



FORESIGHT FEDERAL

CAPABILITY STATEMENT

Strategic Solutions for the Federal Workforce

SBA-CERTIFIED WOSB

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CAGE 192P5

SAM.GOV ACTIVE

ABOUT US

Foresight Federal strengthens federal HR performance by stabilizing complex service delivery environments and aligning workforce operations to mission-critical outcomes. Backed by **15+ years of federal human capital leadership**, the firm partners with agencies and prime contractors to mitigate compliance risk, improve operational accountability, and deliver measurable performance within regulated, contract-driven environments.

COMPANY DATA

STRUCTURE	LLC — North Carolina
CERTIFICATION	SBA-Certified WOSB
PRIMARY NAICS	541612 — HR Consulting
ADDITIONAL	541611 · 541618 · 561110

CORE CAPABILITIES

Workforce Strategy & Human Capital Planning

Strategic advisory for workforce transformation, restructuring & long-range planning.

Compliance, Accountability & Risk Management

Compliance assessments, accountability programs & risk identification across federal HR.

HR Shared Services & Operating Model Design

Operating model transformation & high-volume HR service delivery modernization.

AI-Enabled HR Strategy & Adoption

AI applied to federal hiring mechanics — job analysis, assessments, workload triage — compliance-safe.

Training & DE Certification Prep

Live team training plus COTS courses
FF-DE-101 / FF-DE-201 — SF-182-ready.

Prime Contractor & Proposal Support

HR operations SME analysis & proposal support for federal pursuits.

DIFFERENTIATORS

Regulation + Technology, One Advisor — AI and analytics applied to the real mechanics of federal hiring, without risking merit system principles or veterans' preference.

Operational Fluency — 15 years across federal HR service delivery: staffing, PAR shared services & workforce strategy.

Evidence-Based — grounded in years of accountability audit data & practitioner experience, not templates.

Credentialed — currently OPM DE-certified (through 2027) & certified HCF Evaluator (2021).

Founder-Delivered — execution-led advisory with direct senior engagement.

PAST PERFORMANCE

Prime Proposal Support · 2026

AI-assisted incumbent performance analysis, governance & quality-control framework design, and proposal development for a prime pursuing a major Commerce HR operations recompute.

U.S. Dept. of Commerce · 2011–2025

Principal experience: department-wide accountability audits; Acting Director of Accountability (GS-15 eq.); PAR Lead for enterprise shared-services HR operations — processing quality assurance & vendor oversight. OPM DE-certified · certified HCF Evaluator.

DE Training Delivered

Built & delivered DE assessment training for a federal HR office — the specialists trained passed OPM's certification.

Jamica Davis, Founder & Principal

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