A P Ventures, LLC (APV), is a mission driven IT service company. Since 2007 we have provided exceptional delivery to Federal and State government agencies based on accountability, people, integrity, commitment, quality, and open communication.

Our Human Capital and Management Consulting Capabilities

✔ Modernizing processes in the human capital and HR lifecycle by leveraging emerging technologies (Artificial Intelligence, Intelligent Analytics, Robotic Process Automation, etc.).

✔ Deep knowledge of OPM, OMB, USAJobs standards, Executive Core Qualifications (ECQs), and payroll systems.

✔ Deep Bench - Cadre of federal retirees and Consultants with broad expertise in human capital management functions (i.e., staffing and recruitment, classification, payroll, strategic workforce planning, retirement & benefits, strategic planning, etc.).

✔ We provide integrated human capital solutions across the human capital lifecycle, meeting clients' current and emerging workforce needs.

Our Solutions	Prime Contract Vehicles (link)	Federal Clients
✔ Recruitment and Staffing ✔ Outreach Communications and Support ✔ Personnel Action Processing ✔ Employee and Labor Relations ✔ Classification ✔ Employee Benefits ✔ Workforce Data Analytics ✔ Performance Management ✔ HRIS Integration ✔ Integrated Human Capital Solutions	• GSA HCaTS Pools 1, 2 – SB and 8(a) • GSA OASIS Pool 1 SB and SB 8(a) • GSA MAS (IT70 and PSS) • U.S. Dept. of Labor HRMSS IDIQ • OPM USA Learning Small Business IDIQ • GSA 8(a) STARS III • NITAAC CIO SP3 SB and 8(a)	

What Distinguishes Us

Successful execution on 70+ prime contracts for Federal and State customers

✔ We collaborate with you to ensure strategic alignment and organizational needs achieve a "mission-ready-workforce."

✔ Domain expertise across different Human Capital functional areas.

✔ Team of PhD-level work psychologists, Delegated Examining (DE) and SHRM certified HR practitioners, Instructional Designers, Data Analysts, and certified Project Management Professionals (PMPs) specialized in the human capital and HR lifecycle.

✔ 96% Employee satisfaction--well above the industry average according to Pew Research Center—and the ability to hire, train, retain highly skilled and specialized personnel.

✔ Seven IDIQ vehicles provide our customers with a wide array of contract options.

✔ Open, transparent communication with each customer—coupled with a mission focus—to bring success to the customer's mission.

Company Information

Government-approved Accounting System

UEI: CF46HNY9JH31 | CAGE: 4ZAE2 | DUNS: 00-575-2289 | FEIN: 26-0702519

SBA Certified Small Disadvantaged Business, Woman-Owned Small Business (WOSB), and EDWOSB

Inc. 5000 list of fastest growing companies 2020, 2021, 2022, and 2023

Prime Projects – Description

Department of Labor (DOL) (2021 – Present)

Providing human resources and management support services on eight calls/task orders across seven offices/divisions within DOL's, Office of the Assistant Secretary for Administration and Management (OASAM).

- **Recruitment and Staffing Support:** Our DE-certified HR Specialists provide recruitment and hiring support for DOL's client agencies with approximately 14,000 employees. These efforts include developing and executing hiring strategies, staffing and placement, conducting personnel action processing, HR Management and Operations support.

- **Personnel Action Processing:** Reviewing and processing the full spectrum of staffing and placement actions and pay actions (including accessions, reassignments, pay, and other actions) using OPM guidance (Guide to Processing, Personnel Actions) and other regulatory guidance in the U.S. Department of Treasury's HR Connect System.

- **Classification Support:** Providing authoritative policy interpretation, advice, and guidance in position management; drafting and editing new PDs, writing comprehensive evaluation statements, coaching junior staff on classification principles, assisting with organizational structure issues, providing justification for downgrading positions, performing desk audits, and making FLSA, competitive levels, and position designation determinations.

- **Employee and Labor Relations (ER/LR):** Managing the full ER/LR life cycle to include, leading investigations, drafting appeal responses, drafting disciplinary proposal letters, and managing day-to-day ER/LR activities (misconduct and performance based) for the agency. Providing technical expertise and seasoned judgment to accurately interpret policy, labor and employee arbitrations and alternative dispute resolutions (ADR) and coaching as needed.

- **Data Analysis and Reporting:** Developing budget plans for justification, formulation, and execution, weekly status of funds reports, and quarterly financial reviews, and ensuring the proper development of statutory authority and budget appropriations reports. Maintaining metrics and reporting for the Division of Staffing on time to hire by hiring authorities and other relevant data across the talent life cycle.

