

## Advisory Board Meeting

December 4, 2024



# Ground Rules

## Questions:

Use the Chat in Microsoft Teams to ask questions. The Q&A 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

- FY 2024 Review
- FY 2025 Priorities
- Azure Migration Update
- Purging Update
- SORN Reminders
- New Product Roadmap Overview
- Online Help & Resource Centers Upgrade
- Reporting
- Upcoming Events





# FY 2024 Review

Bridget Dongarra, USA Staffing Program Manager



# USA Staffing Our Team





# Fall 2024 Customer Experience Survey

**100%**

Positive Response Rate

Use Services Again

**97%**

Improves  
Organization's  
Effectiveness

**93%**

Handling Problems  
or Mistakes

**93%**

Value of Products  
and Services  
Received

**92%**

Overall Satisfaction

**92%**

Helpful in Achieving  
Human Capital  
Objectives

**90%**

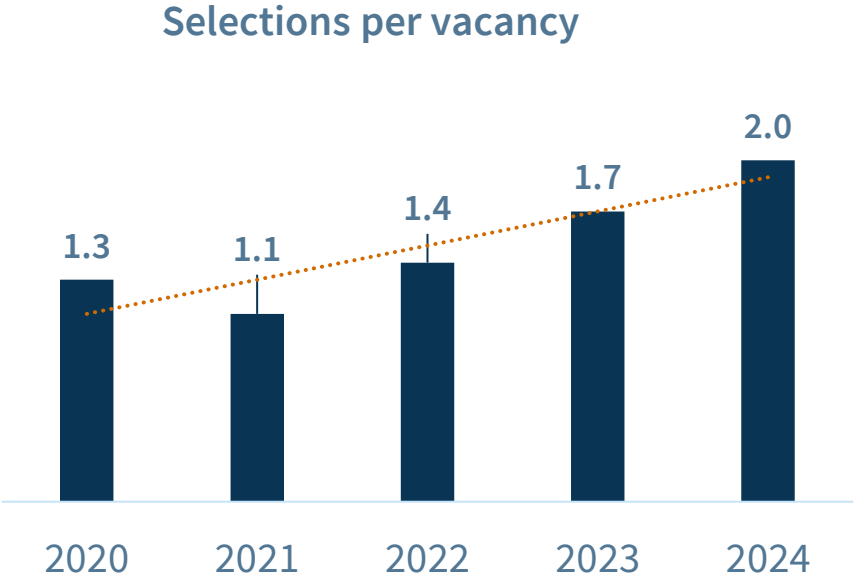
Offers Innovative  
Solutions

**87%**

Design Meets  
Customer Needs

*"Customer Service provided by our Account Manager and the FootPrints Help Desk Team is wonderful. We have appreciated this support over the years to enable us to better work with our internal customers. The level of support provided covers responsiveness, knowledge, and patience."*

# FY24 Trends Across USA Staffing



	Jobs Announced	<b>340,958</b>
	Applications Received	<b>15,752,490</b>
	Referrals	<b>8,119,232</b>
	Selections	<b>692,087</b>
	New Hire EODs	<b>446,175</b>

# Feature Adoption

## Candidate Inventory

30,779

Vacancies enabled

3,486

Certificates shared

279

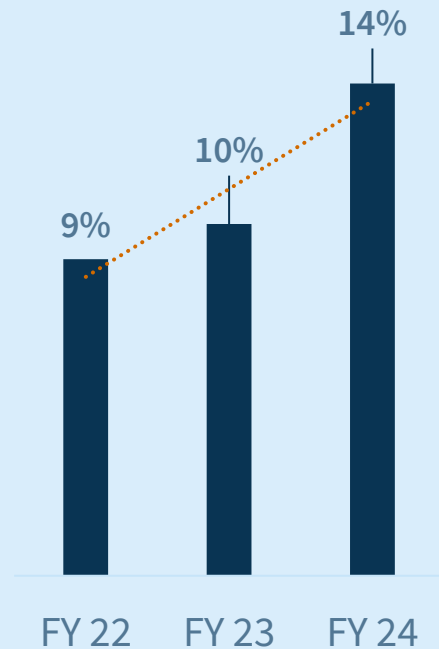
New Hires sourced

15,824

Candidates available

## USA Hire

% of eligible  
announcements



## Structured Resume Review

677

Vacancies used SRR to date

331

New Hires selected using SRR to date

## New Hire Activity Summary

4 days

of onboarding time saved on average

*after the release of the New Hire Activity Summary*



# Recently Completed

These work items were completed in the previous three months. For more information about an individual item, please view the [corresponding Release Notes](#)

