Review Resources](#)
- [Assessment Best Practices Course](#)  
(online self-paced)
- [USA Hire Agency Resource Center](#)
- [Manual Assessment User Guide](#)
- [Multiple Hurdles Guide](#)

## Assessments

[Assessment Scoring and Weighting Decision Guide](#)

[Assessment Strategy Presentation Series](#)

[USA Staffing Assessment Standardization](#)

[Manual Assessment User Guide](#)

[Weight-Based Rating Method](#)

[Multiple Hurdles Guide](#)

[See all 11 articles](#)

## Competencies and Networks

[USA Staffing Competency Network User Guide](#)

[Competency Network Import Template](#)

[HR Manager Competencies](#)

## Assessment Passing Score Frequently Asked Questions

[General/Strategy Questions](#)

[Assessment Questionnaire Passing Score Questions](#)

[Manual Assessment Passing Score Questions](#)

[Applicant Questions](#)

# Rule of Many



## Our Understanding



Agencies can set minimum passing scores (cut scores) for assessments to certify enough candidates for hiring managers.



Cut scores can be based on assessment validation (job analysis data), business necessity (efficiency), or a specific number/percentage of eligible applicants.



## Our Approach

- Complete requirements and designs once final regulations are published (expected July/August).
- Begin work on initial functionality to support agencies in using Rule Of Many:
  - Rule of Many Certificate Type
  - Document the type of cut score used

# Poll Questions



- 1. How much do you know about Rule of Many?**
  - A. I know all about it!
  - B. I know something about it but am not an expert.
  - C. I've heard the term but don't understand the concept.
  - D. I've never heard of it.
  
- 2. Based on what you know about Rule of Many, do you think your agency will use it for at least some hiring?**
  - A. Yes, we will probably use it to some extent.
  - B. No, I don't expect we will use it.
  - C. I don't know what my agency plans to do with Rule of Many.
  - D. I don't know enough about Rule of Many to answer.

# Pooled Hiring



## Our Understanding



Agencies may maintain lists of qualified veterans and military spouses for quick selection.



Use USAJOBS Agency Talent Portal to share candidates across agencies.



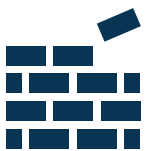
Agencies are encouraged to expand the use of shared certificates within and across the Federal government.



OPM will provide hiring managers with tools to access searchable resumes, talent pools, programs, and candidate inventories.



**Agencies will improve the hiring manager experience by using shared recruitments and certificates through USA Staffing's Candidate Inventory and USAJOBS Talent Pools and Talent Programs.**



## Our Approach

- Complete Certificate API to automate integration with USAJOBS Talent Pools
- Add eligibility filtering in Candidate Inventory.

# Candidate Inventory Design Concept

**Candidate Inventory**

Search for Candidates | My Boards

Series number or description: 0201 - Human resources specialist | Pay plan: GS | Grade: 5 | Duty location: City, ST | Search

Showing 1 - 25 of 1234 results | Sort by: Relevance

**George Washington**  
Qualified for Job Announcement: Human Resources Specialist and 0 similar roles  
U.S. Citizens, Recent graduates, Veterans, Individuals with disabilities, Federal employees  
National Guard & reserves, Senior executives, Family of overseas employees, Peace Corps & AmeriCorps VISTA  
Last updated 04/23/2025 | Available until 01/01/2026 | [View more](#)

**George Washington**  
Qualified for Job Announcement: Human Resources Specialist and 0 similar roles  
U.S. Citizens  
Last updated 04/23/2025 | Available until 01/01/2026 | [Sent to HR](#)

**George Washington**  
Qualified for Job Announcement: Human Resources Specialist and 0 similar roles  
U.S. Citizens, Recent graduates, Veterans  
Last updated 04/23/2025 | Available until 01/01/2026 | [Saved](#) | [Sent to HR](#)

**Filters**

Resume keywords:  Add  
× Python × C++

**Candidate Last Updated**  
1 month ago | 18 months ago  
4 months ago

**Eligibilities**  
 Veteran  
 Military spouses  
 Special authorities

- We are evaluating the feasibility of adding Eligibility filters to Candidate Inventory.
- In the future, we hope to offer keyword searching in resumes.

