

Advisory Board Meeting

June 12, 2025





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 6th 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 and 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 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.

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.
 - Questions regarding the Merit Hiring Action Plan or Survey should be directed to: 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



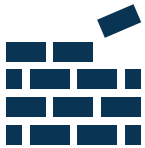
Our Understanding



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.

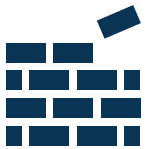
Recruitment



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 sub-tabs: '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) 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.

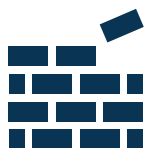
CTAP/ICTAP



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"/>	Merit Hiring Plan Short Essay Questions
	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 13th.



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

Application Progress



Position Title	Human Resources Specialist - Essay Questions - Do not use
Agency	Office of Personnel Management
Announcement Number	CM-IMP-25-10193415-G5
Open Period	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
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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	-	1 ▼	0 ▼		6/4/2025	
+ Contact Information									View Only
+ Preferences 6									View Only
- Short Essay Questions 5									View Only
<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;"> <p>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.</p> </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;"> <p>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.</p> </div>									

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

Applicant Experience



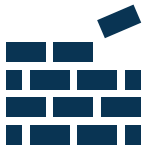
Our Understanding



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 Pay plan Grade Duty location

0201 - Human resources specialist GS 5 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
[View more](#)

Last updated 04/23/2025 Available until 01/01/2026

George Washington **Sent to HR**

Qualified for Job Announcement
Human Resources Specialist
and 0 similar roles

U.S. Citizens

Last updated 04/23/2025 Available until 01/01/2026

George Washington **Saved** **Sent to HR**

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

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.

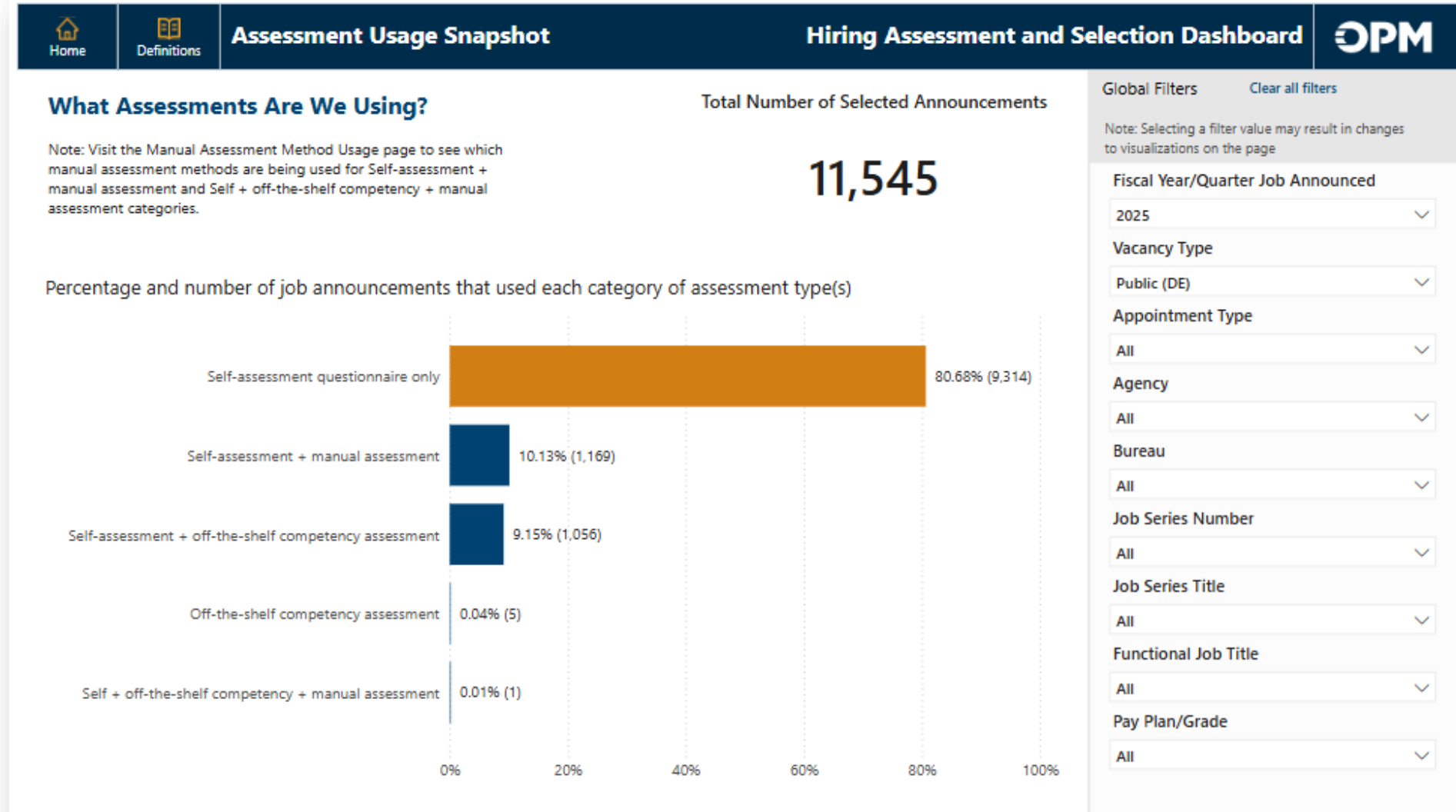


Our Approach

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

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 C	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	MarieRPINH162 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

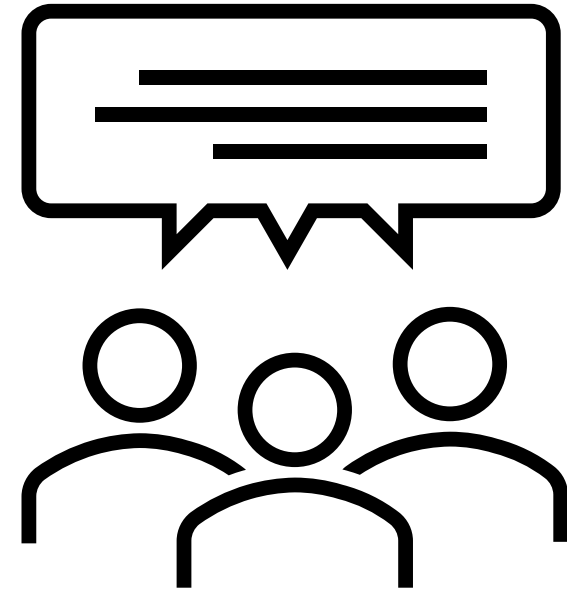
- Assessments and the Merit Hiring Plan
- Chance to Compete Act
- New Resource Centers
- CTAP/ICTAP and USA Hire

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?



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

