

Advisory Board Meeting

July 14, 2026



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

- eOPF Updates
- Shared Recruitments
- Development Updates
- Reporting and Analytics Updates
- Events and Training





Welcome

Jennifer Minor

USA Staffing Program Manager



eOPF

Ismael Ruiz, eOPF Program Analyst

eOPF Updates

Forms Changes: Prevent unauthorized Entry on Duty (EOD) documents transmitting from EOD systems into the OPM eOPF system.

This is a critical part of the OPM eOPF Master Forms List reform project.

Processing Update: 15-day built in delay for transmission of EOD documents authorized for filing in the Official Personnel Folder.

This is to reduce the rate of document feed errors (i.e. missing EOD documents)

Forms Changes: EOD Documents

- DD 214 and DD 215
- SF 15
- SF 61
- SF 75
- SF 144
- SF 144A
- DG 04 Cert of Investigation (adjudication)
- DG 05 Edu Transcripts/Prof. Lic-Certificate
- DG 10 Demo Proj Exit Grade and Pay
- DG 14 Vol Chg to non-Car/Limit Appt outside of Vacancy annc/Referral Cert
- DG 15 Resume/Application
- DG 30 Proof Select Svc Registration
- DG 37 SES Career Appointee
- DG 38 Vol Leaves Comp Svc for Excepted Svc
- DG 39 Service-Connected Disability Rating
- DG 82 Retirement Coverage Determination
- OF 306
- SF 2809 *
- SF 2817*
- TSP 1*

Non-Title 5 agencies that use agency equivalent versions of SF and OF form listed above should inform the EOD system program office for continued transmission.

* These forms are allowed as long term records; however, USA Staffing to eOPF transmission will discontinue by the end of FY 26. Agencies should rely on current employee processes/procedures for admin and document flows.

Processing Update: Built in 15-day Minimum Delay

Request: OPM eOPF PMO formally requested the USA Staffing program office implement a minimum of 15-day delay for transmitting authorized EOD documents to the OPM eOPF system.

Why: Cases of missing EOD documents are caused by EOD documents arriving in the OPM eOPF system before the Employee Data Feed (EDF) creates the proper folder for intake.

When this occurs, then EOD documents populate into folders with the previous employing agency or at National Personnel Record Center (NPRC).

USA Staffing System Changes to Align with eOPF Requirements

- **Remove** government wide and agency specific forms and documents that are not included on the approved list of files that can be transmitted from an EOD system.
 - Expected completion date: September 30, 2026
- **Update** transmission timing across agencies to a minimum of 15 days and a maximum of 30 days.
 - Expected completion date: August 31, 2026
- **Update** the indexing of the:
 - **DG 05:** Transcript document (previously re-indexed as the DG 15: Resume/Application)
 - **DG 39:** Service-Connected Disability Rating (previously re-indexed as the SF 15: 10pt VP)
- **Reduce** customer support requests and manual intervention.

eOPF Delay Configuration in USA Staffing

USA Staffing®

[Staffing](#)[Classification](#)[Recruit](#)[Admin](#)[Reports](#)[Advanced Search](#)

Go To

OPM System Admin - TEST

ADMINISTRATION ▾

Admin Home

Customer Admin

Customer 1 - Linked to Office A

Edit Customer

Customer Information

Onboarding Defaults

History

Customer Information

* - Required

Internal Customer Name *

Customer 1 - Linked to Office A

External Customer Name *

Customer 1 - Linked to Office A

Agency Reference Code

Address 1 *

1900 E St NW

Address 2

Address 3

City *

Washington

State *

District of Columbia

Zip Code *

20415

Country *

United States

Phone Number *

(234) 234-2349

ext.

Fax Number

ext.

HR Owner

Organization Details

USA Staffing Organization *

Organization One

Offices *

Select an Office

Office A

Office B

Office C

Office F

CPDF Organization *

Other Agencies and Independent Organizations

CPDF Agency *

Office of Personnel Management

Agency Logo

eOPF Instance

eOPF Quality Assurance Instance

eOPF Transmission Delay Period

15 days after EOD date

Save

Retire

Cancel



Shared Recruitments

Jenn Reaves, USA Staffing Product Manager

Cathy Lavin, Cross-Gov Hiring Solutions Manager



The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

MEMORANDUM

TO: Heads of Departments and Agencies
FROM: Scott Kapor, Director, U.S. Office of Personnel Management
DATE: June 2, 2026
RE: Current OPM Cross-Government Hiring Actions

The U.S. Office of Personnel Management (“OPM”) has launched a government-wide recruitment effort to attract “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” to Federal service.¹

As part of that effort, OPM has identified 3,529 qualified candidates available to be hired now as part of OPM cross-government hiring actions: 1,829 in digital/Information Technology/tech (including [U.S. Tech Force](#) and [CyberCorps: Scholarship for Service](#)), 928 in project management and project analysis, and 772 in Human Resources (HR), contracting, and finance.