*Design mock-ups are preliminary and subject to change.*

# Onboarding & Pre-Employment



## Our Understanding



Expanding integrations between OPM's Talent Acquisition solutions and other pre-employment systems (NBIS, E-Verify, USAccess, testing and credentialing providers) will enhance consistency and efficiency.



## Our Approach

Continue discussions, as part of the discovery phase, with various NBIS project teams to ultimately implement a New Hire Interconnection with NBIS.

# Leadership Engagement & Approval Process



## Our Understanding



Agency leadership (Political leadership, CHCO, COO) or designees will be involved throughout the entire hiring process.



Agency leadership will set hiring targets at the start of the Fiscal Year.



Agency leadership must approve the opening of new roles.



Agency leadership may decide which assessments to use for specific roles.



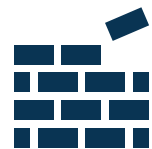
Agency leadership or designees may participate in candidate selection, ranking, and interview processes.



Final Executive Interview conducted by agency leadership or designees to confirm organizational fit and commitment to American ideals, with interview level depending on position.



Agency leadership or designees must approve candidate packets before extending offers.



## Our Approach

- Work with agency customers to maximize Reviews to fulfill the approval requirements.
- Continue working with OPM and agencies to understand how this is implemented in practice to brainstorm possible system changes in USA Staffing.

# Expanding OPM Talent Analytics Capabilities and Increasing Agency Use



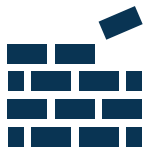
## Our Understanding



OPM will also expand its data analytics capabilities. It will add dashboards, reports, and other data systems to enable agencies to track agency compliance with merit reform efforts through clear performance metrics (e.g., time to hire, assessment usage, candidate and hiring manager satisfaction, conversion rates, headcount target vs. actual).



Beginning on June 30, 2025, and continuing on the last business day of each month, each agency CHCO, working with the agency's Talent Team, will prepare a report to update OPM and OMB on the progress of implementation within each agency.



## Our Approach

Identify and/or update existing or create new standard reports that fulfill reporting requirements for identified performance metrics.

# Time to Hire Metrics

## Time to Hire Detail

Tabular data on milestones in the hiring process and overall time to hire, including but not limited to request number, new hire name and number, the dates milestones in the staffing and onboarding process were completed, and the number of days to complete major phases in the staffing and onboarding processes as defined by the OPM 80-Day Hiring Model.

