

Human Resources Line of Business (HRLOB) Posting Standards to Regulations.gov Overview



Why We're Here

To promote the publishing of the OPM-approved Human Capital Federal Integrated Business Framework (HC-FIBF) Service Profiles to regulations.gov for the purpose of collecting industry and government feedback by the Human Resources Line of Business (HRLOB)



Human Resources Line of Business

The overall vision of the HRLOB is governmentwide, cost-effective, standardized, and interoperable HR solutions providing common, core functionality to support the strategic management of Human Capital and addressing duplicative HR systems and processes across the Federal government. The four key goals of the HRLOB are:



Drive Human Capital Advancement

Create a modern, standardized HC environment that meets the need of the Federal workforce and enables the continuous improvement of HC management and service delivery.



Unify the Human Capital Community

Enable collaboration between HC customers, providers, executive stakeholders, and supporting partners to leverage the Government's collective expertise in establishing common HC principles.



Enhance Service Value

Increase efficiencies in the acquisition, development, and delivery of HC services and supporting systems to improve service quality and reduce duplicative spend.



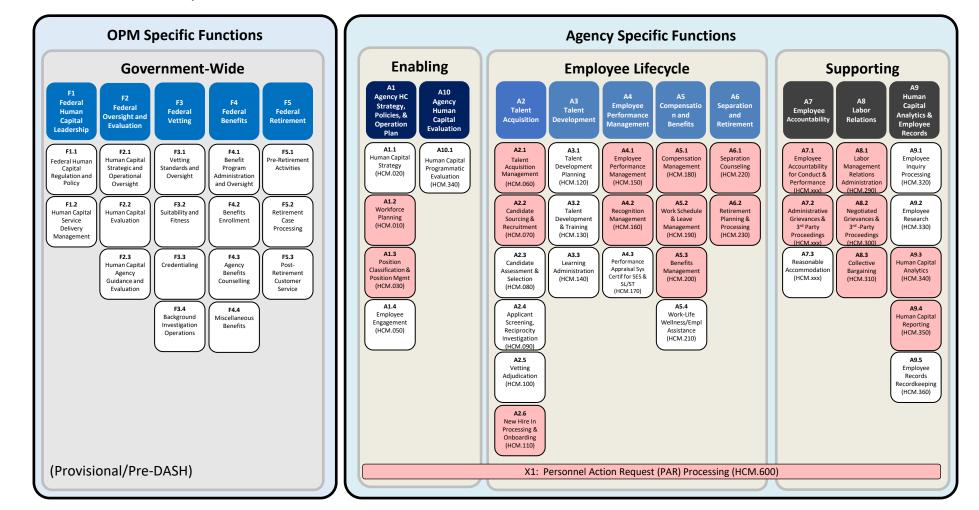
Improve the Employee Experience

Support the complete, secure, and timely sharing of information across an employee's career to foster confidence in Federal HC management.



Human Capital Business Reference Model (HCBRM)

The HC Business Reference Model (HCBRM) functional framework defines Federal Human Capital Management. This map represents the 15 Functions and 50 Sub-functions in the HC lifecycle.





Human Capital Federal Integrated Business Framework (HC-FIBF)



SERVICE PROFILE

Breakdown of a functional area into categories of services (HCBRM subfunctions) provided to customers



SERVICE ACTIVITIES

Within a function, processes that provide identifiable outputs/ outcomes to customers are defined as activities

BUSINESS CAPABILITIES

Outcome-based business needs mapped to federal government authoritative references, forms and standard data elements



STANDARD DATA ELEMENTS

A **listing of the data element names and metadata** that are implementation ready and fit for use



SERVICE MEASURES

Define how the government **measures successful delivery of outcomes** based on timelines, efficiency, and accuracy targets