These existing certificates address identified critical agency needs, enabling the government to build pipelines of high-skilled early career and technology talent “to deliver the most skilled technology workforce in the history of the U.S. government and help win the global race for AI dominance.”²

OPM cross-government hiring actions reduce duplicative recruiting, accelerate selections, and give agencies access to candidates who have already completed structured assessments and other vetting steps. Agencies should not wait for a new recruitment cycle when a matching cross-government pool already exists. Agency leadership and Chief Human Capital Officers (CHCOs) should require hiring teams to review applicable pools, request access, identify selecting officials, and move quickly to candidate interviews and selection. Timely communication and selection

¹ White House Domestic Policy Council & OPM, [Merit Hiring Plan](#), at p. 4 (May 29, 2025).

² OPM, [Building the AI Workforce of the Future](#), at p. 1 (December 15, 2025).

Why Shared Hiring?

Strengthens agency hiring efficiency, decreasing time to hire and supporting timely mission delivery

- Easier, more efficient hiring
- Save time through pooled/shared announcements
- Leverage USAJOBS and USA Staffing for candidate recruitment and selection
- Rigorous assessments (USA Hire) and candidate screening
- Make selections up to 12 months after certificates are issued

Shared Certificate Overview

Shared Certificate Type	Candidate Review System	Selection POC	Description	Resources
Agency Shared Certificate Programs	USA Staffing	Agency HR Office	Agency managed certificates shared within a USA Staffing customer, office, organization, or tenant by adjusting customer permissions or Hiring Manager permissions for access.	Agency Specific Guidance
Candidate Inventory	USA Staffing	Agency HR Office	Allows HR and hiring managers within a single USA Staffing organization to directly access available candidates from existing internal certificates .	Candidate Inventory – USA Staffing Resource Center - Agency Specific Guidance
Competitive Service Act	USAJOBS Agency Talent Portal	Shared Certificate Coordinator	Allows agencies to access candidates who have competed for similar positions at other agencies through Delegated Examining procedures.	USA Staffing Shared Certificate Guide Competitive Service Act FAQ Memo ATP Talent Pools Memo
Cross-Government Hiring Actions	USA Staffing and USAJOBS Agency Talent Portal	Shared Certificate Coordinator	Allows agencies to access candidates who have completed structured assessments and other vetting steps through OPM-managed cross-government hiring actions.	Cross-Gov Hiring Actions – Available Certificate and Talent Pool Request Forms ATP Talent Pools Memo
Talent Programs	USAJOBS Agency Talent Portal	Candidate's Current Agency HR Office	Allows agencies to access candidates who have participated in federal programs, such as internships, and may be eligible for non-competitive hiring .	Talent Programs FAQ

Early Career announcements open now with certificates available in August

Pathways (Recent Graduate)

- **Criminal Investigator** (Early Career - Investigations), GS-1811-7/9/11
- **IT Specialist** (Early Career - Information Technology), GS-2210-7/9/11
- **Program Analyst** (Early Career - Strategy & Operations), GS-0343-7/9/11

Open period: June 5 – July 22, 2026

Location: Negotiable After Selection

Assessment methodology: USA Hire assessments

Type of announcement: Excepted service using custom job postings (not searchable on USAJOBS)

Direct Hire Authority

- **Contract Specialist** (Early Career - Procurement), GS-1102-7/9/11
www.usajobs.gov/job/871949300
- **Financial Analyst** (Early Career - Finance), GS-0501-7/9/11
www.usajobs.gov/job/871949900
- **HR Specialist** (Early Career - People), GS-0201-7/9/11
www.usajobs.gov/job/871950000

Open period: June 5 – July 22, 2026

Location: Negotiable After Selection

Assessment methodology: USA Hire assessments

Talent Pools available now in the USAJOBS Agency Talent Portal



Talent Pool	Series-Grade	Announcement link
Project Manager	GS-0343-13	www.usajobs.gov/job/863372900
Contract Specialist	GS-1102-7/9	www.usajobs.gov/job/865948400
Financial Management Specialist	GS-0501-9/11	www.usajobs.gov/job/865949300
HR Specialist (Employee Relations/ Labor Relations)	GS-0201-7/9	www.usajobs.gov/job/865948100
IT Specialist	GS-2210-9/11	www.usajobs.gov/job/866249900
Project Analyst	GS-0343-9	www.usajobs.gov/job/865948900

- ▶ **Certificates and Talent Pools expire:** Starting April 2027
- ▶ **Locations:** Vary by announcement (See each announcement for details)
- ▶ **Assessment methodology:** USA Hire assessments
- ▶ **Referral method:** Delegated Examining, Rule of Many

Cross-Gov Hiring Process

OPM Role

-  **Position description template**
Provides to agencies for classification
-  **Job announcement**
Opens announcement for specific series and grades with minimum qualifications
-  **Assessments**
Applies rigorous assessment strategy (e.g., USA Hire)
-  **Application screening**
Reviews resumes and transcripts for qualifications, eligibility, ICTAP priority, and veteran documents
-  **Certificates**
Issues certificates of qualified eligibles, including priority referrals and veterans' preference

CERTIFICATE OF ELIGIBLES READY

Hiring Agency Role

-  **Request access**
Submit the form to request access to available certificates
-  **Interview candidates**
Schedule interviews to share details about the agency and confirm candidate fit for the job
-  **Notify OPM of selection**
Email CrossGovHiring@opm.gov when ready to make a selection – OPM quickly validates and grants approval to proceed
-  **Extend offer and onboard**
Issue job offer and conduct pre-employment processing per the agency's standard process

Helping HR Professionals optimize cross-gov hiring in USA Staffing®

OPM is implementing new prompts in USA Staffing to help agency HR Specialists better understand when and how to leverage cross-gov hiring for specific positions.