Item #	Name	Description	Area	Interested Agencies
<b>Release 25.02 – November 14, 2024</b>				
249486	Add saved search capabilities to Advanced Search	Allow Human Resources and Onboarding users to save named sets of filter/search criteria in Advanced Search so they can quickly search vacancies, announcements, position descriptions, and more without having to manually reenter the criteria each time.	Search	
261861	Resolve Accessibility Issues within Hiring Manager Reviews	Address known accessibility issues and improve the ability of all Hiring Manager users to successfully use Hiring Manager Reviews.	Hiring Manager	DOL
224015	Enable Multiple RPI Vendors in USAS Organizations	Allow for multiple RPI vendors within an Organization to accommodate agencies that use multiple personnel systems.	RPI	
<b>Release 25.01 – October 18, 2024</b>				
146298	Add Email Address to User Drop-down Lists	Adds a visible and searchable email address to user drop down lists so that users may easily differentiate between staff members with similar or identical names.	Request	

Item #	Name	Description	Area	Interested Agencies
<b>Release 17.2 - September 20, 2024</b>				
259563	Add Multi-Select Filtering Options to Tasks and New Hires Dashboard	Allow users to select multiple options on certain fields when filtering on the Tasks and New Hires dashboards to improve usability around managing new hires.	Dashboard	DOD; VA
146068	Expand Additional Selection Request Creation from Certificate	Grant HR users the ability to create and approve requests in bulk within a certificate (increasing from 10 to 100) and improve performance.	Request	DOD; IRS; NASA; Treasury
138937	Separate Create and Edit Request Permission	Separate the ability to create a request and edit a request so that customers may require the use of RPI or limit who may create a request.	Request	USDA; VA
138941	Accept linked Vacancies for Requests created via RPI	Allow agencies to send Vacancy and Workflow information associated with an Additional Selection Request over the Request Processing Interconnection to expedite request approval.	RPI	NASA; Treasury; VA
<b>Release 17.1 - August 23, 2024</b>				
155257	Structured Resume Review Refinements	Adjust Structured Resume Review logic to better communicate applicant status and account for HR adjudications on screen-outs related to eligibility and conditions of employment.	Reviews	DOE; HHS; Treasury



# FY 2025 Priorities

Bridget Dongarra, USA Staffing Program Manager



# USA Staffing FY25 Strategic Priorities

**Vision:** Advance agency missions by delivering an optimized federal hiring experience that connects talent with opportunity.

## People



### Priority 1.0

Nurture a workplace culture that values empathy, collaboration, and innovation

## Partnerships



### Priority 2.0

Collaborate on user experience research and design to strengthen strategic customer partnerships

### Priority 3.0

Mature agency hiring processes and maximize feature adoption through data-driven consulting support

## Solutions



### Priority 4.0

Focus on highest value system enhancements that address key challenges and opportunities

## Innovation



### Priority 5.0

Keep USA Staffing current by maximizing modern technology practices and solutions



# Azure Migration

Bridget Dongarra, USA Staffing Program Manager

# Azure Migration Overview

USA Staffing is planning to migrate the Stage environment to Azure the week of February 10, 2025.

- Stage will experience 1-2 hours of downtime to achieve the migration
- Customer users accessing Stage should not experience any impacts following migration.
- Customers with Request Processing and New Hire Interconnections will be asked to verify connectivity to new IP addresses following the Stage migration.
- Customers with Data APIs will be issued new Stage tokens following the Stage migration.

**Production and Training environment migration dates will be announced.**

- Production and Training migration will require some downtime.
- We are preparing for as early as April or May – however, we are monitoring some dependencies that may shift that date further into the future.





# Purging

Bridget Dongarra, USA Staffing Program Manager

# Purging Overview

## What is Purging?

Data purging involves the systematic removal or deletion of obsolete, redundant, or unnecessary data from our systems. This process ensures that only relevant and essential information is retained, enhancing system efficiency and security.

## Why is Purging necessary?

Data purging is crucial for maintaining data security, ensuring compliance with NARA data requirements, and optimizing the use of storage resources.

## What are the benefits of Purging?

- **Managing Liability.** Purging data reduces agencies' liability on older, purged cases. While some information may be available through reporting, there is no way to fully reconstruct these cases.
- **User Experience:** Users will have only the most relevant and recent data on dashboards and in search results.
- **Improved System Performance:** Enhanced system speed and efficiency by reducing data volume.
- **Cost Savings:** Decreased storage costs and reduced maintenance requirements, especially once USA Staffing migrates to the Azure cloud.



# SORN Reminders

Bridget Dongarra, USA Staffing Program Manager



# Medical and Biometric Records Cannot Be Collected or Stored in USA Staffing

- USA Staffing is not covered by SORNs OPM GOVT-10 or by OPM CENTRAL-9.
- Therefore, agencies **may not** use USA Staffing for the collection nor storage of medical records, vaccination information or fingerprint cards in a new hire's record.

