OPM U.S. Office of
Personnel Management

Press Release

FOR IMMEDIATE RELEASE
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OPM Issues Updated Time-to-Hire Guidance

WASHINGTON, DC - The U.S. Office of Personnel Management (OPM) issued updated reporting requirements for the annual Time-to-Hire (T2H) submissions. The new requirements will better account for all the innovative hiring strategies that agencies have been implementing. The requirements provide agencies flexibility to better pinpoint successful practices and account for vulnerabilities beyond their control.

OPM made two important changes this year to the T2H reporting requirements that now include accounting for all hires, not just those where an announcement was posted on USAJOBS, and adding an additional timeframe to better support agencies' efforts to track to the acceptance of the tentative offer.

Both changes are designed to improve the way T2H is currently reported and provide a more accurate assessment of how agencies are performing in making more timely hires. Agencies will report T2H for FY19 no later than March 20, 2020.

QUOTE

"After collaborating with agencies and getting feedback from stakeholders, OPM is updating the Time-to-Hire guidance. The new guidance will give agencies a clearer picture on hiring practices so they can better accomplish their mission and provide service to the American people." - OPM Director Dale Cabaniss

FAST FACTS

- OPM began tracking T2H shortly after the release of the End-to-End Hiring Roadmap in September 2008.
- In 2011, OPM issued the initial T2H guidance to agencies.
- In 2014, OPM issued amended T2H reporting requirements.
- Time-to-Hire historical numbers FY18: 98.3 days, FY17: 105.8 days, FY16: 105.8 days, and FY15: 99.6 days.

RELEVANT LINKS

- (Website) 2014 Updated Time-to-Hire Reporting Requirements
- (Website) 2011 Updated Time-to-Hire Reporting Requirements
- (Website) Human Capital Management Hiring Reform Reference Materials

SUBJECT MATTER EXPERT AVAILABILITY

A subject matter expert from OPM's Employee Services will be made available for comment. Please contact media@opm.gov to schedule an interview.

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The U.S. Office of Personnel Management (OPM) is the leader in workforce management for the federal government. Our agency builds, strengthens, and serves a federal workforce of 2.2 million employees with programs like hiring assistance, healthcare and insurance, retirement benefits, and much more. We provide agencies with policies, guidance, and best practices for supporting federal workers, so they can best serve the American people.