



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

MEMORANDUM

TO: Heads of Departments and Agencies

FROM: Scott Kupor, Director, U.S. Office of Personnel Management

DATE: December 1, 2025

RE: Sunsetting the U.S. Office of Personnel Management's Federal Academic Alliance

This memorandum announces OPM's decision to sunset the Federal Academic Alliance (Alliance). The Alliance will be phased out in an orderly manner to minimize disruption to employees currently enrolled with participating institutions and to align government-wide learning benefits with existing statutory and regulatory authorities. Agencies should begin internal communications and planning immediately in accordance with the timeline and actions below.

I. Background

Established to broaden access to post-secondary learning opportunities, the Alliance enabled non-exclusive, voluntary agreements between accredited academic institutions and the Federal Government, providing tuition discounts and related benefits to federal employees and, in some cases, their families. After a comprehensive review of program outcomes, overlap with other authorities (such as agency training and tuition assistance under 5 CFR part 410), and the associated administrative burden, OPM has determined that continuation of the Alliance on a government-wide basis is no longer warranted. Participation data underscore this conclusion: in both FY2023 and FY2024, fewer than 0.2 percent of the Federal workforce took part in Alliance programs.

II. Decision and Rationale

OPM will sunset the Alliance and retire the program brand and web presence. The decision reflects:

- Increased availability of agency-specific training and development tools and benefits;
- Opportunities to streamline and simplify the Federal learning landscape; and
- Reduction of administrative complexity for agencies and vendors.

III. Key Dates

- Program sunset and retirement of OPM/Alliance webpages/materials: January 30, 2026

- Freeze on new Alliance agreements/MOUs: Immediately upon issuance of this memorandum
- Notification to Alliance Schools: December 1, 2025
- Last day for new employee enrollments using Alliance benefits: January 19, 2026

IV. Transition Guidance for Employees

Employees currently enrolled under Alliance arrangements may continue through the end of their current academic term. Continuation beyond that term will be subject to standard agency authorities and policies (e.g., availability of training/tuition assistance consistent with 5 CFR part 410 and agency procedures). Employees may continue to pursue education through:

- Agency training and tuition assistance programs, subject to budget and policy;
- Existing government-wide or agency contracts and vehicles that include learning and development; and
- State, local, or institution-provided scholarships and financial aid.

V. Actions Required of Agencies (as applicable)

- Communicate the Alliance's sunset internally within 30 days using the attached employee notice
- Cease promotion of Alliance branding and links on agency websites/intranets and remove or update references by January 30, 2026
- Redirect inquiries to agency training/tuition assistance offices
- Update policy artifacts (e.g., operating procedures and intranet pages) that reference the Alliance by January 30, 2026

VI. OPM Support

OPM is providing materials to assist agencies in transition. Attached to this memorandum are a sample notice that may be sent to employees and answers to frequently asked questions for employees and supervisors.

For questions regarding this memorandum or the Alliance's sunset, please contact OPM's Executive Services and Workforce Development Team by email at HRDLeadership@opm.gov.

Attachments:

Attachment A: Employee Notice – Sunsetting of the Federal Academic Alliance (Template)
Attachment B: FAQs for Employees and Supervisors

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, and Human Resources Directors

ATTACHMENT A

Employee Notice – Sunsetting of the Federal Academic Alliance (Template)

Subject: Sunsetting of the Federal Academic Alliance

[Agency Name] is sharing an update regarding the U.S. Office of Personnel Management's Federal Academic Alliance (the Alliance). OPM has announced the sunset of the Alliance. Employees currently enrolled in academic programs under Alliance arrangements may continue through the end of the current academic term. New enrollments using Alliance benefits will not be available after January 19, 2026.

Employees seeking education or training support should consult [Agency Training/Tuition Assistance Office] regarding available options under agency policy and federal regulations. Questions may be directed to [Agency POC] at [email].

ATTACHMENT B

Frequently Asked Questions for Employees and Supervisors

- **Why is the Alliance being sunset?** OPM is streamlining governmentwide learning offerings, reducing administrative burden, and aligning benefits with agency authorities and resources.
- **What happens to my current program?** You may finish your current academic term under existing arrangements. Future terms will follow standard agency policies and resources.
- **Must I inform my supervisor that the Alliance no longer exists?** OPM recommends informing your supervisor/Human Resources Department if your agency paid for the tuition.
- **Can supervisors still approve tuition assistance?** Yes, consistent with agency policy and 5 CFR part 410.
- **Were universities/colleges notified that the Alliance was discontinued?** Yes, all Alliance school partners were notified.
- **Where can I get more information?** Contact your agency training office.