

AVUE

PRIVACY IMPACT ASSESSMENT SUMMARY

System Name: AVUE

Managing Office: USAID Office of Human Resources

SUMMARY: The United States Agency for International Development (USAID) gives notice that it has conducted a Privacy Impact Assessment (PIA) for its Office of Human Resources AVUE system. AVUE is a holistic, integrated, digital human resources service delivery system for Federal Government Human Resources. AVUE provides its subscribers with a turn-key solution consisting of all the content databases, expert system rules engines, application functionality, and IT infrastructure needed to perform automated classification, staffing, and other areas of human resource administration and human capital management. AVUE combines content with application functionality in a secure expert system to produce documents, decisions, advice, reports, and data feeds in a fully hosted environment.

What elements of PII are being collected?

The Office of Human Resources uses AVUE to collect name, address, Social Security number, date of birth, place of birth, educational records and employment history records. It also collects telephone numbers, e-mail addresses, race, gender, national origin, ethnicity, handicap information and other information related to employment, background investigations and other information relevant to the jobs for which the individual applies.

Why is the PII being collected?

The Office of Human Resources collects the information in AVUE to determine eligibility of prospective candidates for employment, and to facilitate the automated functions for management of human resource functions.

What opportunities are provided to individuals to consent to the use of this information collection?

An opportunity to consent is provided; however, the information is required to apply for USAID employment. The individual may decline to provide the information, which may negatively impact the hiring process.

What is the Agency's intended use of the information?

The Office of Human Resources uses the information to evaluate individuals for specific employment opportunities, as well as to facilitate the AVUE system's workflow to process personnel actions.

Who has access to the information?

The Office of Human Resources uses the information, and it is not shared with other agencies. Within USAID, the information can be accessed by human resources staff, managers, selecting officials, assessment panels, and other agency employees or contractors involved in data collection, data reporting, the selection process or transaction processing.

What authorities permit the collection of this information?

The Foreign Assistance Act of 1961, as amended.

Information Security

The information collected in AVUE is stored in a data center with restricted physical and logical access. Intrusion detection software operates continuously to identify and stop unauthorized access attempts.

Does this collection require a System of Record Notice?

Yes. The Office of Personnel Management (OPM) owns the information collected for personnel management and hiring, and the information collected for AVUE is covered in OPM GOVT-5, Recruiting, Examining, and Placement Records.