### OPM | Time to Hire Detail

**Organizations:** Organization One, Organization three, Organization Two

**Fiscal Years:** 2024

**Months:** More than 10 Months Selected

**Series:** More than 10 Series Selected

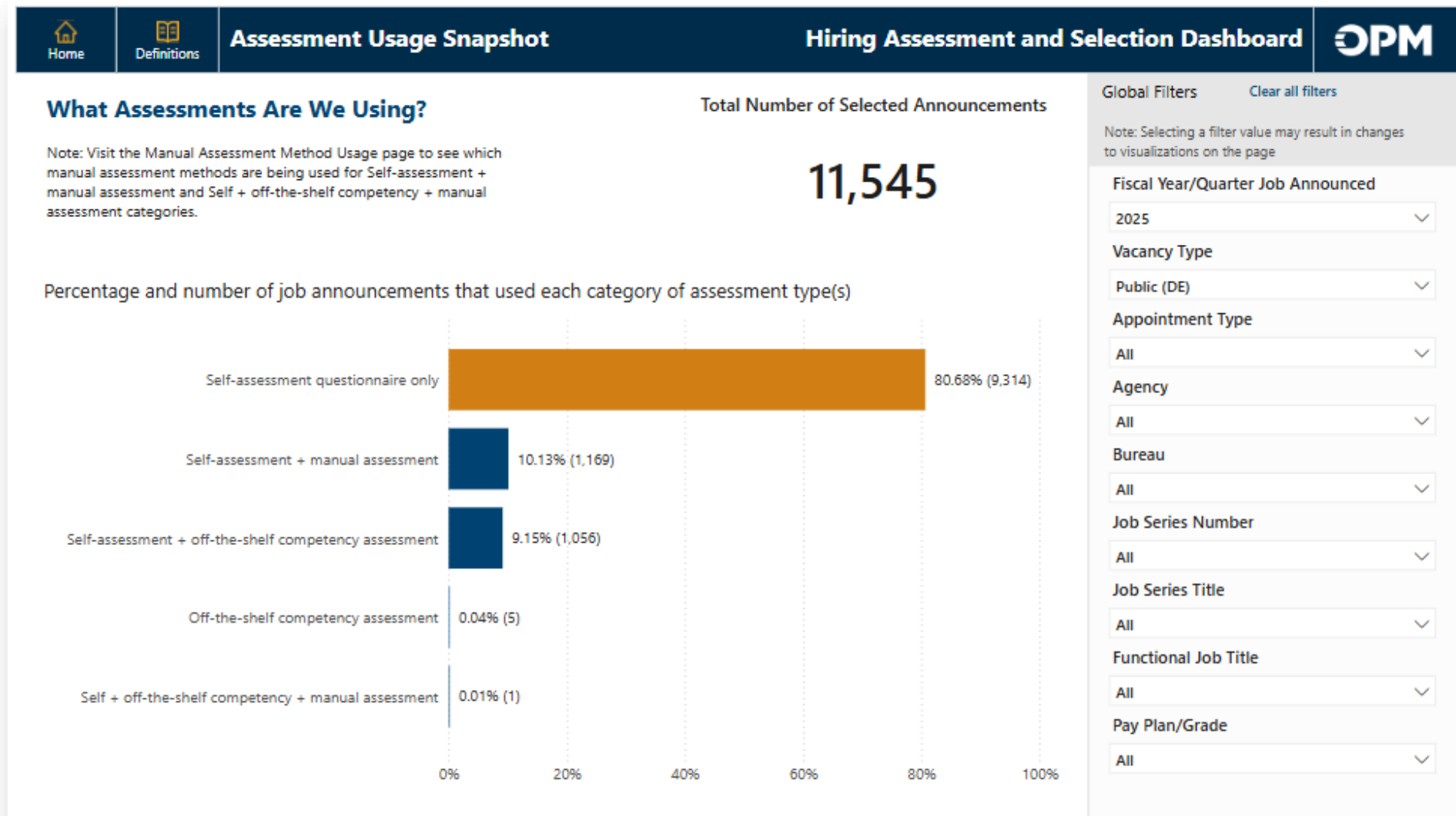
**Request Type:** Onboard New Hire, Additional Selection, New Vacancy

**Vacancy Type:** Case Exam

| Staffing Organization Name | Staffing Office Name        | Request Number                        | Request Type                   | Vacancy Number       | Vacancy Type               | Vacancy Announcement Types                        | Announcement Number                                     | New Hire Name    | New Hire Number                 | New Hire Creation Date | New Hire Veterans Preference Status        | New Hire Customer Name          |
|----------------------------|-----------------------------|---------------------------------------|--------------------------------|----------------------|----------------------------|---|---|------------------|---------------------------------|------------------------|--|---------------------------------|
| Organization One           | Office A                    | 20180731-95905-0054                   | Additional Selection           | 10273828             | Case Exam                  | DE  | DE-10273828-18-SC                                       | Bertram Gilfoyle | HNEK7-BLER                      | 2/9/2022               | NV - No Preference Claimed                 | Customer 1 - Linked to Office A |
| Organization One           | Office A                    | 20180731-95905-0070                   | Additional Selection           | 10273828             | Case Exam                  | DE  | DE-10273828-18-SC                                       | Aubrey Aarone    | HTYY4-Y2PJ                      | 5/16/2023              | SSP - 0-point Sole Survivorship Preference | Customer 1 - Linked to Office A |
| Organization O             | Hiring Need Validation Date | Application Originally Submitted Date | Originally Submitted Date Sent | Tentative Offer Date | New Hire Actual Start Date | Overall Days To Hire (Hiring Need Validated Date) | Hiring Need Validation To Earliest Tentative Offer Sent | imed             | Customer 1 - Linked to Office A |                        |  |                                 |
| Organization O             | 12/15/2021                  | 7/31/2018                             |                                | 2/9/202              | 11/6/2023                  | 691   | 56  | imed             | Customer 1 - Linked to Office A |                        |  |                                 |
|                            | 12/8/2022                   | 7/31/2018                             |                                |                      | 2/13/2024                  | 432   |   |                  | Customer 1 - Linked to Office A |                        |  |                                 |
|                            | 12/8/2022                   | 7/31/2018                             |                                | 10/11/202            | 10/10/2023                 | 306   | 307   |                  |                                 |                        |  |                                 |
|                            | 12/14/2022                  | 7/31/2018                             |                                | 9/3/202              | 10/30/2023                 | 320   | 629   |                  |                                 |                        |  |                                 |

