



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](https://www.regulations.gov) for the purpose of collecting industry and government feedback by the Human Resources Line of Business (HRLOB)



Human Resources Line of Business

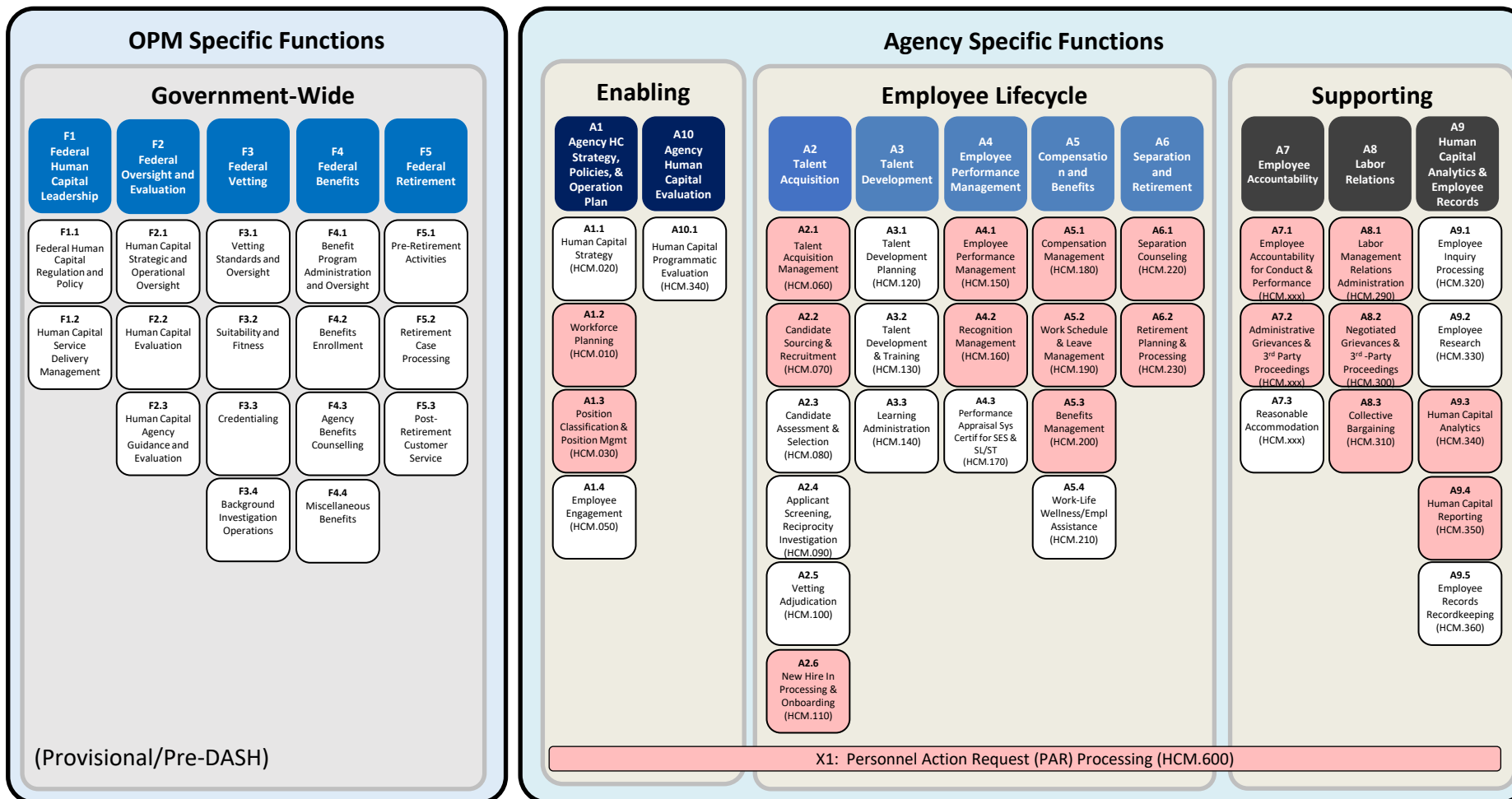
The overall vision of the HRLOB is governmentwide, cost-effective, standardized, and interoperable HR solutions providing common, core functionality to support the strategic management of Human Capital and addressing duplicative HR systems and processes across the Federal government. The four key goals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