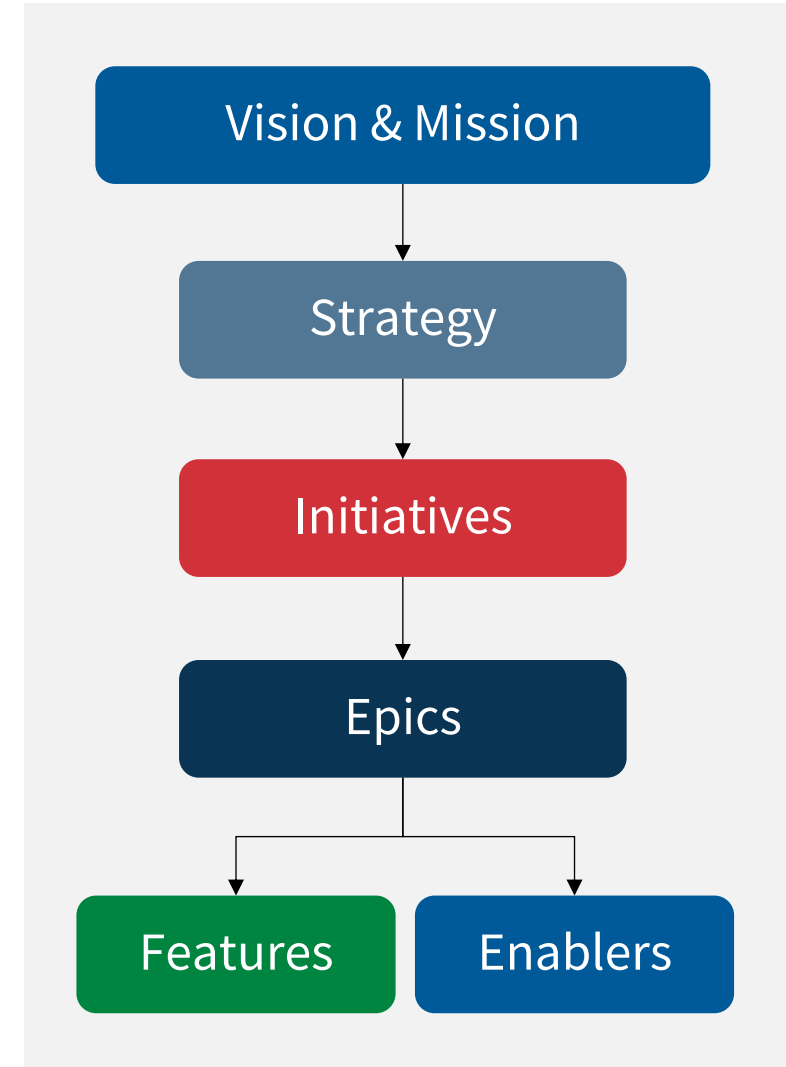


# New Product Roadmap Overview

Jenn Reaves, USA Staffing Product Manager

# Product Roadmap

- The new USA Staffing Product Roadmap provides an overview of research and development work currently underway or planned for the upcoming quarter
- It describes program-wide initiatives aimed to address the most pressing user needs and includes estimated timelines where possible





# Feature Highlights

Jenn Reaves, USA Staffing Product Manager

# SMS Text Alerts



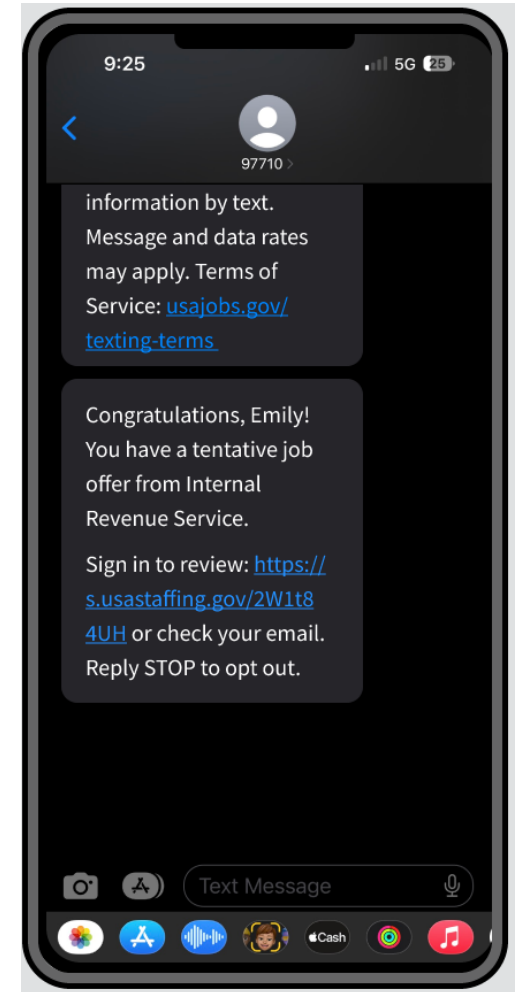
## Objective

Enable SMS text messages to Applicants and New Hires to increase response rate and decrease response time for Tentative Job Offers.