# Assessment Usage Metrics

## Federal Hiring and Selection Outcome Dashboard



# Assessment Usage – Assessment Types

## Assessment Types by Vacancy

Tabular data on the assessment types used for a vacancy (e.g., questionnaires, manual assessments, USA Hire, SME evaluations) as well as metrics showing the total number of applications at each major stage in the recruitment and selection process (e.g., applied, eligible, referred).

| Staffing Organization Name | Staffing Office Name | Vacancy Number | Vacancy Job Title  | Vacancy Pay Plan-Series-Grade | Vacancy Announcement Types | Vacancy Appointing Authorities |
|----------------------------|----------------------|----------------|--|-------------------------------|----------------------------|--------------------------------|
| Organization One           | Office A             | 12010472       | PAPMA/AWA Testing (0343-12/13) - VIN 2                   | GS-0343-12/13                 | DE                         | Competitive Service            |
| Organization One           | Office A             | 12103549       | USA Hire Help Desk Login Experience Testing              | GS-0201-1                     | DE                         | Competitive Service            |
| Organization One           | Office A             | 12400504       | HR   | GS-0201-12                    | IMP                        | Competitive Service            |
| Organization One           | Office A             | 12491227       | 2024-07 AWA Scoring Project A6 (1801-11 Essay A) REGULAR | GS-1801-11                    | DE                         | Competitive Service            |

| Organization   | Open Date  | Announcement Close Date | Assessment Types         | Total Applications | Total Eligible Applications | Total Referred Applications | Total Selected Applications | Total Hired Applications | Total Entered on Duty |
|----------------|------------|-------------------------|--------------------------|--------------------|-----------------------------|-----------------------------|-----------------------------|--------------------------|-----------------------|
| Organization C | 4/30/2024  | 4/10/2025               | USA Hire Only            | 2                  | 1                           | 0                           | 0                           | 0                        | 0                     |
| Organization C | 12/1/2024  | 2/7/2025                | USA Hire Only            | 35                 | 17                          | 0                           | 0                           | 0                        | 0                     |
|                | 1/23/2025  | 1/31/2025               | Questionnaire + USA Hire | 2                  | 0                           | 0                           | 0                           | 0                        | 0                     |
|                | 7/24/2024  | 4/19/2025               | USA Hire Only            | 6                  | 5                           | 0                           | 0                           | 0                        | 0                     |
|                | 1/8/2025   | 1/8/2025                | No Assessments Used      | 1                  | 1                           | 0                           | 0                           | 0                        | 0                     |
|                | 1/13/2025  | 1/16/2025               | No Assessments Used      | 1                  | 1                           | 1                           | 1                           | 0                        | 0                     |
|                | 11/14/2024 | 4/30/2025               | Questionnaire Only       | 2                  | 1                           | 0                           | 0                           | 0                        | 0                     |

# Assessment Usage – Assessment Details

## Assessments by Vacancy

Tabular data on assessments are included in the assessment package for a vacancy, including information about the hurdle at which an assessment is delivered, the type, name, and additional details of the assessment(s).

| Staffing Organization Name | Staffing Office Name | Vacancy Number | Vacancy Job Title | Vacancy Pay Plan-Series-Grade | Vacancy Announcement Types | Vacancy Appointing Authorities |
|----------------------------|----------------------|----------------|-------------------|-------------------------------|----------------------------|--------------------------------|
| Organization One           | Office A             | 10161204       | StephMarchTest    | GS-0201-11                    | DE, ST, IMP                |                                |
| Organization One           | Office A             | 12400504       | HR                | GS-0201-12                    | IMP                        | Competitive Service            |
| Organization One           | Office A             | 12400504       | HR                | GS-0201-12                    | IMP                        | Competitive Service            |