USA Staffing prompts

- USA Staffing will alert an HR Professional that an overlapping recruitment exists and provide clear instructions on how to obtain access to those shared certificates.
- The HR Professional can pause their current hiring effort and research the cross-gov option.
- If cross-gov hiring is *not* a good fit, they may still proceed with an agency-specific recruitment.



USA Staffing will provide a link to active cross-gov JOAs so agencies can decide if the duties align to their position.

- Alert is prompted by overlapping series and grade **or** series, grade, and location.
- The HR Professional must review available cross-gov actions before proceeding.

The screenshot displays the USA Staffing web application interface. At the top, the navigation bar includes links for Staffing, Classification, Recruit, Admin, Reports, and Advanced Search. A search bar and user profile (Jennifer Reaves - TEST) are also visible. The main content area shows a request details page for REQUEST 20260422-62150, with tabs for Request Information and Location Information. A modal window titled "Potential candidates available for your position" is overlaid on the page. The modal contains the following text: "An active cross-government hiring action matches your series and grade. You may be able to save time by requesting access to qualified, vetted candidates in an existing Talent Pool." It also provides instructions: "Review the locations and job announcement to see if it's a good match for your position. Email your agency's Shared Certificate Coordinator to request access to the associated Talent Pool." Below this text are two buttons: "Review announcement for potential match" and "Sign into USAJOBS Agency Talent Portal". At the bottom of the modal are two buttons: "Continue approving my request" and "Delete my request".

USA Staffing®

Staffing Classification Recruit Admin Reports Advanced Search

Go To

REQUEST 20260422-62150

Request 20260422-62150

Request Number 20260422-62150 Customer Baskin Robbins Request Type New Vacancy Status Incomplete

Request Information Location Information

Vacancy to be Created

☐ Vacancy Type

☐ Case Exam

Add New Vacancy

Potential candidates available for your position

An active cross-government hiring action matches your series and grade. You may be able to save time by requesting access to qualified, vetted candidates in an existing Talent Pool.

Review the locations and job announcement to see if it's a good match for your position. Email your agency's Shared Certificate Coordinator to request access to the associated Talent Pool.

Review announcement for potential match

If you already have access to a Talent Pool, you can view it here:

Sign into USAJOBS Agency Talent Portal

Continue approving my request Delete my request

Rating Combination

0343-13

Approve Request Delete Request

The HR Professional is presented with an alert when approving a request to create a new vacancy.

USA Staffing®

StaffingClassificationRecruitAdminReportsAdvanced Search

Go To

2Jennifer Reav

REQUEST 20260422-62150

Request 20260422-62150

Request Number20260422-62150CustomerBaskin RobbinsRequest TypeNew VacancyStatusIncomplete

Request InformationLocation

Vacancy to be

☐ Vacancy Type

☐ Case Exam

Add New Vacancy

Potential candidates available for your position

An active cross-government hiring action matches your series and grade. You may be able to save time by requesting access to qualified, vetted candidates in an existing Talent Pool.

Review the locations and job announcement to see if it's a good match for your position. Email your agency's Shared Certificate Coordinator to request access to the associated Talent Pool

Review announcement for potential match

If you already have access to a Talent Pool, you can view it here:

Sign into USAJOBS Agency Talent Portal

Continue approving my requestDelete my request

Notes0

343-13

Delete Request

Cross-Government Hiring Actions

7 seconds ago · Updated

The U.S. Office of Personnel Management (OPM) has opened several cross-government hiring actions to help recruit for critical roles across federal agencies. Applicants complete the application process once and may be considered by multiple agencies. Follow the instructions in the [USAJOBS Agency Talent Portal \(ATP\)](#) to request access to cross-government Talent Pools.

Qualified, vetted candidates from cross-government hiring actions can be viewed by those who have been granted access in the [ATP](#). For more information, visit the [USAJOBS ATP Help Center](#) or consult your agency's Shared Certificate Coordinator.

If you don't know your agency's Shared Certificate Coordinator, email recruiter-help@usajobs.gov.