- **Performance Management:** Conducting interactive, application-based performance management training for ETA regional personnel, individual Performance Plan analysis and consultations, and program evaluations. Enhancing 150 individual performance plans and increasing engagement throughout the performance management cycle to strengthen a culture of enabling successful performance and accountability.

Department of Homeland Security (2021 – Present)

- **Office of the Chief Human Capital Officer (OCHCO) –** Providing exceptional human capital management and operations support (includes recruitment, hiring, compliance, documentation and classification support, benefits, executive resources, integrated business management, strategic planning and alignment, data analytics and reporting, and surge support) Human Resources Management and Services (OCHCO/HRMS), Strategic Recruitment, Diversity, and Inclusion (OCHCO/SRDI&SHP), Human Capital Policy and Programs (OCHCO/HCPP&SWPA), Office of the Chief Human Capital Officer (OCIO), Office of Science and Technology (S & T).

Department of Treasury (2021 – Present)

- **Bureau of Engraving and Printing (BEP) –** Supporting a comprehensive Workers Compensation (WC) Program meeting the Division of Federal Employees Compensation (DFEC) and Office of Workers' Compensation Programs (OWCP) standards. Our WC Specialists assist with organizing, tracking, and facilitating WC claims, workload statistics, educate on workers' injuries and health issues, manage correspondence with physician offices, medical documentation and other related information required to support the WC claims process.

U.S. Department of Agriculture (2018 – Present)

- **National Organic Program (NOP) –** Developed robots for data collection and cleansing, created datastore, and applied business intelligence analytics to examine the training and learner data. Our creative solution (using Power BI) provided USDA with data dashboards, flexibility to generate reports, and setting up to build predictive analytics – predict learning events that will be in demand, attendance, plan learning events given instructor/faculty availability. This benefits USDA in increased efficiency and fine-tuning their training investments based on current and forecasted data (maximizing utilization, no empty seats and yes respond to demand).

Prime Projects – Description

Food and Drug Administration (2017 – 2021)

- **Center for Drug Evaluation and Research (CDER), Office of Business Informatics (OBI) –** Provided outreach and recruitment/staffing services and assisted with sourcing and referring of highly qualified operations research analysts, computer scientists, interdisciplinary scientists, and project managers. ***Established a talent pipeline by crowdsourcing highly qualified candidates*** based on "***Korn Ferry***" techniques that met educational and experience criteria for business informatics and business intelligence fields. Deployed an ***FDA-customized cloud-based Applicant Tracking System (ATS)***, providing a single consistent interface to access HR services and information. ***Marketed OBI as an outstanding career choice*** by setting up recruitment fairs, establishing partnerships with premiere educational institutions, and marketing on social media sites to promote FDA careers. ***Scripted and videotaped OBI staff*** to create marketing videos that capture and promote opportunities at OBI. https://apvit.com/apv-portfolio/fda-cder-obi-obi-recruitment-video

Maryland Department of Information Technology (2011 – 2021)

- **Department of Budget and Management (DBM), Office of Personnel Services and Benefits (OPSB) –** Our team played a key role in the implementation of SaaS Cloud multi-tenant subscription based ***Human Capital Management (HCM) solution i.e., Workday*** – the Statewide Personnel System (SPS). The new SPS replaces State's old personnel systems, automates manual business processes, integrates statewide personnel systems, provides robust business intelligence analysis, and offers ***Human Resources Information System (HRIS)*** modules like human resources, compensation, benefits, timekeeping, absence, and payroll. The new SPS supports all 54 State agencies. Our team was responsible for program/portfolio project management, system development and enhancement, requirements gathering, planning, solution evaluation, analysis, recommendations, and acquisition of new solutions. https://dbm.maryland.gov/sps/Pages/about-sps.aspx.

Innovative Solutions

Through our **"Emerging Technology Lab (ETL)",** we support our clients with creative, innovative human capital and training solutions to meet emerging needs. Our ETL experts continue to design and implement analytics and technology solutions that simplify extensive HR processes.

Recruitment Hiring Process – Use Case

- To increase efficiency, we developed an AI-powered robot that autonomously sources resumes from various job boards, evaluates candidates' profiles against skillset requirements, and grades them accordingly. This AI robot intelligently reduces the turn-around in the hiring process substantially from 5 days to 4 hours per position. The bot automates the screening, job-matching, and recruitment processes – allowing us to standup the MVP in just four (4) weeks. The additional integration with Business Intelligence tools like Tableau or Power BI will allow us to provide a detailed view of each recruitment phase once a vacancy is posted and real-time metrics.

apv Always Provide Value