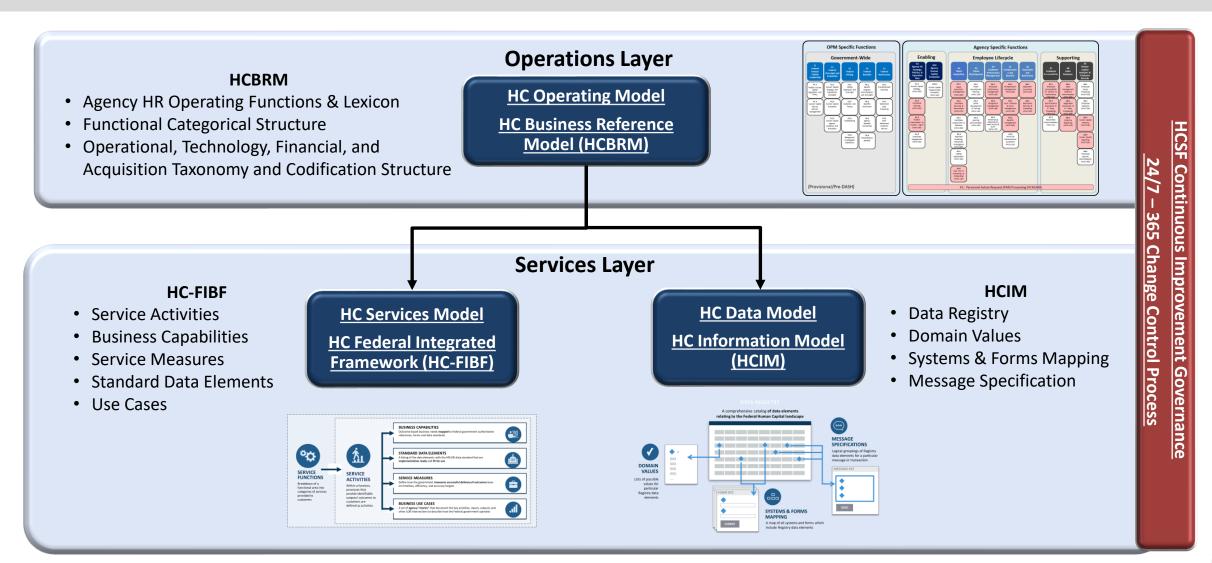
BUSINESS USE CASES

A set of **agency "stories"** that document the key activities, inputs, outputs, and other LOB intersections to describe how the Federal government operates





HRLOB Models and Framework





Business Standards Council

What is the BSC?

- The BSC is overseen by the Shared Services Governance Board (SSGB) and is a cross-government team of practitioners and strategists that is designing an integrated end-to-end future state of mission support activities in collaboration with each CXO council and, as applicable, the authoritative governance bodies over the respective functional area and
- Human Capital is just one of the many functional areas (e.g., Cybersecurity, Electronic Records Management, Grants, Travel) that participate in the BSC
- Developed standards conform to the Federal Integrated Business Framework (FIBF)
- After approval by the Business Standards Lead and interagency working group, standards are posted to regulations.gov for review by other Business Standards Leads, agencies, industry partners, and public interest groups

/10/2022

BSC Review Process

The Business Standards Council uses regulations.gov to solicit feedback from agency standards leads and the general public.

Regulations gov

• Docket is created on regulations.gov with draft business standards

Federal Register Notice • Federal Register Notice (FRN) is posted to communicate to the public about the draft business standards. The FRN contains a link to the regulations.gov docket

Open Comment Period

- Comments period is open for 30 days
- OSSPI monitors comments and sends them to the HRLOB for adjudication
- HRLOB hosts "office hours" for BSC members to review the draft business standards

Post Comment Period

OMB

- Remaining comments from the public and BSC members are adjudicated.
- Updates are made to the draft business standards as a result of the comments received
- Standards are sent to OMB for concurrence
- Draft business standards, adjudication table, and OMB checklist are sent to OSSPI for review
- After OSSPI completes the review, package is sent to the OMB policy lead, copying OSSPI

11/10/2022

Why This Matters

- The HRLOB standards have been developed in collaboration with agencies but have not had the benefit of industry review and input until now
 - The standards today accurately reflect how government agencies execute HCM functions
 - They don't necessarily consider industry best practices or process improvement
 - They haven't been "pressure-tested" to ensure ease of implementation and usefulness
- OPM is committing to transparency (consistent with other functional domains) to enable greater collaboration and ensure benefits realization

1/10/2022