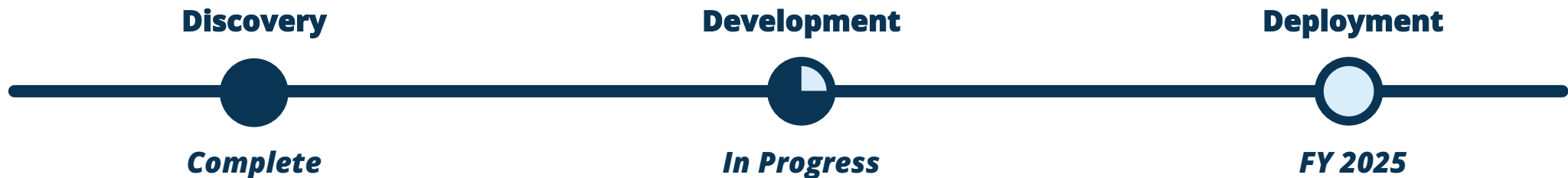


## In Scope

- Job Seekers opt-in via their USAJOBS profile to receive SMS text messages
- SMS text messages will add to, and not replace, email notifications
- Baseline feature set will alert applicants of Tentative Job Offers
- Agencies will be able to opt-in/out at Customer and New Hire levels
- Additional notifications research to explore improvement of notifications and possible expansion of text notifications beyond TJOs



## Timeline





# Mass New Hire Notifications from NH Dashboard



Objective

Help HR stay connected with new hires in high-volume recruitments by sending notifications to multiple new hires at once



In Scope

- Tentative Job Offers, Invitations and Custom onboarding notifications
- Notifications without attachments



Timeline

- Stage: Dec 16
- Production: Jan 9

The screenshot displays the USA Staffing NH Dashboard. The main area shows a list of 16 new hires, each with a checkbox and a 'Send Notification' button. A modal window titled 'Preview Notification' is open, showing a warning message: 'The following data inserts within this notification are not populated because the data is missing: Step'. Below the warning, the notification content is previewed, including a 'To' field with multiple recipients, a 'Reply To' field with 'jennifer.reaves@opm.gov', and a 'Subject' field with 'Standard TJO for testing'. The previewed email body reads: 'Dear Applicant, This is a tentative offer for the Lunch Box Designer in Baltimore, Maryland, United States. Job Offer Details are: GS-0201-11- Promotion Potential: Please click on the the link below to take action on this offer: https://onboard-dev.usastaffing.gov/?selectee=25f5ff63-9ac3-450b-9a48-21228ff4d256&type=tentative Thank you, Andrea Brown'. At the bottom of the dashboard, a red box highlights the 'Send Notifications' button.



# Online Help & Resource Centers Upgrade

David Long, User Support Branch Manager

# Online Help & Resource Centers Upgrade Features and Benefits

The screenshot displays the 'Hiring Manager Resource Center' interface. At the top left, it says 'Hiring Manager Online Help' and 'Kasey Acres' with a dropdown arrow. The main header features a dark blue background with a magnifying glass icon and the text 'Hiring Manager Resource Center'. A search bar is positioned in the center of the header. Below the header is a red banner with the 'OPM | USA Staffing' logo. The main content area is titled 'System Areas' and contains five buttons: 'Navigation Bar', 'Dashboard', 'Assignments', 'Request to Fill', and 'Candidate Inventory'. Below this are two columns: 'Getting Started' with links for logging in, smart card registration, and clearing cache; and 'Additional Resources' with links for hiring manager videos and event logs. The footer includes the text 'An official website of the U.S. Office of Personnel Management.' and a row of links: 'About OPM', 'Terms and Conditions of Use', 'Privacy policy', 'Accessibility', and 'Vulnerability Disclosure Policy'.

## Upgrade Features and Benefits:

- Modern design
- Faster page loads
- Improved search
- User feedback
- Use metrics
- Hiring Manager “Go Live” date of January 9, 2025

# Online Help & Resource Centers Upgrade Features and Benefits (cont.)

## Upgrade Features and Benefits:

- Improved navigation & content structure
- New “Area Overview” and “Related Task” sections
- HM articles have a “Go Live” date of January 9, 2025

Hiring Manager Online Help

Hiring Manager Help > Navigation Bar > Profile > Area Overviews

Articles in this section  
Navigation Bar Overview  
Profile Overview  
Login Overview

### Profile Overview

3 months ago · Updated

The Hiring Manager Profile page is where you view or update your user information. To access this page, select your **User Account** on the Navigation Bar then select **Profile**. The following elements are displayed on this page:

USA Staffing®

#### User Profile

KaseyAcres@opm.gov

First Name\* Kasey Middle Initial Last Name\* Acres  
Position Title Pay Plan Grade  
Address 1\* 11001 Street NW Address 2 Room/Suite  
City\* Washington Country\* United States State\* District of Columbia Postal Code\* 20413  
Phone Number\* 202-555-5555 Phone Ext. Fax Number Fax Ext.

