



**OPM** HR SOLUTIONS *by government, for government*

# **Office of Personnel Management (OPM) Human Resource Solutions**

## **Shared Learning Services across Government NORDEFSCO**

**Paul Jesukiewicz**

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*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.*

**STRATEGIZE**

**ACQUIRE**

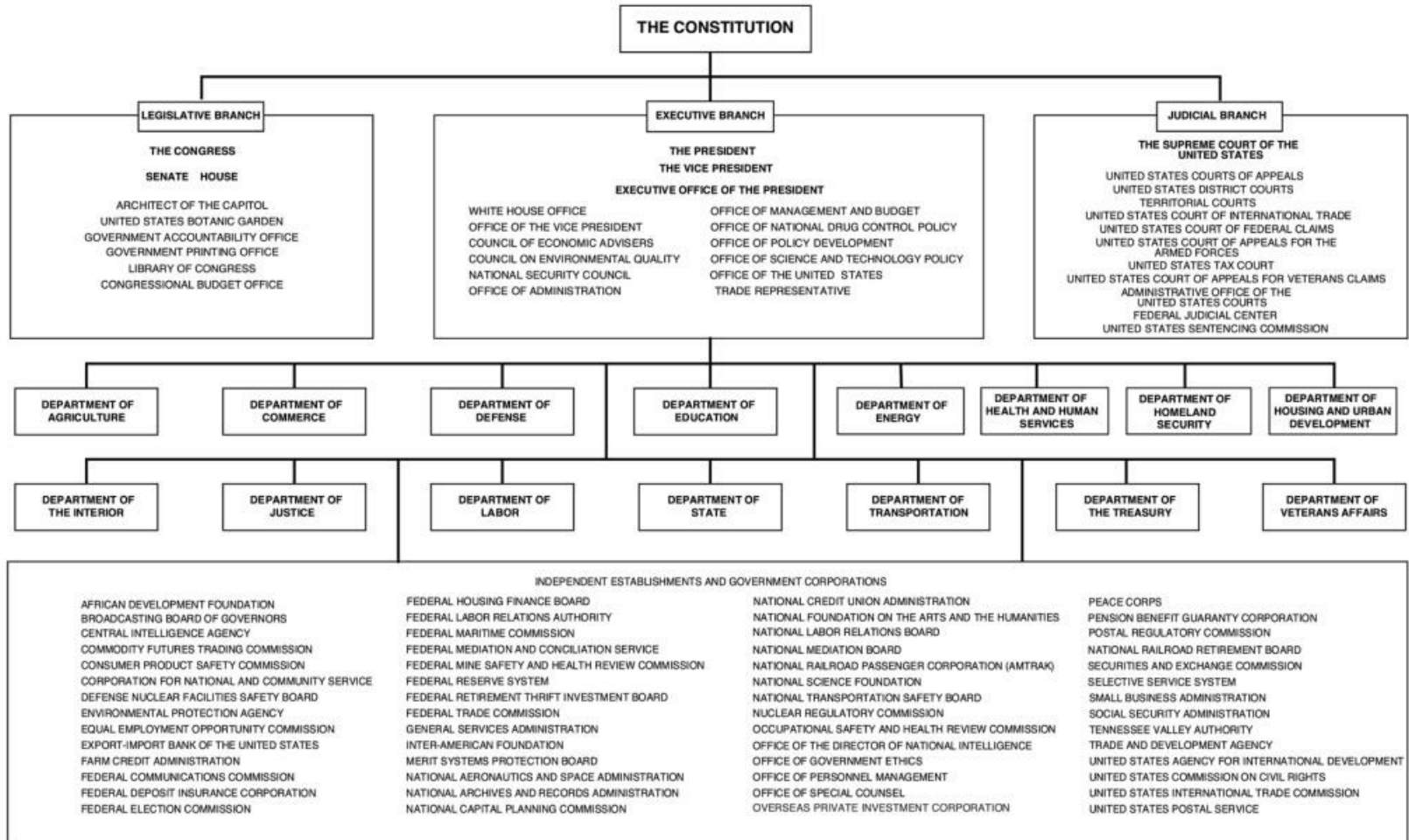
**ENGAGE**

**TRANSFORM**



# U.S. Government Organization Chart

## THE GOVERNMENT OF THE UNITED STATES





# U.S. Office of Personnel Management (OPM)

OPM works in several broad categories to recruit, retain and honor a world-class workforce for the American people.

- We manage Federal job announcement postings at USAJOBS.gov, and set policy on government-wide hiring procedures.
- We conduct background investigations for prospective employees and security clearances across government, with hundreds of thousands of cases each year.
- We uphold and defend the merit systems in Federal civil service, making sure that the Federal workforce uses fair practices in all aspects of personnel management.
- We manage pension benefits for retired Federal employees and their families. We also administer health and other insurance programs for Federal employees and retirees.
- **We provide training and development programs and other management tools for Federal employees and agencies.**



# OPM Human Resource Solutions (HRS)

## U.S. Office of Personnel Management (OPM) Human Resource (HR) Solutions

- Dedicated to providing exceptional human resources products and services to meet the dynamic human capital and education and training needs of the Federal government.