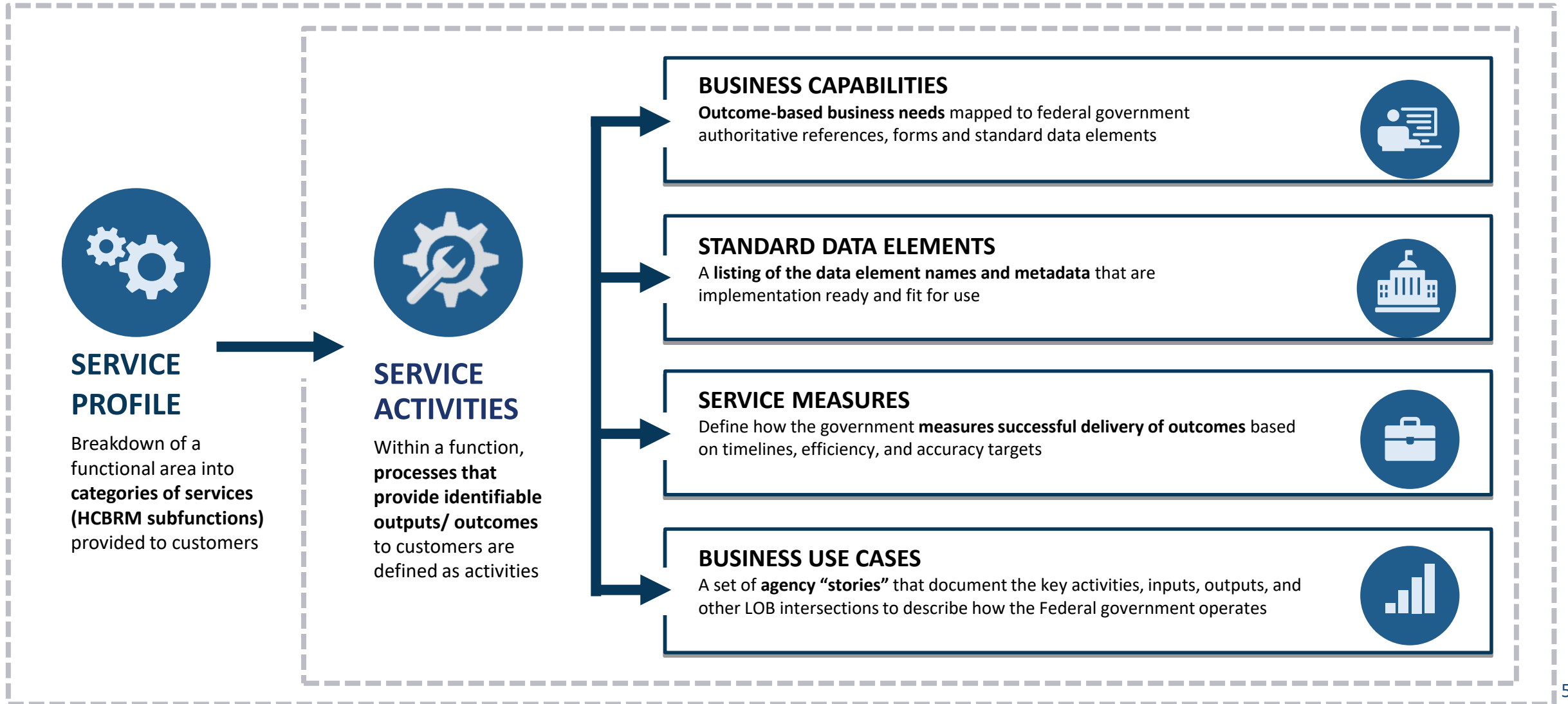
Human Capital Business Reference Model (HCBRM)

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)