Position Title	PP-SER-GR	Locations	Candidates Available?	Link to JOA
Project Manager	GS-0343-13	- Denver, CO - Metropolitan area surrounding Washington, DC - Atlanta, GA - Chicago, IL - Kansas City, MO - Philadelphia, PA - San Antonio, TX - Seattle, WA	Yes	https://www.usajobs.gov/job/863372900
HR Specialist (Employee/Labor Relations)	GS-0201-7/9	- San Diego, CA - Metropolitan area surrounding Washington, DC - Atlanta, GA - Baltimore, MD - Jackson, MS - Philadelphia, PA - Columbia, SC - Dallas, TX - Houston, TX - San Antonio, TX	Yes	https://www.usajobs.gov/job/865948100
Contract Specialist	GS-1102-7/9	- San Diego, CA - Metropolitan area surrounding Washington, DC - Jacksonville, FL - Atlanta, GA - Chicago, IL - Philadelphia, PA - Fort Worth, TX - Houston, TX - Norfolk, VA	Yes	https://www.usajobs.gov/job/865948400
		San Diego, CA		

USA Staffing directs the HR Professional to sign into the USAJOBS Agency Talent Portal to view shared Talent Pools.

USA Staffing®

Staffing

Classification

Recruit

Admin

Reports

Advanced Search

Go To

2

Jennifer Reaves - TEST

REQUEST 20260422-62150

Request 20260422-62150

Request Number
20260422-62150

Customer
Baskin Robbins

Request Type
New Vacancy

Status
Incomplete

Request Information

Location

Vacancy to be

☐ Vacancy Type

☐ Case Exam

Add New Vacancy

Potential candidates available for your position

An active cross-government hiring action matches your series and grade. You may be able to save time by requesting access to qualified, vetted candidates in an existing Talent Pool.

Review the locations and job announcement to see if it's a good match for your position. Email your agency's Shared Certificate Coordinator to request access to the associated Talent Pool.

Review announcement for potential match

If you already have access to a Talent Pool, you can view it here:

Sign into USAJOBS Agency Talent Portal

Continue approving my request

Delete my request

USAJOBS Agency Talent Portal

Resume search

Talent search

Campaigns

Events

Branded search

Welcome Jenn

Shared talent pools

You can use shared talent pools to search for and find candidates that meet your hiring needs. Each talent pool is a list of candidates who are already on an approved shared hiring certificate and ready to be hired.

These candidates have already been vetted for a:

- Series
- Grade
- Promotion potential

There may be talent pools available that you can't see because they weren't shared by your shared certificate coordinator. [Review those talent pools now.](#)

Talent pool title	Number of candidates	Job announcement	Series	Grade	Promotion potential	Location	Certificate expiration	Certificate type
Senior Human Resources Specialist	5	3303747600	0201	GS-13		Washington, District of Columbia	3/26/2027	Rule of Many
Budget Analyst	6	3261349900	0560	GS-7		Philadelphia, Pennsylvania	2/8/2027	Rule of Many
Analyst - Test 2	5	3261349900	0343	GS-9		Boston, Massachusetts	1/8/2027	Rule of Many
Magotest	1	3301688800	2210	GS-11	GS-12	Remote	5/13/2026	Rule of Many
CX Specialist	3	3301688800	0343	GS-9	GS-11	Washington, District of Columbia	6/21/2026	Rule of Many
HR Specialist Test 1	2	3301688800	0201	GS-9	GS-11	Washington, District of Columbia	9/2/2026	Rule of Many

If the HR professional continues with an agency-specific recruitment, USA Staffing asks them to document their reasons for not using the cross-government hiring action.

USA Staffing®

REQUEST 20260422-62150

Request Number: 20260422-62150, Customer: Baskin Robbins, Request Type: New Vacancy, Status: Incomplete

Potential candidates available for your position

An active cross-government hiring action matches your series and grade. You may be able to save time by requesting access to qualified, vetted candidates in an existing Talent Pool.

Review the locations and job announcement to see if it's a good match for your position. Email your agency's Shared Certificate Coordinator to request access to the associated Talent Pool.

[Review announcement for potential match](#)

If you already have access to a Talent Pool, you can view it here:

[Sign into USAJOBS Agency Talent Portal](#)

[Continue approving my request](#) [Delete my request](#)

Why are you opting not to use available cross-government hiring action?

Please indicate the reason(s) for choosing to proceed with this hiring action.

- ☐ I'm clearing CTAP/ICTAP
- ☐ I'm using an agency-specific Direct Hire Authority
- ☐ This position is outside of Title V
- ☐ The cross-government hiring action does not align with my area of consideration
- ☐ The cross-government hiring action does not align with the duties of this position
- ☐ The cross-government hiring action does not fully cover the desired locations and/or grades
- ☐ The hiring manager(s) already reviewed available candidates from cross-government hiring action and did not make a selection
- ☐ I'm pursuing access to the cross-government hiring action but wish to proceed with this hiring action as well
- ☐ Gaining access to the cross-government hiring action is too cumbersome
- ☐ Other reason(s) not listed

[Cancel](#) [Submit and continue approving request](#)

 HR must provide a response to move forward.



