The Onboarding Process for Selectees

USAS Onboarding allows you to complete and submit your onboarding forms through an online process. In this system, you can review, complete, and electronically sign and submit onboarding forms directly to the Human Resources office.

- Accept your job offer and log into USAS Onboarding
- Complete your online questionnaire(s), review forms and complete assigned tasks
- Sign and submit all forms eligible for your electronic signature

Accept the Tentative or Official Job Offer

The first step in beginning the onboarding process, after receiving your invite or offer from the selecting agency, is to accept your Tentative Job Offer. When your suitability has been determined, you will accept your Official Offer in this same way.

After accepting either the Tentative or Official offer, you must continue into USAJOBS to complete all of the tasks assigned to you. Failure to do this in a timely manner may result in your offer being rescinded.

Log into USAS Onboarding using USAJOBS

The Welcome New Hire page is where you will utilize your USAJOBS account to login to begin the onboarding process.

View & Complete Tasks

The Tasks page is where you view the tasks that have been assigned to you by Human Resources. In order to onboard – you must complete each task! Click View for each individual task to view the instructions provided by Human Resources and to mark the task as complete. Some tasks have quick links that allow you to Start, Continue, or Update a task. Some tasks require you to upload a document or to complete a process outside of USAS Onboarding. Note the due date for each assignment, and track your progress by referencing the completed date or the progress tracker at the top of the screen. The icon in front of each task will turn green when it is completed.
Complete the Questionnaires

Most of the work you will complete inside the USAS Onboarding application will be within the Questionnaire section where you will add and/or modify information related to:

- Biographic Information
- Employment Information
- Background Information
- Benefits Information
- Compensation Information

The questionnaires will vary depending on what forms have been assigned to you. Be sure and review the questionnaire section each time new forms are assigned or returned to you.

All forms are READ ONLY --- You will NEVER enter information directly into a form.

Any information needed on a form will always be retrieved from information entered into these questionnaires. If a form is returned to you for correction, you will correct it by updating your answers within the appropriate questionnaire.
**Review – Sign – Submit Forms**

When you have finished all the questionnaires, it is time to review, sign and submit the completed forms you have created.

To do this:

- Click on the link to the form
- **NOTE -- At the top of the form it tells you that it is READ ONLY.** Any corrections to this form must be made by updating the appropriate questionnaire
- Review the Information rendered on the form
- Click **Confirm**
- Click **Submit**
- Click **I Agree**

Follow all instructions provided to you by the HR Office coordinating your Onboarding. They will alert you as to whether you will:

- Need to print your Day One forms and bring them with you to sign in person
- Need to bring your USAJOBS Login information so you can complete and sign the forms electronically at your reporting location
- Benefits forms will not be able to be completed inside USAS Onboarding until after you report to work on your first day

**Quick Reference Links**

- [USAS Onboarding Resource Center](#)
- [USAJOBS Login](#)
- [USDA APHIS - Before You Start](#)