Save

- **First Name.** This is your first name.
- **Middle Initial.** This is your middle initial. This field is optional.
- **Last Name.** This is your last name.
- **Position Title.** This is your position title. This field is optional.
- **Pay Plan.** This is your pay plan.
- **Grade.** This is your grade.
- **Address 1.** This is your address.
- **Address 2.** This is your address. This field is optional.
- **Room/Suite.** This is your room number. This field is optional.
- **City.** This is the city listed in your user account.
- **Country.** This is the country where you reside.
- **State.** This is the state listed in your user account.
- **Postal Code.** This is the zip code listed in your user account.
- **Phone Number.** This is your work phone number.
- **Phone Ext.** This is your work phone number extension. This field is optional.
- **Fax Number.** This is your work fax number. This field is optional.
- **Fax Ext.** This is your work fax number extension. This field is optional.

Related to  
Profile

Was this article helpful?

Yes No

0 out of 0 found this helpful

An official website of the U.S. Office of Personnel Management.

About OPM Terms and Conditions of Use Privacy policy Accessibility Vulnerability Disclosure Policy

# System Status Page

## Provides self-service status for:

- USA Staffing Production
- USA Staffing Stage
- USA Staffing Data

## Includes:

- Description of the Issue
- When it Started
- Area/Environment Impacted
- Projected Resolution Time
- Proposed Work-Around (if available)

### Current System Status

a few seconds ago · Updated

**All Systems Operational**

USA Staffing	Operational
USA Staffing Stage	Operational
USA Staffing Data	Operational

### Current System Status

a few seconds ago · Updated

**USA Staffing is Currently Experiencing an Isolated Issue**

Start	Projected Resolution	Issue Description	User/Environment Impact	Workaround
August 13 at 2pm ET	August 15 at 12pm ET	Notifications are not being sent within the VA and DoD tenants. Our Technical Team is currently working on a solution.	Notifications	None
USA Staffing Stage		Operational		
USA Staffing Data		Operational		

### Current System Status

a few seconds ago · Updated

**USA Staffing is Currently Experiencing a System-Wide Issue**

Start	Projected Resolution	Issue Description	User/Environment Impact	Workaround
August 13 at 2pm ET	August 15 at 12pm ET	Notifications are not being sent for all tenants. Our Technical Team is currently working on a solution.	Notifications	None
USA Staffing Stage		Operational		
USA Staffing Data		Operational		



