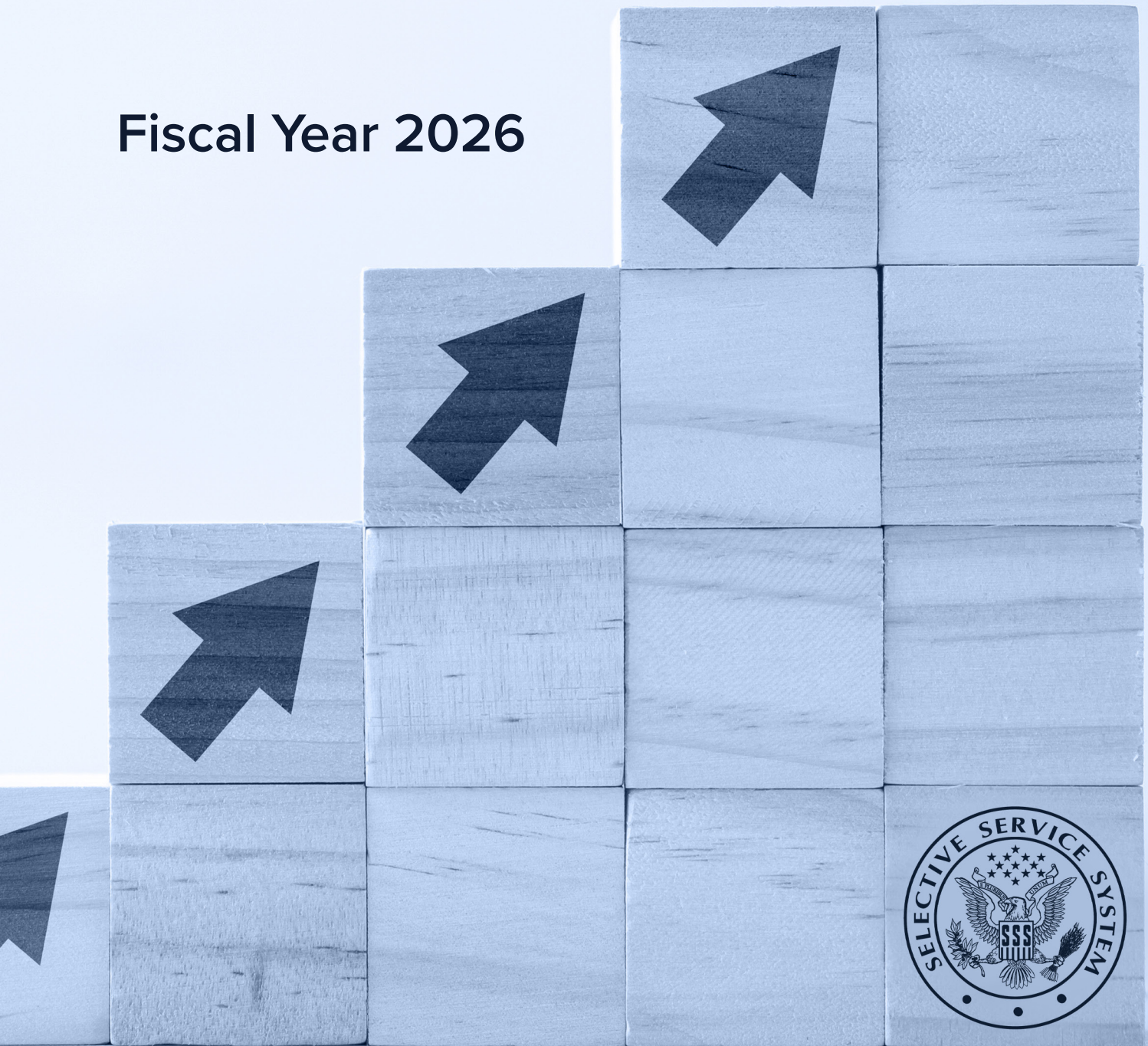


Annual Performance Plan

Fiscal Year 2026



SELECTIVE SERVICE SYSTEM

Fiscal Year 2026 Annual Performance Plan

Includes the remainder of Fiscal Year (FY) 2025 and prepared in accordance with guidance from the Office of Management and Budget (OMB) and OMB Circular A-11.