| Organiza | Hurdle                | Assessment Type | Assessment Name   | USA Hire Type | Questionnaire Assessment Methods        | Manual Assessment Method | Manual Assessment Method Details | SME Evaluators |
|----------|-----------------------|-----------------|---|---------------|---|--------------------------|----------------------------------|----------------|
| Organiza | 1 - AQ / USA Hire     | Questionnaire   | 201 Cross Govt Test AQ                                  |               | Training & Experience (Self Evaluation) |                          |                                  |                |
| Organiza | 2 - SME Manual Review | Manual          | 201 Cross Govt Test SME Manual                          |               |   | Panel Review             | Structured Resume Review         |                |
|          | 1 - AQ / USA Hire     | External        | USA Hire 0201-12: Occupational Interaction Assessment   | Standard      |   |                          |                                  |                |
|          | 1 - AQ / USA Hire     | External        | USA Hire 0201-12: Occupational Judgment Assessment (G2) | Standard      |   |                          |                                  |                |
|          | 1 - AQ / USA Hire     | External        | USA Hire 0201-12: Occupational Reading Assessment       | Standard      |   |                          |                                  |                |

# Pooled Hiring Metrics

## Candidate Inventory Report

Tabular data about vacancies and certificates with candidate inventory enabled, including counts of the number of applicants opting in to having their application shared by candidate inventory, as well as new hires with the candidate inventory tag.

### Vacancy Summary page

| Staffing Organization Name | Staffing Office Name | Total Vacancies | Total Applications | Total Applications Opted-In to CI |
|----------------------------|----------------------|-----------------|--------------------|-----------------------------------|
| Organization One           | Office A             | 1               | 9                  | 8                                 |
| RPI Testing Organization   | Office Foxtrott      | 1               | 1                  | 1                                 |

### New Hires Summary page

| New Hire Staffing Organization Name | New Hire Staffing Office Name | Complete | Active | Inactive | Cancelled | Total |
|-------------------------------------|-------------------------------|----------|--------|----------|-----------|-------|
| RPI Testing Organization            | Artemis RPI Testing           | 0        | 1      | 0        | 0         | 1     |
| Organization One                    | Office C                      | 0        | 1      | 0        | 0         | 1     |

### Certificate Summary page

| Staffing Organization Name | Staffing Office Name     | Total Vacancies | Total CI Enabled Certificates | Total Applicants Opted-In to CI |
|----------------------------|--------------------------|-----------------|-------------------------------|---------------------------------|
| Demo Organization          | USA Staffing Demo Office | 1               | 1                             | 6                               |

### New Hires Details page

| New Hire Staffing Organization Name | New Hire Staffing Office Name | New Hire Creation Date | New Hire Number | New Hire Request Number      | New Hire Request Type | New Hire Status | New Hire Pay Plan-Series-Grade | New Hire Position Title          | New Hire Name                       | New Hire Appointing Authority | Onboarding Process Owner | Onboarding Process Owner Email | New Hire Last Updated Date/Time |
|-------------------------------------|-------------------------------|------------------------|-----------------|------------------------------|-----------------------|-----------------|--------------------------------|----------------------------------|-------------------------------------|-------------------------------|--------------------------|--------------------------------|---------------------------------|
| RPI Testing Organization            | Artemis RPI Testing           | 04/24/2025             | HR7AY-2WPA      | RPINHIPRODDEPLOY162-20250423 | Onboard New Hire      | Active          | GS-0301-7                      | RPI & NHI Prod Deployment Tester | MarieRPINHI162 CuriejtestDeployTest | Candidate Inventory           |                          |                                | 05/07/2025 10:50:33.458 AM      |
| Organization One                    | Office C                      | 04/21/2025             | HPTEO-MB2X      | 20250421-99259               | New Vacancy           | Active          | GS-2010-4                      | Inventory Specialist             | Andrea Brown                        | Candidate Inventory           |                          |                                | 04/21/2025 01:48:12.884 PM      |

Additional pages are also available

# Merit Hiring Plan - What to Expect Next

- System changes will be covered in **Advisory Board Meetings** and **Customer Sprint Reviews** as usual.
- We will provide more communication and tools to support agency feature adoption and change management.
- **Customer Workgroup** sessions will dive deeper into specific topics (i.e., Assessment, Pooled Hiring, Reporting & Analytics).
- Agency Talent Team members are welcome to attend any of the above.