# Online Help, System Status & Resource Center Upgrade Timeline





# Reporting

Joyce Wentz, Data Product Development Branch Manager

# Power BI Implementation

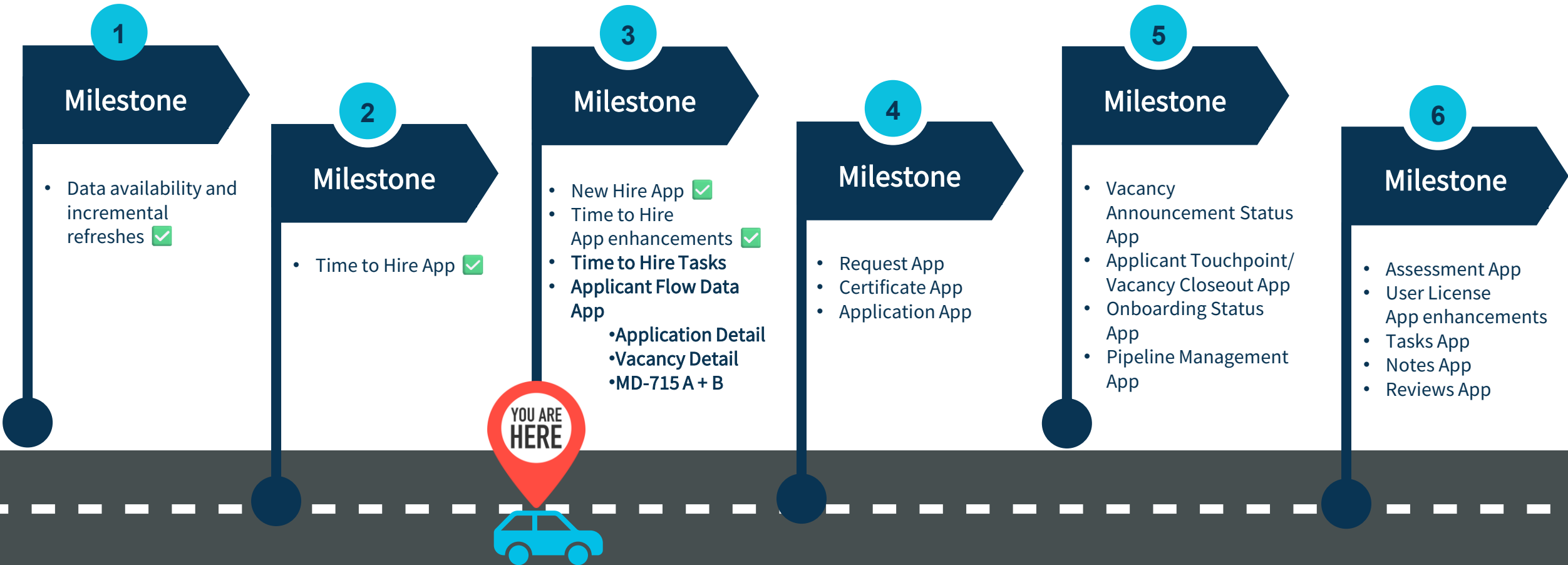


## Status Updates and Next Steps

- **Completed**
  - Time to Hire and New Hire app release
    - Time to Hire Detail paginated reports
    - New Hire Detail paginated reports
- **In progress**
  - Applicant Flow Data app
    - AFD Application Detail paginated report
    - AFD Vacancy Detail paginated report
  - Power BI Author Training (online course and live training prep)
- **Next steps**
  - MD-715 A paginated report
  - MD-715 B paginated report
  - Time to Hire Tasks paginated report
  - Power BI Author Training delivery



# Near-term Roadmap (expected delivery)



# Power BI Apps Available Now

OPM Power BI Time to Hire

Time to Hire Detail

Staffing Organization: Demo Organization, Fiscal Year: 2024, Month: [Dropdown], Series: 0130, 0201, 2210, Vacancy Type: No Value, Case Exam, Request Type: Additional Selection, Onb...

**OPM | Time to Hire Detail**

Organizations: Demo Organization  
 Fiscal Years: 2024  
 Months: April, May, October  
 Series: 0130, 0201, 2210  
 Request Type: Additional Selection, Onboard New Hire  
 Vacancy Type: No Value, Case Exam

Staffing Organization Name	Staffing Office Name	Request Number	Request Type	Vacancy Number	Vacancy Type	Vacancy Announcement Types
Demo Organization	USA Staffing Demo Office	20240404-84599	Onboard New Hire			
Demo Organization	USA Staffing Demo Office	20230922-94941-STATE-DEMO-0002	Additional Selection	12141177	Case Exam	ST
Demo Organization	USA Staffing Demo Office	20231027-68383-0003	Additional Selection	12194691	Case Exam	DE

Run Date: 11/11/2024 5:12:51 PM (UTC) USA Staffing Reports - Powered by the Talent Acquisition Analytics Group



OPM Power BI New Hire

New Hire Detail by Actual Start Date

Staffing Organization: Demo Organization, Staffing Office: USA Staffing Demo Office, Staffing Customer: Agency A, Agency Custo..., New Hire Status: Active, Cancelled, Compl..., New Hire Series: 0006, 0007, 0011, 0017, 0..., Appointing Authorities: 30% Disabled Veterans A..., Mission Critical Occupations: COVID-19, Cyber Security..., From Actual Start Date: 01/01/2024, To Actual Start Date: 11/11/2024, Request Type: No Value, New Vacancy, ...

**OPM | New Hire Detail by Actual Start Date**

New Hire Organization: Demo Organization  
 New Hire Staffing Office: USA Staffing Demo Office  
 New Hire Staffing Customer: More than 10 Customers Selected  
 New Hire Status: Active, Cancelled, Complete, Inactive  
 New Hire Series: More than 10 Series Selected  
 Appointing Authorities: More than 10 Appointing Authorities Selected  
 Mission Critical Occupations: COVID-19, Cyber Security, IC Intel, Information Technology, Infrastructure Act, Intelligence, No Value, Program/Project Management, STEM,  
 Request Type: No Value, New Vacancy, Additional Selection, Onboard New Hire  
 Actual Start Date: 01/01/2024 - 11/11/2024

New Hire Organization	New Hire Staffing Office	New Hire Staffing Customer	New Hire Name	New Hire Number
Demo Organization	USA Staffing Demo Office	Agency Customer A	Jane USCISDemo	<a href="#">HZZJN-MVWB</a>
Demo Organization	USA Staffing Demo Office	USA Staffing Demo Customer	Lucy van Pelt	<a href="#">HK578-24KI</a>

Run Date: 11/11/2024 5:52:21 PM USA Staffing Reports - Powered by the Talent Acquisition Analytics Group For Official Use





