



Federal HR Tech Market Research

Shared Services Leadership Coalition

Sponsored by: Maximus

May 28, 2026

Project Purpose

Project Lead

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Sponsor

Government Stakeholders

Goal, Approaches & Outcome

- **Goal:**
To help agencies accelerate technology acquisitions by performing market research to and collect and provision vetted, consistent, relevant data for all agencies to use
- **Approaches:**
Engage stakeholders from government and industry to perform market research and collect relevant information about commercial products and solutions that the OPM-chosen Core HCM system can integrate with (such as payroll, benefits, talent acquisition, performance management, and retirement).
- **Outcomes:**
An inventory of commercial solutions available today, and a look into what is on the horizon, to support HR functions that fall outside of the scope of the core HR 2.0 government-wide platform.

Workstream Descriptions

- ❑ **Payroll**: Products that manage federal employee compensation, pay adjustments, and deductions in compliance with federal pay regulations.
- ❑ **Benefits**: Products that administer federal employee benefit programs, including health, life, and flexible spending offerings.
- ❑ **Talent Acquisition**: Products that support the federal hiring process from job posting through onboarding in compliance with merit system principles.
- ❑ **Performance Management**: Products that facilitate the creation, tracking, and evaluation of federal employee performance plans and ratings.
- ❑ **Retirement**: Products that support the administration of FERS and CSRS benefits, including calculations, counseling, and annuity processing.
- ❑ **Ancillary HR Technology**: Products that solve discrete challenges within the federal human capital ecosystem (i.e. Classification).

Key Project Milestones

April 2026

- Initial research, identify and reach out to companies aligned to the workstream activity descriptions who the team thinks should reply to the data call in order to be included in the service catalog

May 2026

- Companies respond to the data call

June 2026

- Teams analyze submissions and validate or confer with companies where there are questions or concerns.
- Team develops market segment introduction and analysis based on inputs
- Finalize and publish deliverables

Anticipated Products

Three key products will be produced using the data that product and solution vendors are providing:

- Overview report** that will describe the current state of the HR Tech market, including but not limited to: relevant trends, key leaders and emerging providers, etc.
 - This product will be publicly released
- Alignment Matrix** which will include the Detailed data provided by the vendors in our collection tool that provides the vendors' alignment to OPM standards, government requirements (e.g. FedRamp), and other relevant government needs
 - This will be provided ONLY to the HR QSMO as it could be viewed as competitively sensitive
- Proprietary information** provided by any vendor who wishes to share this with OPM – this is optional (we don't anticipate much if anything)
 - This information will only be accessible by a limited number of ACT-IAC staff and it will be provided to OPM, only