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Modernizing Federal Hiring with Artificial Intelligence

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TECHNOLOGY BY POLICY

Modernizing Federal Hiring with Artificial Intelligence

Overview

The federal government is increasingly adopting Artificial Intelligence (AI) to accelerate hiring by automating time-intensive tasks, filling critical vacancies faster, and reducing administrative burdens. The Federal hiring process is taking longer than the time-to-hire target, and OPM's Artificial Intelligence in the Federal Hiring Process guidance encourages agencies to use AI to close the gap. Agencies are increasingly utilizing AI in the hiring process to comply with federal mandates.

Policy Landscape

- **EO 14170:** Prioritizes faster, merit-based federal hiring, and sets an 80-day time-to-hire target. Agencies are expected to reduce hiring time without lowering candidate quality.
- **OMB M-25-21:** Establishes governance for federal AI use, including risk management for systems that influence decisions about people. Agencies will now be expected to maintain documented risk controls for AI used in hiring or obtain a waiver from the chief AI officer.
- **OPM memo (Artificial Intelligence in the Federal Hiring Process):** This memo identifies four uses agencies are encouraged to use AI for in the hiring process; Including drafting job content, screening applicants, pre-offer quality checks, and program analytics. Agencies can begin moving forward with AI adoption if they are including human oversight.

Key Trends

- **Content:** Job announcements, position descriptions, and interview questions can be drafted by AI and approved by a person, which delivers fast results with minimal added process. GSA already uses AI to speed General Schedule job classification.
- **Screening and Interviewing:** AI can summarize applicants and check eligibility, provided the deciding official reviews the underlying record. The government plans to test AI-led interviews for Tech Force applicants. These uses save the most time, which makes oversight most important.
- **Traceability Standardization:** Agencies must be able to show which documents an AI score or summary came from and keep that record. Tools that cite sources, log activity, and explain scoring are tools that will be prioritized. Each agency evaluates each workflow with human oversight present.
- **Decision Making:** OPM directs Chief Human Capital Officers to work with Chief AI Officers and privacy, IT, and data leaders. Agencies with limited HR capacity that involve these leaders early are less likely to stall during deployment.

What Agencies Should Do Next

1. **Inventory Hiring Workflows:** Identify current and potential AI use across the hiring lifecycle, from job announcement to offer.
2. **Document Accountability:** Record the risk determination and reviewing official for each AI-assisted workflow and make updates when tools or processes change.
3. **Establish Cross-Functional Governance:** Bring HR, AI, privacy, IT, and data leaders together before procurement.
4. **Build Requirements into Procurement:** Specify source citation, audit logging, veterans' preference accuracy, Section 508 accessibility, and Privacy Act protection in solicitations.
5. **Pilot and Scale:** Launch pilot-approved use cases, measure time-to-hire against the 80-day target and expand based on results.

How Carahsoft Can Help

Challenge	Carahsoft Partner	How it Can Help
Recruiters spend too much time preparing for specialized positions	HireBoost	AI-powered recruiting strategies, hiring-manager intake briefs, sourcing plans, and structured interview frameworks, support by recruiter training.
Agencies struggle to source and engage qualified candidates	LinkedIn	LinkedIn Recruiter and Jobs help identify, engage, and attract talent for hard-to-fill positions, while Talent Insights provides workforce intelligence.
Matching people to roles on skills, not just keywords	Eightfold.AI	Skills-based matching across hiring, workforce planning, and internal mobility, on a FedRAMP Moderate authorized platform.
Managing high-volume hiring across disconnected tools	Avature	Applicant tracking, candidate relationship management, and high-volume recruiting in one platform, with AI candidate suggestions that explain how each match was calculated.

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