# FY25 Power BI

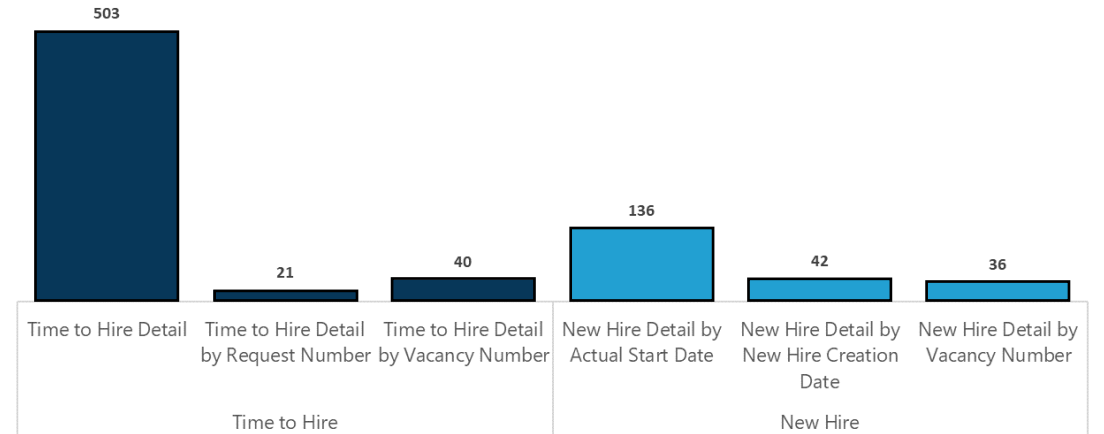
Total Unique Users

162

Total Report Views

778

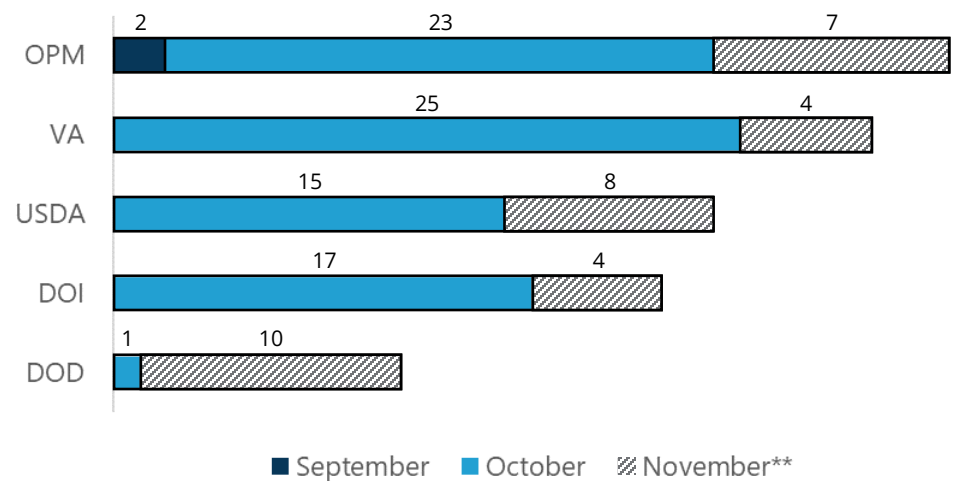
Report Views by App



App - Report Views Over Time



Unique Users by Agency\*



\*Top 5 Agencies by number of views

\*\* Data through November 14, 2024

# How is your agency accessing USA Staffing Power BI?



[Go to Touchpoints app on cloud.gov](https://cloud.gov)

- The **Entra ID Certificate Based Authentication (CBA)** method removes the need for the Microsoft Authenticator app from the sign-in process.
- **Entra ID CBA meets all requirements** for secure authentication.
- All agencies are participating in Entra ID CBA; **however** not all agencies have adjusted their network configuration settings to remove the requirement for the Microsoft Authenticator app.

# New and Updated Time to Hire Metrics

## Agency Time to Hire

**T2H 1:** Hiring Need Validation Date to Entrance on Duty

**T2H 2:** Hiring Need Validation Date to Tentative Offer Sent

**T2H 3:** Tentative Offer Sent to Entrance on Duty

**Notes:** If multiple tentative offers are sent to a selectee, the date the first tentative offer was sent should be used for the T2H 2 and T2H 3 metrics.

## Applicant Time to Hire

**T2H 4:** Application Submitted Date to Tentative Offer Sent

**T2H 5:** Application Submitted Date to Entrance on Duty

**Notes:** Application Originally Submitted Date should be used for the Applicant Time to Hire metrics.

**For each metric, identify the number of new hires used to create the calculation.**

Updated Guidance and Reporting Requirements for Time to Hire memo

# Updates to USA Staffing Data and Reports

- **Cognos**

- Updated the Time to Hire data package – **October 9**
- Updated the standard Time to Hire reports:
  - Time to Hire Chart – FY24 and Beyond – **October 10**
  - Time to Hire Detail Report – **October 16**
  - Time to Hire Summary (Completed Requests) Report – **October 16**

- **Power BI**

- Updated the Time to Hire Detail paginated report – **October 30**

- **USA Staffing Data APIs**

- Updating the Time to Hire Data API – **November 6**

# HCOP/HRStat Community of Practice



**December 5**  
**2:00 – 3:00 PM ET**

- **Hosted by OPM’s Workforce and Policy Innovation**
  - Invitations sent 11/12/24
  - Reach out to [HumanCapital@opm.gov](mailto:HumanCapital@opm.gov) for additional details
- **Agenda:**
  - Overview of Updated Guidance and Reporting Requirements for Time to Hire
    - Changes
    - Data Collection
    - Submission Process and Status
  - USA Staffing Time to Hire
    - Data and Reports
    - Commonly Asked Questions
  - Open Q & A



# Reporting User Satisfaction Survey

The bi-annual customer satisfaction survey has launched and will close on Friday December 13.

