



## USA Staffing – The Federal Government’s Talent Acquisition System

**USA Staffing supports over 100 agencies across government** in assessing, selecting, and onboarding qualified candidates in alignment with Merit System Principles. As part of the U.S. Office of Personnel Management’s (OPM) Talent Acquisition Solution, USA Staffing facilitates Federal policies, practices, and laws for the full range of hiring. It is the primary interface for hiring managers, HR professionals, applicants, and new hires interacting with the Federal hiring process.

### Designed specifically for Federal agencies.

USA Staffing is uniquely designed to support large Federal agencies including DoD, HHS, USDA, and VA and is configurable to handle the full range of Federal hiring flexibilities, including Direct Hire, excepted service, and the unique requirements within agency Merit Promotion plans. OPM designed the system in partnership with the USA Staffing Advisory Board and has implemented expanded capabilities like onboarding and workload/time-to-hire analytics, allowing agencies to consolidate HR systems.

### Promotes a positive applicant experience.

With a clean, mobile-friendly application process, USA Staffing helps agencies better communicate with applicants, improves the public impression of Federal hiring, and streamlines the onboarding experience.

### Improves the quality of hires

USA Staffing features a competency-based foundation for both Classification and Assessment. It offers a range of assessment and scoring capabilities and is interconnected with USA Hire, which delivers online, objective assessments of general competencies to provide a ‘whole person’ assessment approach. USA Hire standard assessments currently cover 118 General Schedule job series.

### Creates time savings for staffing specialists

USA Staffing provides staffing specialists the tools necessary to meet agency hiring requirements quickly with streamlined navigation, content management, automating repeatable tasks, full workflow management, and task tracking capabilities.

### Delivers data analytics and interoperability

USA Staffing features an expanded data model, data warehouse, and included business intelligence solution to help agencies make data-driven decisions to refine their hiring processes over time. USA Staffing offers powerful data analytics and user-friendly data visualization on key metrics including a Time-to-Hire dashboard and Applicant Flow Data. USA Staffing is interconnected with over 40 Federal HR and reporting systems to achieve interoperability and a true end-to-end experience.

### Modern technology that continues to evolve

As a scalable, on demand platform, USA Staffing is well-positioned to adapt to the changing Federal landscape, from high volume hiring to increased security requirements. We include our stakeholders - from applicants and HR professionals to hiring managers and data analysts - at every stage of development. Our Federal user community drives requirements, and agile software development allows for incremental system enhancements.

USA Staffing serves:



**105**

Federal agencies



**16,270**

HR Professionals



**237,884**

Hiring Managers



**22,386**

Onboarding, Reporting, and  
Applicant Flow Data specialists

In FY 2019, we processed



**11,000,000+**

Applications

and facilitated onboarding for



**250,000+**

New Hires