



OPM HR SOLUTIONS *by government, for government*



Your Strategic Human Capital Partner

Helping You Grow, Improve, Lead, and Thrive

In today's challenging economic times, Federal agencies need more than just human capital management products and services. To succeed, you need a partner that understands the reality of the government workplace — and makes it easy to perform the business of government. You also need human capital and training experts who know OPM policies inside and out.

Offering Innovative Capabilities

Driven by Knowledge, Resources, Experience, and Value

OPM's HR Solutions offers a full spectrum of innovative human capital solutions — from strategies to drive your human capital management master plan to products, services, and technology systems for acquiring, engaging, and transforming your workforce.

Providing Solutions to Meet Your Needs

Delivered with Ease, Compliance, Expertise, and Speed

OPM's HR Solutions delivers solutions in multiple ways, ranging from government- and vendor-provided to blended solutions that meet your specific needs and save time and resources. This includes products and services delivered from:

- ***HR Solutions staff*** — We have more than 300 Federal employees dedicated to your success and uniquely positioned nationwide to help government agencies meet mission goals.
- ***Private-sector strategic partners*** — We ensure that our preapproved partners — from world-class training, learning, and human capital firms — are equipped with knowledge, experience, and training in the latest Federal policies and requirements.
- ***Blended solutions*** — We help you accomplish your agency-specific objectives using a combination of HR Solutions staff and private-sector partners.

To learn more about OPM's HR Solutions and our specific capabilities, please visit www.opm.gov/HRS.

As part of its mission, OPM provides technical assistance to Federal agencies to meet their most critical human capital challenges. OPM's HR Solutions is dedicated to providing exceptional human resources products and services to meet the dynamic human capital and training needs of the Federal government.

OPM's HR Solutions is operated by Federal employees for Federal employees. We are uniquely positioned to assist your agency in meeting its mission goals through customer-focused, optimal human capital management solutions.



HR Solutions • U.S. Office of Personnel Management

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We Make People and Organizations Better

Strategize, Acquire, Engage, and Transform

OPM's HR Solutions is uniquely positioned to help your organization meet its mission goals through the expertise, experience, compliance, agility, resources, and technology that take you from start to solution — faster and better — across the entire human capital life cycle.

Strategize — Human Capital Strategy to Build a High-Performance Organization

Our consultants work with you to develop strategies for your agency's human capital management master plan. In accordance with merit system principles, we help you build and manage a high-performing workforce and culture of excellence that cultivates employee engagement and drives mission success. We can assess where your organization is today and provide data-based recommendations for your future. Key solutions include *strategic planning, workforce analysis, competency modeling, organization design and position classification, and program evaluation*.

Acquire — Talent Acquisition to Assemble a Powerful Workforce

We offer a variety of services and tools to help you recruit, assess, select, and onboard highly qualified, engaged, and productive employees with the right skills and competencies in accordance with merit system principles. We also offer a variety of training and coaching services for your HR specialists and hiring managers directly related to the Federal hiring process. Key solutions include *recruitment strategy, candidate sourcing plans, comprehensive staff acquisition support, applicant assessments, onboarding, and staffing metrics and reporting*.

Engage — Talent Management to Grow Potential and Measure Success

To sustain a highly capable and engaged workforce, you must invest in critical human capital functions. We offer a full spectrum of solutions to help agencies optimize individual and organizational performance for the long term, build agency expertise, grow leadership potential, and measure success. We support agency success — from succession planning to automated performance management and program evaluation. Key solutions include *leadership assessment and development, employee training, learning management systems, surveys, performance appraisal system reviews and development, and telework management*.



Transform — Separation Solutions to Sustain Mission Effectiveness

Our separation solutions help you manage turnover, whether due to an involuntary restructuring of the workforce or voluntary employee attrition. Our services help you track why employees separate and provide strategies for retaining top performers critical to accomplishing your mission. We also offer consulting services to facilitate reductions in force and workforce restructuring. Key solutions include *exit surveys and restructuring solutions*.

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