### Unique Value Proposition

- The only U.S. Government source providing human capital management products and services across the entire human capital lifecycle.

### Benefits

- Ease – Compliance – Expertise – Speed

We make *people* and *organizations* better!



# OPM's Center for Leadership Development

The U.S. Government designated provider of agency, interagency, national, international, and tri-sector leadership development.

We offer government-to-government educational courses, certificate programs, tailored solutions and technology systems.

Our innovative services are delivered through e-Learning and in classroom settings at the following residential centers:

- Federal Executive Institute (FEI) in Charlottesville, VA
- Eastern Management Development Center (EMDC) in Washington, DC
- Western Management Development Center (WMDC) in Denver, CO

We oversee the Presidential Management Fellows Program

OPM's Innovation Lab:

- Leading Government Innovation
- Lab@OPM was created to help government translate the creativity of their employees into innovative action.



# OPM's Authority to Provide Training Services

- 5 USC 1304 (e)(1)
  - Authorizes the establishment of a **revolving fund without fiscal year limitation** for financing investigations, **training and such other functions** as the Office is authorized or required to perform on a reimbursable basis, including personnel management services performed at the request of individual agencies.
- 5 USC 4116
  - Directs that the Office of Personnel Management, on request of an agency, shall advise and **assist in the establishment, operation, and maintenance of the training programs** and plans of the agency under this chapter, to the extent of its facilities and personnel available for that purpose.



# Our Government-to-Government Solutions

Our products and services align with all challenges throughout HC Life Cycle

- We **strategize** to help organization's operate at peak performance
- These strategies lay the foundation for government to **acquire** and develop a highly effective, highly **engaged** workforce
- We help government **transform** their workforce to achieve mission success





# USALearning



- A 2004 Presidential eGov initiative
  - Provides centralized education, training and innovation for government (Federal, DoD, state and local)
- “Learning as a Service” – government wide shared learning services
- Human Resource Line of Business shared service center
  - “Preferred Provider” for all e-learning services government-wide
  - One-stop center of excellence across government for centralized e-learning services, advanced concepts, innovation, and best practices
- Partnership with ADL Co-Lab
  - Further developments in technical frameworks
  - Learning standards
  - Next generation learning technologies such as mobile, immersive, virtual worlds, and social networking
- IT system Expertise
  - Dedicated LMS/LCMS hosting
  - Software engineering technical support services
  - Security Data Center with Authority to Operate (ATO)





# USALearning Contract Vehicles

USALearning has two contract vehicles to procure optimal solutions:

- LMS Blanket Purchase Agreement contract awarded in 2015
- Knowledge Portal Indefinite Delivery Indefinite Quantity (IDIQ) contract allows USALearning to be system and software solution agnostic to configure, implement, and integrate proprietary and open-source solutions through custom software engineering



## USALearning Customer Base

- 18 of the 24 cabinet-level agencies' LMS systems owner
- 44 smaller agencies' LMS systems owner
- National Defense University (NDU) Student Information System (SIS) and centralized LMS/LCMS
- Air Force Firefighters and Emergency Responders world-wide LMS systems owner
- DHS Cyber Security LMS systems owner
- Air Force Air Education Training Command (AETC)
- Office of Secretary of Defense (OSD) Intel Chief Learning Officer (CLO)



## USALearning Advantages

- Senior leadership in the USA Learning program with over 100 years of experience in the field of technology-based learning.
- Streamlined acquisition process using pre-competed, flexible, multi-year contract vehicles with pricing advantages from centralized buying power
- Government to government relationship through an interagency agreement
- Server assessment and authority (A&A) to operate in place
- DoD ADL Inter-Agency Partner Lab
- Member of the Defense Advanced Distributed Learning Advisory Committee (DADLAC)



# USALearning Concepts and Innovation

- Gov't wide adoption of xAPI and other emerging learning specs and standards
- Gov't wide Learning Record Store (LRS)
- Advanced learning analytics
- Gov't wide “deep skills” – competency based training jacket/e-portfolio/profile
- Interoperable learning ecosystem based on a shared services “plug-n-play” learning architecture
- FEDRAMP approved learning cloud environment
- Leverage OPM’s R&D capability with DoD and other Government Agencies and Ministries



# Conclusion

- We bring the expertise, experience, compliance you need
- We have the agility, resources and technology you want
- We will take you from plan to execution quickly and efficiently

We make *people* and *organizations* better!



## Contact Information

- Contact:

Paul Jesukiewicz, Director, Knowledge Portal

Phone: 703-927-2046

Email: [Paul.Jesukiewicz@opm.gov](mailto:Paul.Jesukiewicz@opm.gov)