# USA Hire and USAJOBS Workgroups

## USA Hire Working Group – Tuesday, June 17 at 2 PM ET

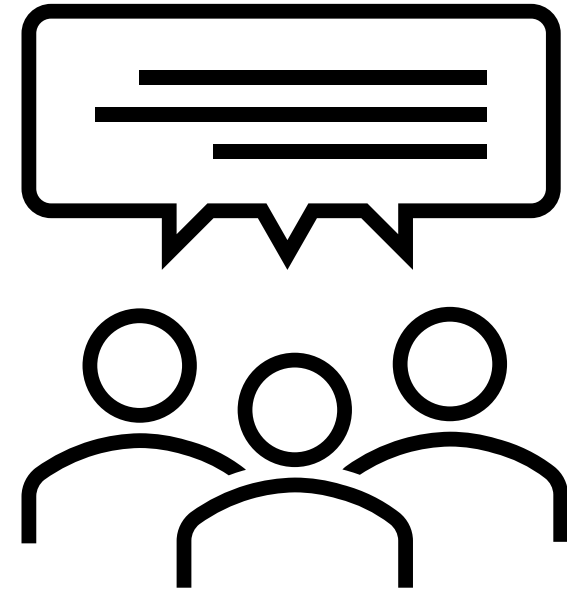
- Assessments and the Merit Hiring Plan
- Chance to Compete Act
- New Resource Centers
- CTAP/ICTAP and USA Hire

## USAJOBS Communications Forum – Wednesday, June 25 at 1PM ET

- Quality job announcements and functional job titles
- Agency Talent Portal
  - Resume mining
  - Talent Pools
  - Talent Programs
  - Register [here](#) to attend

# Poll Question

What are the most important things **the USA Staffing program** can do to help you and your agency in implementing the Merit Hiring Plan?





# Reemployment Priority List (RPL)

Jenn Reaves

USA Staffing Product Manager

# RPL Policy Training

- Available on OPM's RIF [website](#)
- Send RIF and RPL inquiries to [WPIntake@opm.gov](mailto:WPIntake@opm.gov)

The screenshot displays the OPM website's navigation and content for Reductions in Force (RIF). On the left is a vertical sidebar menu with categories such as 'In this section', 'Latest Memos', 'Reductions in Force', 'Assessment & Selection', 'Classification & Qualifications', 'Data, Analysis & Documentation', 'Disability Employment', 'CHCO Council', 'Coronavirus Disease 2019', 'Employee Relations', 'Re-Entry Toolkit', 'Human Resources Solutions', 'Hiring Information', 'Human Capital Management', 'Human Capital Framework', 'Labor Management Relations', 'Oversight Activities', 'Pandemic Information', 'Pay & Leave', 'Performance Management', 'Senior Executive Service', 'Settlement Guidelines', and 'Snow & Dismissal Procedures'. The main content area features a header with the title 'Reductions in Force (RIF)' and a row of navigation tabs: 'Overview Summary', 'Pay, Leave & Benefits', 'Transfer of Function', 'Resources & Templates' (which is highlighted), and 'Employee Transition Assistance'. Below the tabs is a section titled 'Resources & Templates' with a sub-section for 'Resources'. This section contains a list of links and documents, including 'Reduction in Force (RIF) Overview (March 2025)', 'RIF Quick Reference Guide (March 2025)', 'RIF Basics (March 2025)', 'RIF Competitive Areas (March 2025)', 'RIF Content of Notices (March 2025)', and a 'RIF Learning Series' with five numbered items. Each item in the series includes a date and links for '-Slides' and '-Webinar Recording'. The sixth item, '6. Employee Career Transition Programs (6/4/2025)', is enclosed in a red rectangular box. Below the resources is a 'Templates' section with a link for 'RIF Sample Notices (March 2025)'.

# Poll Questions

We're starting to evaluate how we might help improve the Reemployment Priority List experience for HR and former employees.



- 1. How is your agency planning to manage RPL?**
- 2. Would you like to participate in an ad hoc workgroup where we will review a concept for managing RPL in USA Staffing?** If not, would you like to suggest someone else at your agency? Please share their contact info with your Account Manager.



# Product Updates

Jenn Reaves

USA Staffing Product Manager

# June 17<sup>th</sup> 25.08 Production Release



Watch the Customer Sprint Review recording on our Resource Center

Highlights include:

- New 'All Linked Requests' page within pinned parent request and associated New Hires
- Original applicant documents visible for HR and managers for faster troubleshooting and fewer helpdesk tickets
- Call to action for HR when Hiring Managers return Individual Selections

Advisory Board Online Help

Advisory Board Resource Center > Communications > Customer Sprint Review

Articles in this section ▼

## Customer Sprint Review Recordings

8 minutes ago · Updated

If you have trouble accessing the following recordings, **copy and paste the recording link** into your browser.