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

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

Survey invitations were sent from [USASurvey@opm.gov](mailto:USASurvey@opm.gov).

Thank you for taking the time to complete the survey!



# Reporting Training Opportunities

# Consumer Trainings and Forums

## Cognos Consumer Training

## Reporting Consumer Forum

## Power BI Consumer Training

<b>Who?</b>	<ul style="list-style-type: none"><li>• Cognos Reporting Consumers</li></ul>	<ul style="list-style-type: none"><li>• Report consumers via Cognos and/or Power BI</li></ul>	<ul style="list-style-type: none"><li>• Power BI Reporting Consumers</li></ul>
<b>What?</b>	<ul style="list-style-type: none"><li>• How to navigate to and run reports</li></ul>	<ul style="list-style-type: none"><li>• Open forum to ask questions</li></ul>	<ul style="list-style-type: none"><li>• Navigating to and using reporting in Power BI</li></ul>
<b>How Long?</b>	<ul style="list-style-type: none"><li>• ~ 4 hours</li></ul>	<ul style="list-style-type: none"><li>• 1 hour</li></ul>	<ul style="list-style-type: none"><li>• 2 hours</li></ul>
<b>When?</b>	<ul style="list-style-type: none"><li>• Anytime!</li></ul>	<ul style="list-style-type: none"><li>• The third Thursday of each month at 11:00 AM ET</li></ul>	<ul style="list-style-type: none"><li>• The second and fourth Wednesday of each month at 1:00 PM ET</li></ul>
<b>How/ Where?</b>	<ul style="list-style-type: none"><li>• <a href="#">USA Staffing LMS Login</a></li></ul>	<ul style="list-style-type: none"><li>• Meeting info sent to AB members and completers of virtual training</li></ul>	<ul style="list-style-type: none"><li>• Contact your USA Staffing Account Manager for registration</li></ul>

# Author Trainings and Forums

## Cognos Author Training

## Cognos Author Forum

### Who?

- New report authors

- Report authors

### What?

- How to get started building reports

- Open forum to ask questions

### How Long?

- 1 ½ days

- 1 hour

### When?

- Every 6 weeks\*

- The first Thursday of each month at 11:00 AM EDT

### How/ Where?

- Contact your USA Staffing Account Manager for registration

- Meeting info sent to all report authors

- Focus on teaching modification of USA Staffing Reports in Power BI Service, Report Builder, and Power BI Desktop.
- **Author training will be comprised of two components:**
  - Online training modules in USA Learning
    - First modules will become available in December\*
  - Virtual, instructor-led training
    - Starting in January\*
- **Registration will be required to attend the virtual, instructor-led training:**
  - Limited to 2 persons per USA Staffing organization
  - Pro License holders will be prioritized

# Power BI Author Training



**Coming Soon!**

\*Tentative dates, subject to change

# Online Cognos Author Training



Coming Soon!

- New online training follows the format of the live, instructor-led training
- Includes:
  - Overview of USA Staffing data and Cognos
  - Introduction to the Reports Module
  - Authoring Functions:
    - Creating a List Report
    - Grouping and Sorting
    - Filtering
    - Calculations
    - Aggregation
    - Parameterized Filters and Prompt Pages
- Self-paced training takes approximately 6 – 8 hours to complete
- Pre-requisite: Cognos Author permissions





# Upcoming Events

Jennifer Minor, Account Management Branch Manager

# Events, Training, and Releases



## Events

<b>December 5</b>	Cognos Author Forum
<b>December 5</b>	USAJOBS: OPM Tools that Support Implementing the HX Memo
<b>December 11</b>	Onboarding Workgroup
<b>December 17</b>	Reporting and Analytics Workgroup Meeting
<b>December 18</b>	Customer Sprint Review
<b>December 19</b>	Reporting Consumer Forum

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## Training

<b>December 2 - 6</b>	Virtual Mixed Agency USA Staffing Training w/Onboarding
<b>December 3 - 4</b>	Cognos Report Author Training
<b>December 9 - 13</b>	Virtual Mixed Agency USA Staffing Training w/Onboarding
<b>December 11</b>	Power BI Training
<b>December 17</b>	Virtual Mixed Agency Onboarding Training

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## Releases

<b>December 6</b>	USA Staffing Stage Release
<b>December 11</b>	Reporting Stage Release
<b>December 18</b>	Reporting Production Release

*Complete Release Schedule and Release Notes can be found on the [USA Staffing Resource Center](#).*

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

