

USAJOBS 3.0 Fact Sheet

The Office of Personnel Management is transitioning to USAJOBS 3.0 in October. USAJOBS is the Federal employment search portal that receives more than 3 million visitors per week. The latest iteration of USAJOBS, USAJOBS 3.0, is planned for implementation October 13, 2011. Different from the current version, USAJOBS 3.0 has been built from the ground up by the federal government through extensive collaboration efforts between the executive departments and agencies. A Hiring Reform initiative, USAJOBS 3.0 has an increased capacity to provide applicants, hiring managers, and human resource professionals with information to improve the recruitment and hiring process.

USAJOBS 3.0 Goals:

- Create an open architecture, built on common data standards and a standard integration framework, for increased interoperability with various agency systems
- Establish a common repository for storing applicant resumes and all associated documents
- Implement a single application process where USAJOBS documents pass seamlessly to Agency Talent Acquisition Systems
- Establish robust Government-wide analytical reporting for use by agencies, OMB, and OPM

What to Expect with USAJOBS 3.0

Applicants

- Streamlined account management and integration between USAJOBS and Agency systems
- Improved logic which asks targeted questions based on previous responses
- Improved search capabilities and more relevant search results

Agencies & Human Resource Professionals

- Integrated data collection points between USAJOBS and back-end Talent Acquisition Systems will reduce the need for data calls and increase report automation capabilities
- Increased speed and efficiency in the hiring process; higher quality candidates for hiring managers
- Enhanced resume mining capabilities (i.e., via special hiring authorities)

Talent Acquisition System Providers

- Common, HR-XML-based data standard
- Opportunities for collaboration: two-way communication throughout requirements and development process of future phases of USAJOBS 3.0
- Innovation opportunities to address other aspects of the end-to-end hiring process
- Decreased risk connecting to a common Federal integration platform

The transition is scheduled for October 6-12, 2011. During the transition period nearly 5 billion rows of data will be extracted, validated, and subjected to integrity testing to preserve the applicant resumes, seeker profiles, and agency job postings in the current system. This planned system transition ensures the new environment is secure, allows for agency and vendor connectivity testing, and is essential to the successful implementation of the new USAJOBS. Although the USAJOBS search and apply functions will be offline during this transition period, daily transition activities status updates and general employment information will be available on USAJOBS.gov.