Talent Pools

Lauren Foreman, USAJOBS HR Specialist

Viewing Talent Pools

- Log into [USAJOBS · Agency Talent Portal](#)
- Click “Talent Search” and then “Talent Pools”
- Review the resumes on the Talent Pools shared with your agency by clicking on the Talent Pool title
- You can find additional Talent Pools that may have not been shared with your agency by clicking “Review those talent pools now” – Email your agency’s Shared Certificate Coordinator (SCC) the Talent Pool you’d like shared with your agency
- Find your agency’s SCC by clicking “My Account” in ATP – you’ll see their name and email on the right rail of your account information

The screenshot displays the USAJOBS Agency Talent Portal interface. The top navigation bar includes links for Help, My Account, and Sign Out. The main content area is titled 'Welcome Ryan' and features a 'Shared talent pools' section. This section lists vetted candidates and provides a link to 'Review those talent pools now'. Below this is a table of shared talent pools with columns for Title, Candidates, Job Announcement, Series, Grade, Promotion Potential, Location, Certificate Expiration, and Certificate Type. A red box highlights the 'Talent search' tab and the 'Review those talent pools now' link. A red arrow points from the link to the 'Available talent pools' section. The 'Available talent pools' section lists additional talent pools with columns for Talent Pool Type, Title, Candidates, Job Announcement, Series, Grade, Promotion Potential, Location, Certificate Expiration, Certificate Type, and Created Date.

Talent pool title	Number of candidates	Job announcement	Series	Grade	Promotion potential	Location	Certificate expiration	Certificate type
Project Analyst, GS-0343-09_DC Metro	161	865948900	0343	GS-9		Washington, District of Columbia	6/3/2027	Rule of Many
HR Spec (ER/LR), GS-0201-09_San Antonio, TX	51	865948100	0201	GS-9		San Antonio, Texas	5/18/2027	Rule of Many
HR Spec (ER/LR), GS-0201-07_Philadelphia, PA	24	865948100	0201	GS-7		Philadelphia, Pennsylvania	5/18/2027	Rule of Many
HR Spec (ER/LR), GS-0201-07_San Antonio, TX								
HR Spec (ER/LR), GS-0201-07_San Antonio, TX								

Talent pool type	Talent pool title	Number of candidates	Job announcement	Series	Grade	Promotion potential	Location	Certificate expiration	Certificate type	Created Date
CGA	Financial Mgmt Spec, GS-0501-09_DC Metro	37	865949300	0501	GS-9		Washington, District of Columbia	5/17/2027	Rule of Many	6/30/26
CGA	Financial Mgmt Spec, GS-0501-11_DC Metro	33	865949300	0501	GS-11		Washington, District of Columbia	5/17/2027	Rule of Many	6/30/26
CGA	Project Analyst, GS-0343-09_Houston, TX	100	865948900	0343	GS-9		Houston, Texas	6/3/2027	Rule of Many	6/4/26
CGA	Project Analyst, GS-0343-09_Chicago, IL	38	865948900	0343	GS-9		Chicago, Illinois	6/3/2027	Rule of Many	6/3/26
CGA	Project Analyst, GS-0343-09_Dallas, TX	114	865948900	0343	GS-9		Dallas, Texas	6/3/2027	Rule of Many	6/3/26

Using Talent Pools

- Once your agency's SCC shares the Talent Pool, you can view resumes by clicking on the Talent Pool title
- If you would like to select a candidate from a Talent Pool, email your agency's SCC to get access to the certificate in USA Staffing
- Talent Pools are a certificate preview – all selections must happen in the official certificate in USA Staffing

USAJOBS Agency Talent Portal

Help | My Account | Sign Out

Resume search | Talent search | Campaigns | Events | Branded search | Administration

[Talent pool dashboard](#) > Candidates

Financial Mgmt Spec, GS-0501-09_ DC Metro

Created by: [Jennifer Rowe](#) / Office of Personnel Management

Select all candidates that have been chosen by an agency. You can also **remove** candidates who are no longer interested. Changes to this list are visible to all agencies that use this talent pool.

When this talent pool is no longer needed, you may [archive](#) it.

Financial Mgmt Spec, GS-0501-09_ DC Metro						
Rule of Many certificate						
Job announcement	Series	GS grade or equivalent	Location	Certificate number	Certificate issue date	Certificate expiration date
865949300	0501	GS-9	Washington, District of Columbia	20260512-CABT-019	5/12/2026	5/17/2027

Randy Holmes
Preference eligible - CPS ✓

[Remove](#)
☐ Selected

Stephanie Williams
Preference eligible - CPS ✓

[Remove](#)
☐ Selected

Alioune Cisse
Preference eligible - CPS ✓

[Remove](#)
☐ Selected



USA Staffing Development Updates

Jennifer Reaves, USA Staffing Product Manager

Adding Nature of Action (NOA) & Legal Authority Codes (LAC)

Adding these critical data points closes the gap between hiring intent and execution and gives agencies meaningful metrics for OPM data calls.

One hiring-related NOA & up to two LACs may be associated with new hire records from the onboard new hire request, audit selection, and new hire overview pages.

NOA & LAC will be visible in the new hire record to inform decisions – such as forms and tasks to be assigned – based on the method used to bring that individual into the position.

Codes can be made available to receive via New Hire Interconnection.