VISION

To be a trusted, actively engaged national defense partner and the sole source of conscripted talent for national security in the event of a national emergency.



MISSION

To register men and maintain a system that, when authorized by the President and Congress, rapidly provides personnel in a fair and just manner, while managing an alternative service program for conscientious objectors.

EXECUTIVE SUMMARY

The Selective Service System (SSS) is a federal agency within the Executive Branch. A key part of the national mobilization team, SSS is responsible for selectively mobilizing manpower in a national emergency. The Agency ensures it can support national and Department of Defense (DOD) manning needs when authorized by Congress and the President with a robust registration and classification structure capable of immediate operation. Federal law requires registration, with penalties for noncompliance including loss of federal employment eligibility, access to state education benefits, and the potential for delayed naturalization.

As SSS closes FY 2025 and enters FY 2026, the Annual Performance Plan (APP) drives measurable improvements, operational efficiency, and mission preparedness. The APP sets focused, achievable targets aligned with the FY 2025 enacted budget and the President's FY 2026 request, reinforcing SSS's commitment to lawful governance, national security, and the effective stewardship of public trust.

The APP also underscores the Agency's vital role in national security and its continued commitment to public trust, agility, and results-driven operations. SSS remains focused on enhancing readiness and fulfilling its statutory mission with efficiency and accountability. Aligned with the Administration's priorities and topline resources, the APP sets clear, outcome-driven performance metrics, reinforcing the Agency's role as a high-performing, forward-looking federal institution.

The APP centers on two strategic goals:

1. Strengthen Operational Readiness:

Bolster mobilization planning, collaborate and coordinate across the whole of Government, and increase registration compliance.



2. Advance Mission Support and Agency Performance:

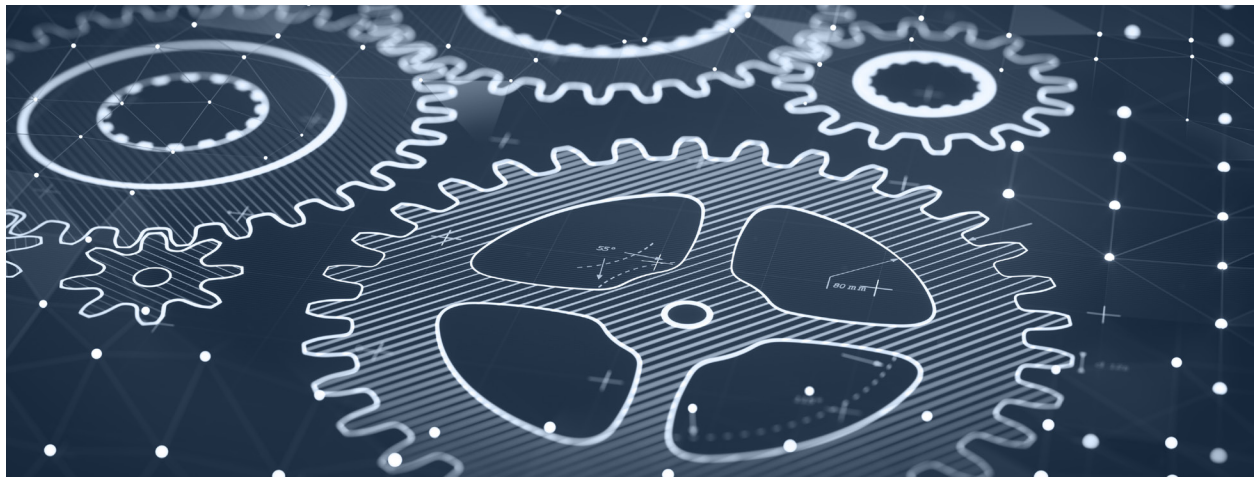
Advance internal operations, streamline delivery and apply disciplined practices to improve use of resources, mission execution and organizational resilience.



Each strategic goal includes targets aligned with measurable outcomes and informed by baseline data to drive timely decision-making.