- [June 10, 2025 Sprint Review](#) ←
- [May 7, 2025 Sprint Review](#)
- [April 10, 2025 Sprint Review](#)

Contact your Account Manager for a copy of the closed captioning or Q&A of Customer Sprint Review meetings.

# New 'All Linked Requests' Page

USA Staffing® Stage

VACANCY 10191135

Office: Philadelphia Services Branch  
Customer: (multiple)  
Hiring Official: (multiple)

USAJOBS Job Title: Cybersecurity Specialist  
Pay Plan-Series-Grade: GS-0083-7  
Announcement Type: DE-ST-IMP  
Status: Active  
Expiration Date: 4/9/2026

Case File | **Linked Requests** | Position Information | Eligibilities | Supporting Documents | Settings | Documents (1) | Notes (0) | History

Linked Requests **All Requests (23)** Awaiting Approval (2)

All Customers | All Requesters | All Request Process Owners | All Workflows | Request Number or New Hire Name

| Request Number   | Status             | PP-Series-Grade | Customer   | Requester     | Request Process Owner | Workflow                   | New Hire       |
|--|--------------------|-----------------|------------|---------------|-----------------------|----------------------------|----------------|
| <b>20250303-38526-JR-REGRESSION161</b><br>Original New Vacancy Request | Selection Made     | GS-0083-7       | Customer A | Jesse Braver  | Kelly Hobbs           | OPM 80-day                 | Elyse Thompson |
| 20250610-95442   | Incomplete         | GS-0083-7       | Customer A | Agustus Gloop | Jenn Reaves           | Issue/Reissue Certificates |                |
| 20250410-29326   | Incomplete         | ⚠ GS-2210-12    | Customer A | Adam Willard  | Aaron Albrinck        | Issue/Reissue Certificates |                |
| 20250410-86156-JRC5RDEMO-208PM   | Active Recruitment | ⚠ GS-2210-12    | Customer A | Adam Willard  | Andrea Test           | Issue/Reissue Certificates |                |
| 20250409-94635   | Active Recruitment | ⚠ GS-2210-7     | Customer A | Adam Willard  | Jenn Reaves           | Issue/Reissue Certificates |                |
| 20250409-98325   | Active Recruitment | GS-0083-7       | Customer G | Andrew Taylor | Aaron Albrinck        | Issue/Reissue Certificates |                |

- Displays all Requests linked to the Vacancy with the original 'New Vacancy' request pinned to the top.
- Displays New Hire name, if available.
- Filter/search by Customer, Requester, Request Process Owner, Workflow, Request Number, and New Hire Name.

# Original Document Viewer

USA Staffing® Development

Staffing Classification Admin Reports Advanced Search Go To Jennifer Reaves - OPM

VACANCY 10070233

Vacancy 10070233 Assessment Package Announcement Applicant Overview Certificates Reviews Applicant: Carmen Ortiz

Application Number: AG52U-6RND  
Carmen Ortiz  
CLARAOSWALD890@GMAIL.COM  
222223456

123 Blue Box  
Philadelphia, Pennsylvania 19197  
United States

Eligibility End Date: 9/12/2025

Eligible

Eligibilities and Ratings Application Assessments Applicant Information Documents (5) Notes (0) History

- Ratings

| Rating Combo              | Minimum |
|---------------------------|---------|
| 2210-12(Customer Support) | ELTE -  |
| 2210-12(Testing)          | ELTE -  |

- Veterans' Preference

Claimed

NV - No Preference Claimed

Documents for Carmen Ortiz

Filter by Document Name All Document Types

| Document Name   | View Document         | Document Type                | Required | HM Viewable                         | NH Viewable                         | Received           |
|-----------------|-----------------------|------------------------------|----------|-------------------------------------|-------------------------------------|--------------------|
| 19755 Questions | PDF   Original (DOC)  | Other (2)                    | No       | <input type="checkbox"/>            | <input type="checkbox"/>            | 6/12/2025 9:43 EDT |
| Cover letter    | PDF   Original (DOC)  | Cover Letter                 | No       | <input type="checkbox"/>            | <input type="checkbox"/>            | 6/12/2025 9:43 EDT |
| DD214           | PDF   Original (PNG)  | DD-214/ Statement of Service | No       | <input type="checkbox"/>            | <input type="checkbox"/>            | 6/12/2025 9:43 EDT |
| Real Resume     | PDF   Original (DOC)  | Resume                       | Yes      | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | 6/12/2025 9:43 EDT |
| Transcript      | PDF   Original (DOCX) | Other (1)                    | No       | <input type="checkbox"/>            | <input type="checkbox"/>            | 6/12/2025 9:43 EDT |

