

WORKFORCE DIAGNOSTICS LLC

CAPABILITY STATEMENT

Federal HR 2.0 Migration Readiness | AI-Enabled Human Capital Diagnostics | Workforce Risk & Succession Planning

▮ BUILT FOR FEDERAL HR 2.0 ▮

OPM's HR 2.0 initiative is consolidating 119+ legacy HCM systems into one government-wide platform. Every agency must migrate — and every agency's data must be clean, compliant, and workforce-ready before it moves. Workforce Diagnostics delivers the pre-migration diagnostic that makes that possible.

WHO WE ARE

Workforce Diagnostics LLC is a Service-Disabled Veteran-Owned Small Business (SDVOSB) headquartered in Fairfax, Virginia. Founded by a former Federal Human Capital Executive with 25+ years leading HR modernization, workforce strategy, and organizational transformation across multiple federal agencies — including roles as Associate Director of Human Capital Planning, Chief Learning Officer, and Director of Human Resources — we exist to give agencies the objective, data-driven workforce clarity they need before, during, and after major system transitions like HR 2.0.

We are not a platform vendor. We are the independent diagnostic layer that makes your HR 2.0 migration succeed.

CORE CAPABILITIES

Solutions We Provide	Problems We Solve
<ul style="list-style-type: none">HR 2.0 Pre-Migration Workforce Readiness AssessmentSuccession Risk Diagnostics & Leadership Pipeline AnalysisAI Readiness Assessment for HR & Workforce TeamsWorkforce Risk & Skills Gap AnalysisStrategic Human Capital Planning (Title 5 Aligned)Compliance & Policy Mapping (Title 5, ADA, Veterans Hiring)Automated Workforce Diagnostics & ReportingSubcontractor Support for Prime HR Modernization Teams	<ul style="list-style-type: none">Agencies with dirty, siloed data across legacy HCM systemsLeadership continuity blind spots before system migrationWorkforce not aligned to post-migration mission requirementsCompliance vulnerabilities in personnel records pre-transitionAI readiness gaps blocking HR modernization adoptionSlow, overpriced consulting that delays migration timelinesLack of defensible, evidence-based pre-investment diagnosticsPrimes needing SDVOSB partners with federal HC depth

FLAGSHIP PRODUCT: HR 2.0 PRE-MIGRATION READINESS DIAGNOSTIC

A fixed-scope, firm-fixed-price diagnostic designed specifically for agencies preparing to migrate to OPM's new Core HCM platform. Delivered in 6–8 weeks using workforce data you already have. No system changes. No disruption to operations.

What agencies receive:

- Workforce data quality audit — identifying gaps, duplicates, and non-standard records that will fail migration validation
- Org structure & position alignment report — mapping actual vs. documented workforce to the new Core HCM data model
- Skills & knowledge risk summary — gaps affecting performance, compliance, or mission continuity post-migration
- Succession & leadership pipeline vulnerability map — identifying critical role exposure before the transition
- Compliance readiness scorecard — Title 5, ADA, veterans hiring mandate alignment
- 1–3 Year Workforce Roadmap — prioritized action plan to reduce risk and prepare for Core HCM go-live

Available as: Standalone firm-fixed-price purchase | Foundation for contracted human capital consulting | Subcontract delivery under prime HR modernization contracts

WHY WORKFORCE DIAGNOSTICS

<p>Federal Insider Credibility 25+ years leading federal HR modernization from inside agencies — not as an outside vendor guessing at your constraints.</p>	<p>Independent & Vendor-Agnostic We evaluate and enhance platforms. We don't sell them. Our findings are objective and defensible.</p>	<p>Rapid Fixed-Price Delivery Results in 6–8 weeks at a firm-fixed price — no open-ended consulting retainers, no scope creep.</p>
<p>SDVOSB Set-Aside Eligible Certified SDVOSB — agencies count contract awards toward their mandatory 5% veteran-owned spending goals. Sole-source eligible up to \$4M.</p>	<p>Compliance-Aligned Diagnostics All findings mapped to Title 5, ADA, and veterans hiring mandates — defensible in any audit or IG review.</p>	<p>Prime Contractor Ready Experienced subcontractor for large HR modernization primes needing deep human capital expertise and SDVOSB teaming credit.</p>

COMPANY DATA

Founded	2017
Structure	LLC
HQ	Fairfax, VA
NAICS	541611, 541612, 611430, 541690
PSC Codes	R408, R431, R499, R799, B506, B544, U009
Cage Code	02F74
UEI #	TJ4WGTU5BRK3
SAM.gov	Active

CERTIFICATIONS & REGISTRATIONS

<p>SDVOSB SBA VetCert Certified</p>	<p>SWaM Virginia Certified</p>	<p>WOSB Women-Owned Small Business</p>	<p>BBB A+ Accredited Business</p>	<p>SAM.gov Active Registration</p>	<p>D-U-N-S 043004657</p>
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