PERFORMANCE METRICS

#	Strategic Goal	#	Strategic Objective	Performance Goal	Performance Metric	Fiscal Year
1	Strengthen Operational Readiness	1.1:	Expand Mobilization Training and Readiness Exercises		Publish the annual Training, Exercise, and Employment Plan.	FY 2025
				Coordinate with key stakeholders and progressively execute complete and complex mobilization exercises.	Progressively execute Agency-wide end-to-end mobilization exercises.	FY 2025 to FY 2026
					• Number of training and practical application sessions: o FY 2025: 18 FY 2026: 20	
					• Number of SSS personnel certified as fully qualified through exercise-based evaluations: o FY 2025: 700 FY 2026: 1,000	
			• Exercise progression milestones: o FY 2025: DOD Workshop o FY 2026: DOD Tabletop Exercise			
		Improve delivery of major milestones in the Agency Integrated Master Mobilization Schedule (IMMS) Framework.	Complete Mission Essential Task List (METL).	FY 2025		
			Finalize IMMS framework.	FY 2026		
			Conduct initial METL/IMMS validation exercise.	FY 2026		
1.2:	Strengthen Stakeholder Coordination with the Whole of Government	Formalize and grow operational partnerships at the Federal and State levels.	Formalize operational partnerships through Interagency Agreements and Memoranda of Understanding with the Air Force Reserve, Army Reserve, and National Guard.	FY 2026		
1.3:	Increase Registration Compliance	Raise the registration rate every year.	Increase the number of 18–20-year-old registrants by 40,000 (1% increase).	FY 2026		
		Streamline registration.				
		Employ a predictive analytics model to identify areas of high noncompliance.				



#	Strategic Goal	#	Strategic Objective	Performance Goal	Performance Metric	Fiscal Year
2	Advance Mission Support and Agency Performance	2.1:	Achieve Workforce Optimization and Cost Efficiencies	Optimize the use of personnel to ensure mission-essential staffing levels are effectively maintained.	Reduce Agency-wide civilian manning to no more than 103 full time equivalents.	FY 2026
				Reduce the Agency footprint.		
				Optimize contract execution and spending to maximize cost efficiency and support strategic resource management.	Reduce contract spending by \$0.4M.	FY 2026
		2.2:	Workforce Compliance	Maintain a model Equal Employment Opportunity program.	Achieve zero violations during audits of merit systems principles in all hiring actions.	FY 2025 to FY 2026
		2.3:	Strengthen Fiscal Stewardship and Audit Accountability	Maintain budget execution within 2% of the approved spending plan.	Maintain budget execution within a 2% variance of the approved spending plan.	FY 2026
				Reduce prior year balances to the minimum necessary.	Achieve expenditure rates of: • 85% in the first expired year of availability • 95% in the second expired year of availability	FY 2025 to FY 2026
				Annually achieve a clean audit opinion and fully resolve all prior-year deficiencies and findings to strengthen financial integrity and accountability.	Achieve a clean audit opinion and resolve 100% of prior-year material weaknesses.	FY 2026
				Enhance data collection, management, governance, and utilization.	Complete SSS Data Strategy to streamline data, align priorities, improve decisions, and strengthen governance and readiness.	FY 2025
		2.4:	Modernize Technology to Support Readiness	Improve customer response timelines.	Deploy agency-wide phone system with chatbots and cloud voice to modernize communications and improve service efficiency by 6%.	FY 2025
				Enhance cybersecurity through Zero Trust, advanced threat detection, and successful Federal Information Security Management Act audits.	Migrate to Azure Active Directory to strengthen security, and support Zero Trust for SSS operations.	FY 2025
					Leverage Department of Justice's Cyber Security Assessment and Management tool to manage all Federal Risk and Authorization Management Program artifacts, ensuring that materials are machine readable and interoperable.	FY 2026
				Modernize systems and processes.	Deliver Registration, Compliance, Verification cloud migration Technology Modernization Fund project on time and within budget.	FY 2026
				Employ artificial intelligence and automation to streamline and improve Agency operations.	Deploy artificial intelligence tools to automate reports, lookups, approvals, and access to regulations, reducing manual work and improving efficiency.	FY 2026

The SSS FY 2026 APP reinforces Agency commitment to national mobilization readiness and outlines a focused path to enhance performance across all mission areas, allowing SSS to not only fulfill statutory mandates but also proactively prepare for emerging challenges. Guided by data-driven strategies, responsible stewardship, and a relentless focus on mission execution, SSS stands ready to support the Nation.



SELECTIVE SERVICE SYSTEM

National Headquarters
Arlington, VA, 22209