Rating Details

| Rating   | Cert Availability |
|----------|-------------------|
| Eligible |                   |
| Eligible |                   |

HR and Hiring Managers can view the original file submitted by applicants alongside the PDF that USA Staffing created for faster troubleshooting and fewer helpdesk tickets with problematic documents (e.g., password protected or encrypted files that cannot be viewed or converted to PDF).

# Calls to action for HR when Hiring Managers return Individual Selections

USA Staffing® Development Staffing Classification Admin Reports Advanced Search

VACANCY 10070836

Vacancy 10070836 Assessment Package Announcement Applicant Overview Certificates +

USAJOBS Job Title: Test Pay Plan-Series-Grade: GS-0301-11 Announcement Type: DE

Overview Saved Lists Stored Lists Manage Assignments

The hiring manager returned one or more selections which require your attention. [View Selections.](#)

### Applicants (4)

Filter by Name/Email: Reviewed/Flagged/Pinned: RSC: All Clear

Search

| Name                     | Email                               | RSC - Applicant Status |   |   |   |
|--------------------------|-------------------------------------|------------------------|---|---|---|
| Chapel, Christine        | testingstuart+nursechapel@gmail.com | HH                     | ☑ | 📌 | 📄 |
| Jones Hewson, Paul David | pdjoneshewson@gmail.com             | AC                     | ☑ | 📌 | 📄 |
| Merritt, Chris           | will.grenz.test+chris@gmail.com     | HH                     | ☑ | 📌 | 📄 |
| Schrute, Dwight          | testingstuart@gmail.com             | HH                     | ☑ | 📌 | 📄 |

0% APPLICATION RECEIVED

SEND REMAINING

USA Staffing® Development Staffing Classification Admin Reports Advanced Search

VACANCY 10070836

Vacancy 10070836 Assessment Package Announcement Applicant Overview Certificates +

USAJOBS Job Title: Test Pay Plan-Series-Grade: GS-0301-11 Announcement Type: DE

Certificates Selections

### Selections (6)

Add Filters No Filter Applied

| Selectee Name     | Audit Code | Return Status | Selection Location | Series | Grade | Certificate Number |
|-------------------|------------|---------------|--------------------|--------|-------|--------------------|
| Chapel, Christine | Selected   | Hired         | Craynor, KY        | 0301   | 11    | 20250425-WPCP-001  |
| Chapel, Christine | Selected   | Hired         | Craynor, KY        | 0301   | 11    | 20250505-WPCP-003  |
| Merritt, Chris    | Selected   | Hired         | Craynor, KY        | 0301   | 11    | 20250505-WPCP-003  |
| Merritt, Chris    | Selected   | Hired         | Craynor, KY        | 0301   | 11    | 20250505-WPCP-004  |
| Schrute, Dwight   | Selected   | Hired         | Craynor, KY        | 0301   | 11    | 20250505-WPCP-001  |
| Schrute, Dwight   | Selected   | Hired         | Craynor, KY        | 0301   | 11    | 20250505-WPCP-002  |

# Events & Training



## Events

- June 17** USA Staffing Production Release 25.08
- June 17** **USA Hire Agency Working Group (Merit Hiring Plan)**
- June 18** USAJOBS VET Demo
- June 18** **Special Edition Reporting and Analytics Workgroup Meeting: Merit Hiring Plan Survey Reporting**
- June 25** **USAJOBS Communications Forum (Merit Hiring Plan)**
- June 25** USAJOBS VET Demo
- July 3** Reporting Author Forum
- July 17** Reporting Consumer Forum
- July 22** Customer Sprint Review



## Training

- 
- July 14 - 18** Virtual Mixed Agency USA Staffing Training w/Onboarding
  - July 29** Virtual Mixed Agency Onboarding Training

**Thank you for your  
active participation  
in USA Staffing  
Advisory Board  
meetings.**

