Talent Team Community of Practice

September 29, 2026

U.S. Office of Personnel Management
Talent Innovation & Planning (TIP)
HX@opm.gov

U.S. Office of Personnel Management

FY26 Early Career Cross-Government Hiring Actions

Early Career Opportunities
Direct Hire and Pathways Recent Graduate 🎓
Certs issued August 2026

Position Title	Series	Grades	Location	Applicants	Referred
Contract Specialist (Procurement) *Direct Hire*	1102	7, 9, 11	Negotiable (Anywhere in the U.S.)	3,112	1,537
Financial Analyst (Finance) *Direct Hire*	0501			3,598	1,858
HR Specialist (People) *Direct Hire*	0201			6,015	2,888
Criminal Investigator (Investigations) *Pathways Recent Graduate**	1811			1,356	565
IT Specialist (Information Technology) *Pathways Recent Graduate**	2210			2,604	387
Program Analyst (Strategy and Operations) *Pathways Recent Graduate**	0343			1,454	829

**The Pathways Recent Graduate job announcements were custom / exclusive postings (not searchable on USAJOBS). Agencies that shared the job announcement link on their website may receive the certs.*

Next Steps

1 Interviews

Candidates applied to a cross-gov announcement, so they don't know your agency. **Email conditions of employment, location, and work schedule before you schedule interviews**, so you can focus on interested candidates.

2 Selections

- Follow your agency policy and rules for reviewing the cert, interviewing, and making selections
- Agencies share the same cert and see who was selected by other agencies
- *For DHA:* CTAP and ICTAP priority programs apply. If there are matches for the location you're filling, we'll send you a CTAP or ICTAP cert
- *For Pathways:* Veterans' preference applies. Rule of Many procedures are followed

3 Onboarding

- **Email CrossGovHiring@opm.gov when you're ready to make a selection.** After OPM approves, your HR pulls the selectee's application from the cert.
- Follow your agency onboarding procedures: your HR sends job offers, sets pay, requests the SF-75, and confirms Federal employment.

