Avue Digital Services As Aligned with the America First Budget
The Budget Blueprint to Make America Great Again

March 18th, 2017 “Making Government Work Again”
Avue Digital Services
The 2020 Goals of the Budget Blueprint
Making Government Work Again

Executive orders are issued by United States Presidents and directed towards officers and agencies of the Federal government of the United States.

A presidential memorandum is a type of executive action issued by the President of the United States to manage and govern the actions, practices, and policies of the various departments and agencies found under the executive branch of the United States government. It has the force of law and is usually used to delegate tasks, direct specific government agencies to do something, or to start a regulatory process.

Memoranda can be amended or rescinded by executive orders or another memorandum, but executive orders take legal precedence and cannot be changed by a memorandum.

A Message from the Director, Office of Management and Budget ~ I am proud to introduce the “America First” Budget. While recognizing this Blueprint is not the full Federal budget, it does provide lawmakers and the public with a view of the priorities of the President and his Administration.

As one of his first acts as President, on January 23, 2017, the President issued a memorandum imposing a Federal “Hiring Freeze” and requiring a long-term plan to reduce the size of the Federal Government’s workforce. In addition, on March 13, 2017, the President signed Executive Order 13781 establishing a “Comprehensive Plan for Reorganizing the Executive Branch,” which set in motion the important work of reorganizing executive departments and agencies. These two actions are complementary and plans should reflect both Presidential actions.
The Administration will take action to ensure that by 2020 we will be able to say the following:

• Federal agencies are managing programs and delivering critical services more effectively
• Federal agencies are devoting a greater percentage of taxpayer dollars to mission achievement rather than costly, unproductive compliance activities
• Federal agencies are more effective and efficient in supporting program outcomes
• Agencies have been held accountable for improving performance
Avue’s Talent Acquisition, Talent Management, and Talent Science ~ the Path to Meeting the President’s 2020 Goals
1. Federal agencies are managing programs and delivering critical services more effectively.
Avue’s Command Center delivers program and performance data to the fingertips of agency leadership and management ~ merging workforce and payroll data into one comprehensive information hub. And the data refreshes every 24 hours so you operate from the most recent and real-time information.

“The Administration will take an evidence-based approach to improving programs and services—using real, hard data ... We will hold program managers accountable for improving performance and delivering high-quality and timely services to the American people and businesses. We will use all tools available and create new ones as needed to ensure the workforce is appropriately prepared.” ~Page 7
2. Federal agencies are devoting a greater percentage of taxpayer dollars to mission achievement rather than costly, unproductive compliance activities.
Avue provides desktop/mobile device tools to help managers with the most complicated and cumbersome HR process by removing unnecessary constraints on managers taking action and providing insightful and meaningful online coaching and support ~ like, this, our mobile device progressive disciplinary action model.

“... these Government-wide policies often tie agencies’ hands and keep managers from making commonsense decisions. As a result, costs often increase without corresponding benefits. The Administration will roll back low-value activities and let managers manage, while holding them accountable for finding ways to reduce the cost of agency operations.”
~Page 7 and 8
3. Federal agencies are more effective and efficient in supporting program outcomes
Avue’s cloud technology meets OMB Cloud First and FedRAMP requirements. It is offered on a subscription basis that requires zero capital investment. Cycle time is reduced by as much as 90% ~ by virtue of the embedded rules engines. Avue elevates HR from transaction-focused to talent management and talent science focused. Deploy in days not months or years and work from the latest version every time you log in.

“Delivering high-performing program results and services to citizens and businesses depends on effective and efficient mission support services. However... managers remain frustrated with hiring methodologies ... and IT that is outdated by the time it is deployed. Among the areas that will be addressed are how agencies hire talent...and utilize technology.”

~Page 8
4. Agencies have been held accountable for improving performance.
Performance management is a complex leadership responsibility that often relies on anecdote rather than data. Avue’s modules are all inherently integrated by design. Linking employees to budget and cost accounting codes, tracking time and attendance by program and project, insuring required training and certifications are completed, and providing employee input through an online performance portfolio provides a comprehensive view of performance, agency mission goals, and cost per performance objective. It’s more than performance, it’s employee engagement.

“All Federal agencies will be responsible for reporting critical performance metrics and showing demonstrable improvement. OMB will also regularly review agency progress in implementing these reforms to ensure there is consistent improvement.” ~Page 8
For those agencies facing double-digit budget cuts, OMB says decide your own fates

President Donald Trump is giving his Cabinet wide-ranging flexibilities for how to deal with his proposed budget cuts in 2017 and 2018.

Office of Management and Budget Director Mick Mulvaney told reporters March 15 that Cabinet secretaries will have more discretion as to how they implement lower discretionary budgets over the next two years than compared to previous administrations. This includes how to allocate personnel and how to move money among programs based on priorities and how they’re working.

“We worked with agencies to adjust the numbers and gave them tremendous flexibilities,” Mulvaney said. “The top-line number will come down to the secretary to implement.”
2020: Meeting the Challenge
The One, The Only, HCM Solution that Meets the Challenge

- **HRLoB Shared Services Provider**
  - Avue Digital Services Platform Certified by GSA, OMB, and OPM (2008)
- **FedRAMP Authorized Moderate (HHH by 2018)**
  - Since April 2015
  - Sponsored by DOJ, Office of Justice Programs, Department of Defense, & Defense Information Systems Agency
- **SaaS | Software as a Service**
- **Native Federal**
- **99.9% Uptime Since 2001**
- **In-Production Mobile First Strategy**
- **Self-Provisioning – Users Active within Hours of Contract Award**
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