USA Staffing® Development

NEW HIRE CLARA OSWALD

Overview Assignments Questionnaires

Email: CLARAOSWALD890@GMAIL.COM
New Hire #: HY9Q5-R3F3
Projected EOD Date: --

Position Title: Budget Analyst
Pay Plan-Series-Grade: GS-0560-11
Customer: Customer A
Office: Philadelphia Services Branch

Request #: 20260706-40355

Status: Active

First Day of Duty: Verify Arrival

Activity Summary: On

Onboarding Information Notification History Data Transmission History

Documents 0 Notes 0 History

Summary

Offer Information

Invitation: --

Tentative Offer: --
Text Alert: ☐

Official Offer: --

Position Information

Position Description #: 123

Position Sensitivity and Risk: Non-sensitive (NS)/Low Risk

Security Clearance: Not Required

PCS Eligible: ☐

Duty Location: Reed City, Michigan, United States

Salary: --

Projected Entrance-On-Duty Date: --

Effective Date of Appointment: --

Other Information

Contacts

Supervisor/Manager: Angel Velarde

Onboarding Process Owner: Brandon Patterson

HR Contacts: Test HR

Benefits Contacts: Alex Young

Payroll Contacts: Kavia Chappell

Another Amazing Contact: ☐

Tags

New Hire Tags:

Personnel Action Details

Nature of Action Code: 100: CAREER APPOINTMENT, (CAREER APPT)

Legal Authority Code #1: YTF: U.S. TECH FORCE FELLOWSHIP APPOINTMENT ...

Legal Authority Code #2: J8M: P.L. 107-288. VETERANS RECRUITMENT APPOI...

Save

Target delivery: July 23, 2026

Empowering agencies to reset New Hire login.gov authentications

HR users with permission to 'Reset New Hire Authentication' may now clear incorrectly applied login.gov authentications.

Previously, agencies had to submit a helpdesk ticket for OPM to clear the authentication – adding complexity and time to hire.

Once cleared, new hires can re-authenticate with the appropriate email/contact info and re-accept the job offer.

Update HR User permission profiles if you want your users to manage this step without contacting our helpdesk. This permission is automatically enabled for Office Administrators.

Target delivery: July 23, 2026

The screenshot displays the USA Staffing system interface. At the top, there's a navigation bar with 'USA Staffing' and a 'Development' status indicator. Below this, the user 'NEW HIRE CARMEN ORTIZ' is selected. The main content area shows a summary of the new hire's information, including email (CLARAOSWALD890@GMAIL.COM), position title (Aerospace Engineer), and various identification numbers. A modal dialog titled 'Reset login.gov authentication' is overlaid on the screen, asking for confirmation to remove the current authentication. The dialog includes a 'Confirm' button and a 'Cancel' button. A green arrow points from the 'Clear Authentication' button in the bottom right corner of the main interface to the 'Confirm' button in the modal dialog.

USA Staffing® Development

NEW HIRE CARMEN ORTIZ

Overview Assignments Questionnaires Position Information (DNM)

Email: CLARAOSWALD890@GMAIL.COM
New Hire #: H2BWL-SN4Z
Projected EOD Date: --

Position Title: Aerospace Engineer
Pay Plan-Series-Grade: GS-0861-13
Step: --
Customer: Customer A
Office: --

Request #: 20260302-256
Vacancy #: 10071393
Announcement #: 12342-JR-26-1
Certificate #: --

Onboarding Information

Summary

Offer Information

Invitation

Tentative Offer

Accepted: 7/6/2026

Login.gov/USAJOBS Username: claraoswald890@gmail.com

Text Alert: ☒

Official Offer

Reset login.gov authentication

This will remove the new hire's current login.gov authentication from this new hire record. The login.gov account will not be deleted. The new hire will need to re-authenticate to regain access. Continue?

Confirm Cancel

Clear Authentication

Adding optional, structured data elements to Requests/RPI

New 'Optional Details' area in Requests where dynamic, reportable data elements may be added to Requests.

We will publish the initial list of 'Attributes' and can add more as needed. These do not have firm definitions and may be mapped to internal systems or processes.

You may add as many of each attribute as needed.

RPI agencies will be able to send data mapped to these fields rather than the unstructured 'Additional Info' text box.

The screenshot displays the USA Staffing web application interface. At the top, there is a navigation bar with links for Home, Staffing, Classification, Admin, Reports, and Advanced Search. A search bar is located on the right. Below the navigation bar, the page title is 'REQUEST 20260706-40355'. The main content area is divided into tabs: 'Request Information', 'Location Information', and 'Other Information'. The 'Other Information' tab is currently selected. Below the tabs, there is a section titled 'Optional Details' with a '+ Add details' button. The section contains a table with the following data:

Attribute	Value	Actions
Agency Head Approval Received	7/1/26	✕
Vice Employee Name	Heinz	✕
Region	Western	✕
Service Center, Line, Unit, Group, or Team	VISN 12	✕
Hiring Initiative	TechForce	✕
Service Center, Line, Unit, Group, or Team	Team Awesome	✕
Service Center, Line, Unit, Group, or Team	Stanley Unit	✕

Target delivery: August 2026

Adding Position Number to Requests, New Hires, and RPI

Position Number will be a key data element for our Core HCM integration and flow through Requests into the New Hire record.

