

A Learning Experience Architecture for the entire federal HR workforce

Develop each HR competency once. Deliver it at scale. Prove mastery, not seat time.

A capability and competency overview: what Graduate School USA delivers today, and what it can deliver based on its track record, faculty, and technology.

100,000+

federal employees trained

125+

federal agencies served

Since 1921

training the federal workforce

All 15

HR functional areas taught today

200+

federally experienced subject-matter experts

400+

courses and certificates

One competency, taught once, delivered everywhere

Develop each competency once, then deliver it to an entire workforce, with proficiency measured on the job, not by courses finished. Graduate School USA can deliver the whole stack in-house — content, platform, AI coach, credentialing, and analytics — on a platform you can see this week.

The Learning Experience Architecture

Every module ties to a measurable job outcome and its governing authority, then confirms learners reach it. Content is authored as portable, time-estimated units that recombine into 1-to-6-hour blocks and full credential tracks, so a module built for one area drops into any pathway with no rebuild.

- Modular content: independently versioned units, recombined into tracks
- Adaptive pathways: branching scenarios with recorded decision paths
- A learning-record store shaped to xAPI, feeding analytics today
- Designed-versus-actual seat-time calibration from real learner data

Open standards and API integration, no lock-in

Nothing is trapped. Content is authored in open, portable formats, and learner records export to open CSV and PDF today, with xAPI, cmi5, and SCORM export we build in-house over those same records. An API path can sync content and records with your systems and other LMS platforms, so what runs here moves wherever you need it.

- Learner records export to open CSV and PDF, the same numbers shown on screen
- xAPI, cmi5, and SCORM export we build in-house over the records, no proprietary stack
- API integration to sync content and learner records with client systems
- Runs on our LMS or exports into another conformant LMS, so nothing is locked in

Hands-on practice, real instructors, AI support

Learners do the work, not just read slides. Modules mix thirteen interactive element types, from branching scenarios to knowledge checks, so HR specialists practice judgment on realistic federal situations. On open-ended work, the AI HR Coach gives instant, source-grounded feedback, and a human instructor can review or override it first. Live cohorts and self-paced study run off one curriculum.

- 13 interactive element types, including scenarios, branching, matching, ranking, exercises, short answer, knowledge checks, and flashcards
- AI HR Coach gives instant, source-grounded feedback on open-ended work
- Instructors review and can override every AI response, and grade high-stakes work themselves
- Animated lesson videos with captions, and blended live plus self-paced delivery from one curriculum

An AI HR Coach anchored to vetted authority

The AI HR Coach answers only from authored curriculum and vetted sources, ranked across four authority tiers so statute and OPM guidance outrank secondary material. Before any answer reaches a learner, a deterministic gate confirms every cited passage literally appears in its source and drops anything that fails, rather than trusting the model's judgment. Hard cost controls cap spend.

- Grounded only in vetted curriculum and four-tier federal authorities
- Deterministic citation gate verifies every source before display
- Available to enrolled and unenrolled HR staff alike
- Hard cost controls: daily cap, auto-downgrade, per-message audit

Cited to the authority, updated as the rules change

Federal HR rules move, and the training moves with them. Every content slide cites its governing source, statute, 5 CFR, OPM guidance, or GAO, ranked so primary law outranks secondary material. When a rule changes, the update pushes to every enrolled learner with version control, so an agency can show everyone completed against current material.

- Slide-level citations to statute, 5 CFR, OPM guidance, and GAO, ranked by authority
- Content updated centrally and pushed to enrolled learners as rules change
- Version control shows learners completed against the current material
- Authored and maintained by instructors with decades of federal HR service

We already teach the federal HR curriculum

Graduate School USA has trained the federal workforce since 1921, and its published catalog today covers federal HR from entry to advanced across all 15 functional areas with real, instructor-tested courses. An agency refines proven content rather than commissioning it from a blank page. The table below maps each functional area to what we teach today.