Business Standards Council

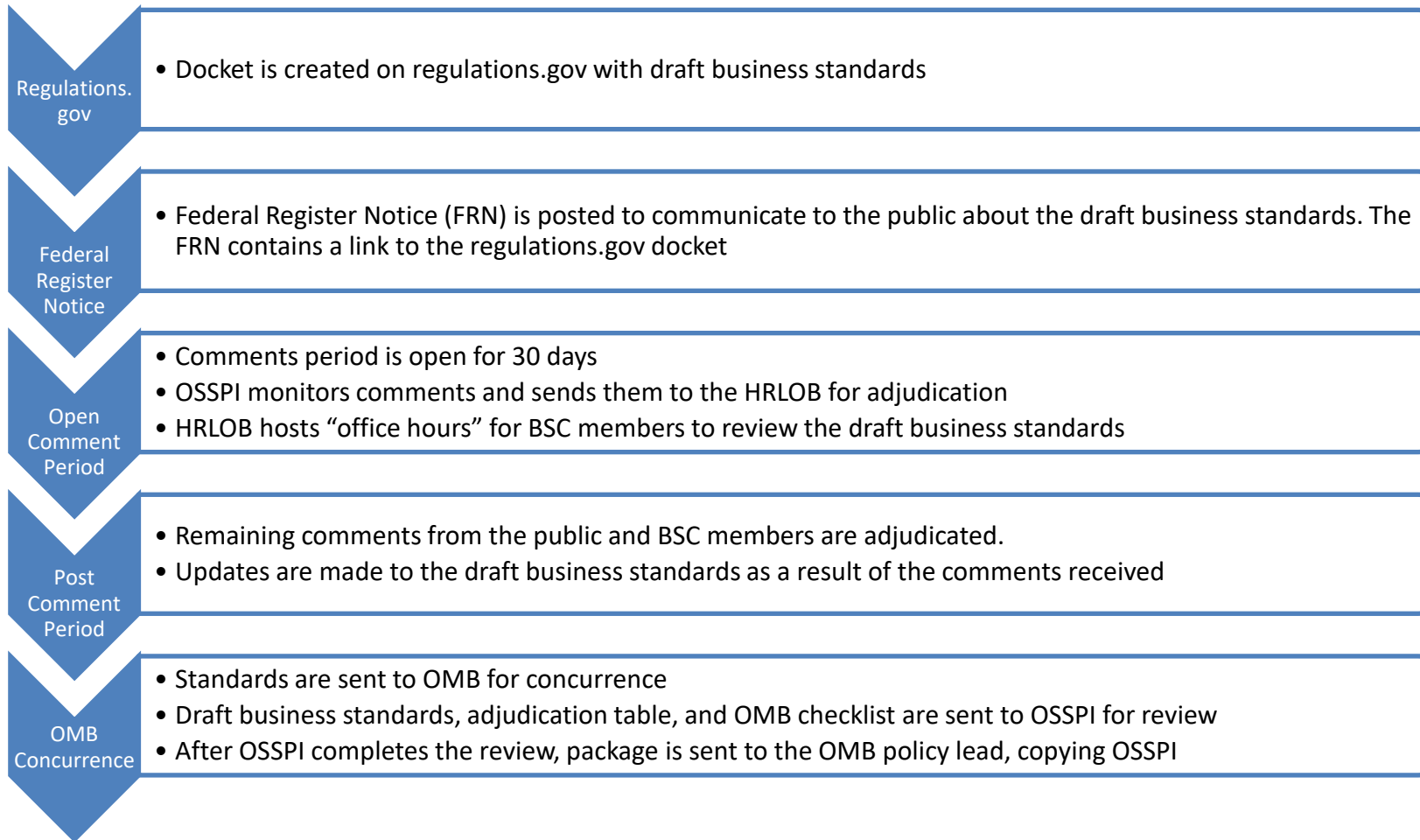
What is the BSC?

- 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](https://www.regulations.gov) for review by other Business Standards Leads, agencies, industry partners, and public interest groups



BSC Review Process

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





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