Position Number is a code that uniquely identifies a specific position, distinct from the position description number, request/52 tracking number, employee ID, and other fields captured in USA Staffing today.

It will be optional for requests and available to send via RPI.

Target delivery: TBD

The screenshot displays the USA Staffing web application interface. At the top, the navigation bar includes 'USA Staffing', a 'Development' badge, and links for 'Staffing', 'Classification', 'Admin', 'Reports', and 'Advanced Search'. A search bar and user profile 'Will Grenz - OPM' are on the right. The main header shows 'REQUEST 20230403-14514'. Below this, a breadcrumb trail reads 'Request 20230403-14514'. The form is divided into tabs: 'Request Information', 'Location Information', 'Other Information', and 'Staffing Approach'. The 'Request Information' tab is active, showing fields for 'Request Number' (20230403-14514), 'Requesting Customer' (Customer A), 'Request Type' (New Vacancy), 'Requester' (Automated Abbott), and 'Request Process Owner'. A 'Generate' button is next to the Request Number field. The 'Position Number' field is highlighted with a green box. Below the form, the 'Position Descriptions' section shows a table with columns for 'Position Description #', 'Position Title', 'Pay Plan', 'Series', 'Grade(s)', and 'Specialties'. A table with one row is visible, containing '123', 'test', 'GS', '0201 - Human Resources Mana...', and 'x 9'. An 'Add Position Description' button is at the bottom. The 'Request Tracking Dates' section at the bottom has fields for 'Hiring Need Validated Date' and 'Request Personnel Action Date'.

USA Staffing® Development

Staffing Classification Admin Reports Advanced Search

Go To

Will Grenz - OPM

REQUEST 20230403-14514

Request 20230403-14514

Request Number 20230403-14514 Customer Customer A Request Type New Vacancy Status Incomplete

Request Information Location Information Other Information Staffing Approach

Documents 0 Notes 0 History

Request Information * = Required

Request Number * 20230403-14514 Generate

Requesting Customer * Customer A

Request Type * New Vacancy

Requester * Automated Abbott

Request Process Owner

Position Number

Request Tags

Position Descriptions 1

Add all position descriptions that cover the duties and promotion potential of this position. ☐ Interdisciplinary Position

☐	Position Description #	Position Title	Pay Plan	Series	Grade(s)	Specialties
☐	123	test	GS	0201 - Human Resources Mana...	x 9	

Add Position Description

Request Tracking Dates

Hiring Need Validated Date

Request Personnel Action Date

Feedback Opportunity

We want to hear what you think!

Rate each enhancement on the value it will add and how widely used you expect it to be within your agency.

Scan the QR code or go to
menti.com and enter code

9539 3510



Where in the New Hire record should Position Number be displayed?



Scan the QR code or go to
menti.com and enter code

9539 3510

Overview > Position Information

Header



USA Staffing® Development

Staffing Classification Admin Reports Advanced Search

Go To Will Grenz - OPM

NEW HIRE ROBBIE SHORT

Overview Assignments Questionnaires

Email: WILL.GRENZ.TEST+ROBBIE@GMAIL.COM
New Hire #: HVIKT-G11W
Projected EOD Date: 6/8/2026
Position #: 778954

Position Title: testing RI
Pay Plan-Series-Grade: GS-0006-14
Customer: Customer A
Office: Philadelphia Services Branch

Request #: 20260529-23711
Status: Active
First Day of Duty: Verify Arrival
Activity Summary

Onboarding Information Notification History Data Transmission History Documents Notes History

Summary

Offer Information

Invitation: --

Tentative Offer
Accepted: 5/29/2026
Login.gov/USAJOBS Username: will.grenz.test+robbie@gmail.com
Text Alert: ☐

Official Offer
Accepted: 6/5/2026
Clear Authentication

Position Information

Position Number: 90078521

Position Description #: 123

Position Sensitivity and Risk: --

Security Clearance: Not Required

PCS Eligible: ☐

Duty Location: Titusville, Florida, United States

Salary: --

Projected Entrance-On-Duty Date: 06/08/2026

Effective Date of Appointment: 06/12/2026

Other Information

Contacts

Supervisor/Manager: Dana Robinson

Onboarding Process Owner: Jessica Link

HR Contacts: Test HR

Benefits Contacts:

Payroll Contacts: Kavia Chappell

Another Amazing Contact:

Tags

New Hire Tags:

Personnel Action Details

Nature of Action Code: 100: CAREER APPOINTMENT. (CAREER APPT)

Legal Authority Code #1: KMM: REG 315.202. CONV. TO CAREER TENURE.