Federal HR functional area	Graduate School USA coverage	Status
Classification	Basic to Advanced, PD writing, position management	Taught today
Recruitment, Staffing, and Placement	Federal staffing, veterans' preference, category rating, RIF	Taught today
Employee Benefits	CSRS and FERS, FEHB for administrators, SSA entitlement	Taught today
Foundational Federal HR	Three-level cFHRP ladder, processing personnel actions	Taught today
Employee Relations	Adverse actions, grievances, performance-based actions	Taught today
Labor Relations	LR Basic and Intermediate, negotiating federal labor agreements	Taught today
Training and Development	Employee development, instructional design, instructor training	Taught today
HR for Supervisors and Managers	Dedicated supervisor and manager HR track	Taught today
Performance Management	Federal performance management, performance-based actions	Taught today
Qualifications and Assessments	Qualifications analysis, job analysis, category rating	Taught today
Compensation	GS and FWS pay setting, full FLSA suite	Taught today
Injury Compensation	Workers' comp and disability retirement (FECA, OWCP)	Taught today
Competitive Examining	Examining for FWS jobs, category rating and selection, competitive and excepted appointments	Taught today
Executive Management	CLM ECQ cohort ladder, 10,000+ leaders developed since 1995	Taught today
HR IT Management and Systems	Using and presenting HR data, workforce analysis and planning, AI governance for federal HR	Taught today

Three-tier, FAC-style credentialing with proof-of-skill

Each functional area becomes three sequenced, prerequisite-gated tracks: entry, intermediate, and advanced. Each tier is gated by an evidence-backed exam that blocks progression until the learner passes and uploads proof, the graduated-progression model behind the Federal Acquisition Certification. This backbone is shipped infrastructure today; tier labels and competency tags are configuration over it.

- Open Badges 3.0 credentials, portable and verifiable, that we can issue over the records
- The agency retains governance of the credential framework, agency- or vendor-administered

Entry tier: build the legal framework and core practice. Learners orient to the functional area, apply the controlling authorities, and demonstrate baseline skill through auto-graded checks and a branching scenario, then pass a certification exam with evidence upload.

Intermediate tier: apply judgment to real cases. Learners work multi-step simulations with recorded decision paths, draft work products reviewed against a rubric, and pass an evidence-gated exam, with the entry tier required as a prerequisite.

Advanced tier: lead, govern, and manage enterprise risk. Learners complete a capstone scored against a reusable rubric and pass a certification exam that blocks track completion until an evidence-backed pass, with the intermediate tier required as a prerequisite.

Proven end to end on a full functional area

We have already run the refine-not-rebuild pass on Employee Relations. Each module carries its performance outcome, objectives, governing authorities, and activities, so it ships as a ready competency-to-module crosswalk. The highest-confidence source files go straight to design; the rest pass subject-matter validation first. This is develop-once in evidence, not in promise.

- 36 modules: 12 entry, 15 intermediate, 9 advanced
- 132 mastery hours, about 66 to 79 eLearning hours after reduction
- 158 scored federal source files from 11 agencies
- Every module ships authority-tagged and crosswalk-ready

A century-deep federal HR institution, not a new entrant

Graduate School USA was founded in 1921 as the USDA Graduate School and has trained more than 100,000 federal employees across 125-plus agencies. Its federal HR curriculum is built and maintained in-house by practitioner instructors with decades of federal service, not licensed from a generic library. GSUSA builds and holds all of it in-house — curriculum, platform, AI Coach, analytics, and credentialing — with no third party required.

- Founded 1921 as the USDA Graduate School; 100,000+ federal employees trained across 125+ agencies
- Federal HR curriculum designed and taught in-house by practitioner instructors, not licensed from a generic library
- ACCET-accredited (ACCET is a U.S. Department of Education-recognized accreditor)
- Center for Leadership and Management runs ECQ-aligned executive development, including the Executive Potential Program since 1995
- 200+ federally experienced subject-matter experts across 400+ courses and certificates
- Available on an active GSA MAS Schedule (SINs 611430 and 541611)

See it running, on live content, this week

The platform is built and seeded with live content, so we can run a demonstration whenever you schedule it. We will drive the analytics, the learning-record store, adaptive pathways, evidence-backed credentialing, and agency-level reporting live on the working platform. A virtual demonstration is ready now.

Mourad Kattan MKattan@graduateschool.edu (888) 744-4723