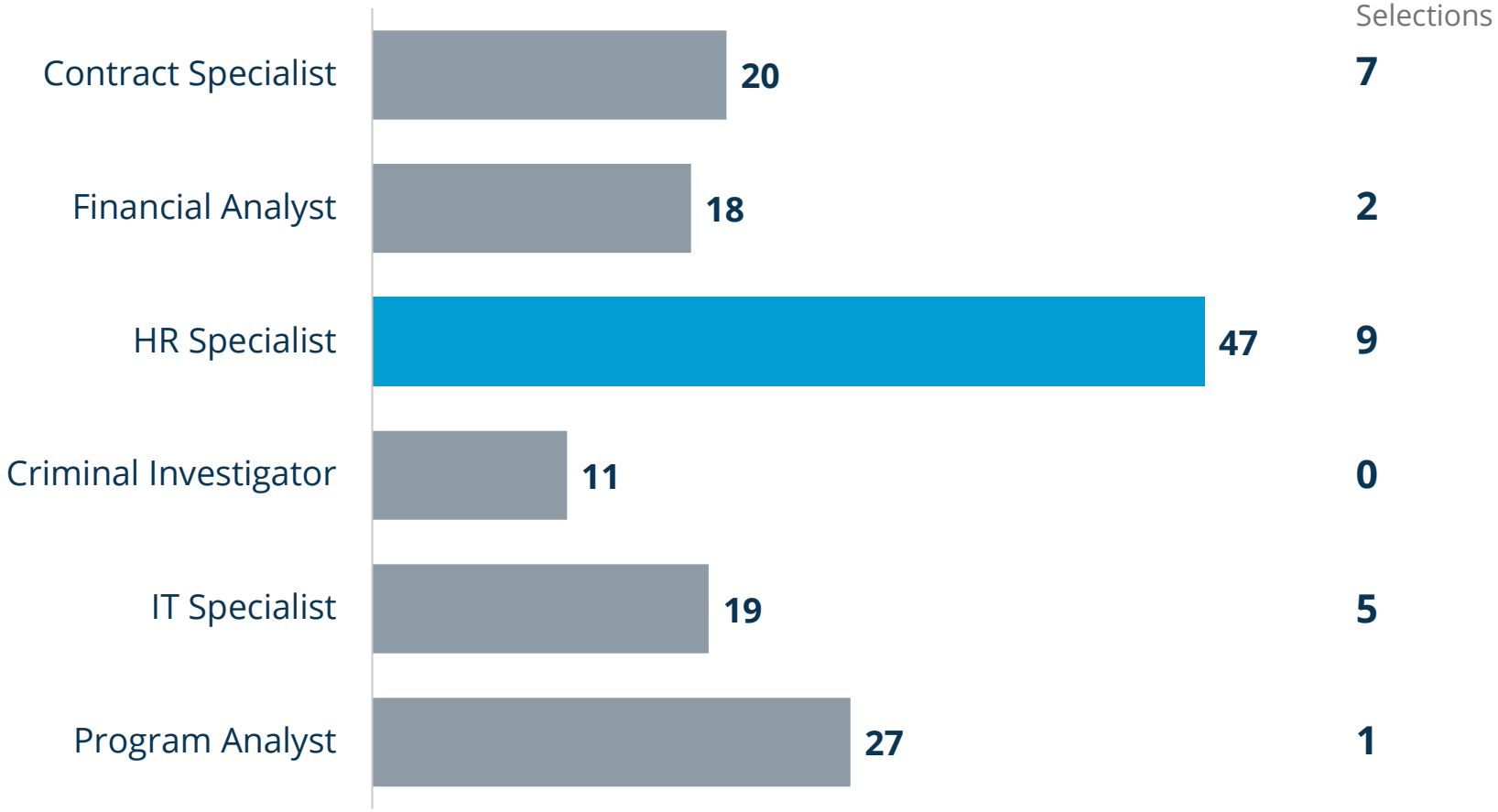
Certificate Activity Update

30

agencies submitted access requests

142 requests
across six occupations

Access requests by occupation



Certificate Due Date Extended to December 31

Previous due date

~~Oct 15~~

New due date

Dec 31, 2026

OPM is extending the selection window for all six Early Career shared certificates. The previous due date of October 15 no longer applies.

Additional notes

Submit selections by December 31

All selections must be submitted to CrossGovHiring@opm.gov by **December 31, 2026**. OPM confirms the candidate is still available and returns approval-to-proceed within **two business days**.

Every selection counts toward EC Goals

Every selection from these certificates, at any of the three grades, counts toward the goal of **33%** of new hires being early career.

Pooled Hiring Resources

- OPM Pooled and Shared Hiring
- The Employee's Guide to Career Transition (CTAP, ICTAP, RPL) (March 2017)
  - Applying CTAP Selection Priority (5 CFR § 330.607)
- Merit Hiring Plan (May 29, 2025)
- Updated Guidance on Establishing Agency Talent Teams (February 2026)
- Pooled and Shared Hiring Including Candidate Inventory (September 15, 2025)
- Guidance to Support Cross-Government Applicant Sharing (December 1, 2023)
- Delegated Examining Operations Handbook (DEOH) (June 2019)
- Rule of Many Numerical Ranking System Implementation

Specific to OPM-led Pooled Hiring (Cross-Government):

- OPM Cross-Government Hiring Resource Page
- Cross-Government Hiring in USA Staffing Advisory Board Resource Center

Points of Contact

General questions & inquiries:
EarlyCareers@opm.gov

Access to Certs:
CrossGovHiring@opm.gov

Find your Agency Shared Cert Coordinator:
https://abrc-usastaffing.opm.gov/hc/en-us/articles/53329273066643-Agency-Shared-Certificate-Coordinators

Agency Talent Teams (including Shared Cert Coordinators):
HX@opm.gov

Chance to Compete Act of 2024 – Feasibility Study

- Talent Innovation & Planning will follow up with agencies, as needed, to clarify submissions. Send your agency point of contact and any questions to **HX@opm.gov** by **October 9, 2026**.

MHP PD Templates by Occupational Family

Group	Occupational Family	Available PDs	Cross-Gov PDs	Total
0200	Human Resources Management	77	4	**81**
0500	Accounting & Budget	28	3	**31**
1100	Business & Industry	20	2	**22**
0300	General Admin, Clerical & Office Services	12	8	**20**
0800	Engineering & Architecture	20	–	**20**
1000	Information & Arts	12	–	**12**
0900	Legal & Kindred	8	–	**8**
1500	Mathematical Sciences	4	2	**6**
0600	Medical, Hospital, Dental & Public Health	4	–	**4**
1300	Physical Sciences	4	–	**4**
1700	Education	4	–	**4**
2100	Transportation	4	–	**4**
2200	Information Technology	–	4	**4**
1800	Inspection, Investigation & Compliance	–	3	**3**
	Total	**197**	**26**	**223**

223
Total PDs

197
Available PDs (61 SPD titles total)

26
Cross-Government PDs

To Request PDs:
HX@opm.gov
To Request Cross-Gov PDs:
CrossGovHiring@opm.gov

Upcoming Talent Team CoP meetings

Time

- Third Thursday of odd-numbered months
- 2:00 to 3:00 p.m. (Eastern)

Dates

2026	2027
November 19	January 21
	March 18
	May 20
	July 15
	September 16
	November 18

MHP Learning Series: Reduction-In-Force Briefings

		Briefing Dates
1	Module 1 **RIF Overview**	Thu, Oct 1 1-2:30 p.m. EST
2	Module 2 **Coverage and Retention Standing**	Thu, Oct 8 1-2:30 p.m. EST
3	Module 3 **Release and Assignment Rights**	Thu, Oct 15 1-2:30 p.m. EST
4	Module 4 **RIF Notices**	Thu, Oct 22 1-2:30 p.m. EST
5	Module 5 **RIF Appeals**	Thu, Oct 29 1-2:30 p.m. EST

Register on Eventbrite: OPM Merit Hiring Learning Series by OPM Hiring Experience Group (HX) | Eventbrite

Talent Team Roster

- Provide periodic updates to HX@opm.gov
  - As changes occur
  - Monthly

- Verify Shared Certificate Coordinators
  - NLT **October 9, 2026**

Questions?

OPM's Talent Innovation & Planning Group

HX@opm.gov

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Thank You

Please take a minute to complete our short survey:
https://surveys.opm.gov/se/5B5534D4464A81F1