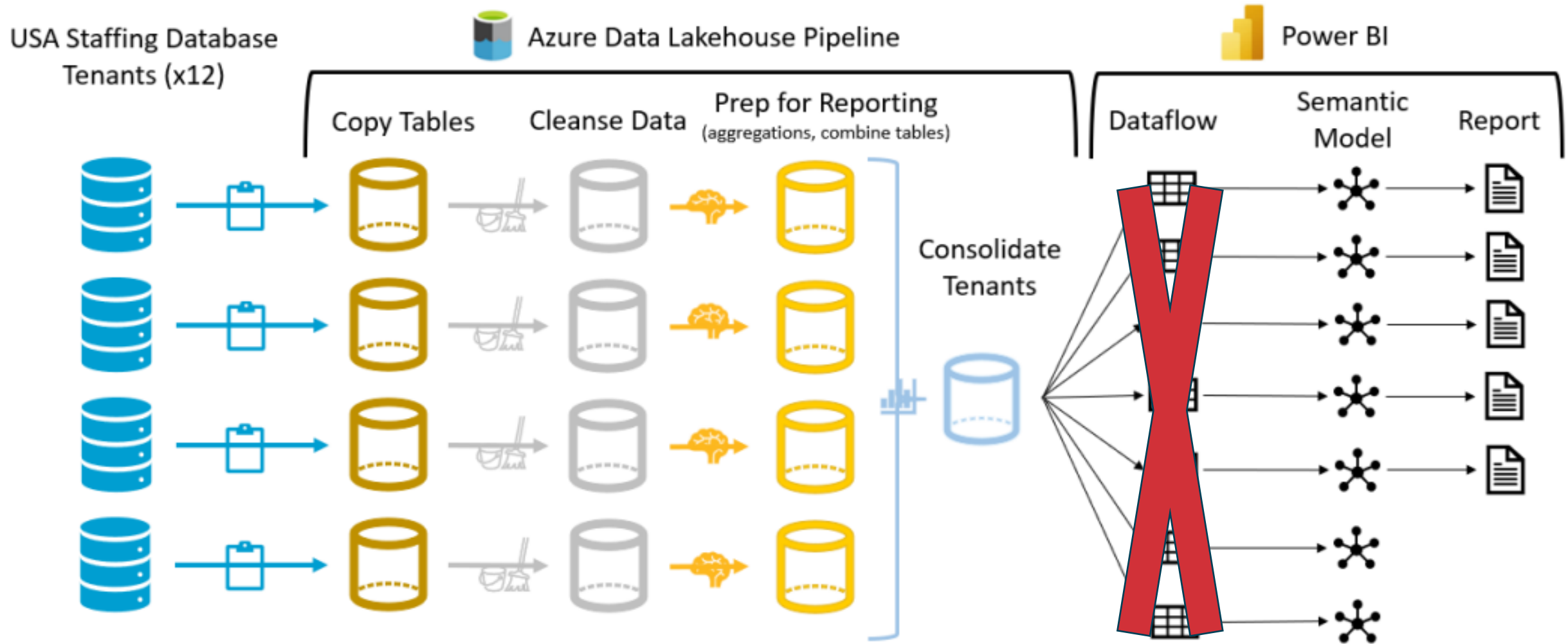
Legal Authority Code #2: Select a legal authority code...



Reporting and Analytics Updates

Ian Parsons, USA Staffing Reporting Team Lead

Data Refresh Process Improvements



Data Refresh Process Improvements

Monday through Friday

	12 AM	1 AM	2 AM	3 AM	4 AM	5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM	9 PM	10 PM	11 PM
Data Lake Refresh		Data Lake Refresh 1								Data Lake Refresh 2				Data Lake Refresh 3										
Power BI Refresh					Power BI Refresh 1								Power BI Refresh 2				Power BI Refresh 3							

Saturday

	12 AM	1 AM	2 AM	3 AM	4 AM	5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM	9 PM	10 PM	11 PM
Data Lake Refresh		Data Lake Refresh 1															Data Lake Refresh 2							
Power BI Refresh					Power BI Refresh 1															Power BI Refresh 2				

- *No refreshes on Sundays to allow for USA Staffing database indexing
- *Deployments will affect refresh schedule: [Release Schedule](#)
- *Updated data appears in Power BI semantic models and reports following completion of the Power BI refresh process

Reporting User Satisfaction Survey

The bi-annual customer satisfaction survey launched on Monday July 6 and will close on Friday July 24.

The survey is designed to gather in-depth and comprehensive feedback about products and services provided by the USA Data teams over the last 6 months, including:

- **Business Intelligence Tool**
- **Data and Reports**
- **Interconnections**
- **Workgroups**
- **Training**
- **Support**
- **USA Staffing Reporting Program**

Survey invitations were sent from USASurvey@surveys.opm.gov.

Thank you for taking the time to complete the survey!



Events

Events & Training

July 16

Reporting Consumer Forum

July 21

Customer Sprint Review

July 23

Reporting and Analytics Working Group Meeting

August 6

Reporting Author Forum

August 20

Reporting Consumer Forum



Training

July 15

Virtual Mixed Agency Onboarding Training

August 3-7

Virtual Mixed Agency USA Staffing Training w/Onboarding

August 12

Virtual Mixed Agency Onboarding Training

August 18

Power BI Consumer Training

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

