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# New Employee Onboarding

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**Welcome!** Congratulations on your new employment with USDA Marketing and Regulatory Programs (MRP). MRP facilitates domestic and international marketing of U.S. agricultural products and ensures the health and care of animals and plants.

## The ‘Future of Work’—Onboarding New Employees in a Hybrid Work Environment

The COVID pandemic undoubtedly transformed the way the Federal Government thought about work. Over the past three years, we adapted to remote work and reevaluated our traditional onsite office-based models. We found solutions to logistical and technical challenges posed by lockdowns and social distancing measures. Today new Federal “future of work” models offer employees onsite work, remote work and telework options, as well as hybrid options which incorporate a mix of in-person and virtual opportunities.

During this unprecedented time in our history we are taking some extra steps to ensure that you feel welcomed into our Agencies and that you have the information, support, and resources you need to be successful at your job. We’ve asked your Supervisor and/or Onboarding Point of Contact in your program to stay in close communication with you before and during your onboarding process. Please reach

out to them or these informational websites if you have any questions.

Your first day of work will likely be different than you imagined as you may not be in an office or laboratory setting but instead may be “onboarding” from your home. Refer to the [Before you Start](#) page for information about documentation and/or forms you should have ready to sign when requested to do so.

Whether you are a current employee moving within your existing program or agency, a transfer from another USDA or Federal governmental agency, or someone brand new to Federal service we hope you can find some useful resources and information at this site. Please note: current Federal employees may not need to complete all the forms or request all the services identified at this site as many of your credentials and access to applications will move with you. If you have questions, please talk to your Supervisor.

## Marketing and Regulatory Programs

Marketing and Regulatory Programs (MRP) is made up of two agencies which are active participants in setting national and international standards.

The **Animal and Plant Health Inspection Service** (APHIS) is a multi-faceted Agency with a broad mission area that includes protecting and promoting U.S. agricultural health, regulating genetically engineered organisms, administering the Animal Welfare Act, and carrying out wildlife damage management activities. These efforts support the overall mission of USDA, which is to protect and promote food, agriculture, natural resources, and related issues.

The **Agricultural Marketing Service** (AMS) facilitates the strategic marketing of agricultural products in domestic and international markets while ensuring fair trading practices and promoting a competitive and efficient marketplace. AMS constantly works to develop new marketing services to increase customer satisfaction.

## Messages to Employees from the Biden/Harris Administration

- [USDA Strategic Plan Fiscal Years 2022-2026](#)
- View a Video from [President Joseph Biden](#)

- View a Video from [Secretary of Agriculture Thomas Vilsack](#)
- [The Biden - Harris Management Agenda Vision](#)
- [A Letter to the Federal Workforce - from President Joseph Biden](#)

## **About USDA and the MRP Mission Area**

- [Read more about USDA](#)
- [Read more about the OPM Federal Employee Viewpoint Survey \(FEVS\)](#)

## **About Agricultural Marketing Service (AMS)**

- [Read more about AMS](#)

## **About Animal and Plant Health Inspection Service (APHIS)**

- [Read more about APHIS](#)
- [View a video about APHIS Solutions through Science](#)
- [2022-2025 APHIS Climate Change Adaptation Plan](#)

# **Resources for New Employees, Supervisors, and Onboarding Program Point of Contacts**

APHIS and AMS have both recognized the value in structuring an Onboarding program for New Employees. While all documents and links to available resources are available to employees of both Agencies, if you are an AMS employee, we recommend that you use those marked with AMS Employees Only when applicable.

## **New Employee Resources**

- [Acronym Dictionary](#) (Requires eAuthentication access)
- [Career Development Center](#) (Requires eAuthentication access)
- [MRP Federal Employee Onboarding Resource](#)
- [New Employee Checklist](#)

## **Related Information**

- [Reasonable Accommodation Program](#) (Requires eAuthentication access)  
The Marketing and Regulatory Programs (MRP) Reasonable Accommodations

Program removes workplace barriers that prevent individuals with disabilities from applying for employment, and employees from performing essential job functions

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