



# USA

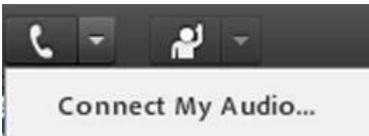
# Staffing®

*Great Government Starts Here®*

January 30, 2019

**The Advisory Board meeting will begin shortly.**

**▶▶▶ Please log in to Adobe Connect prior to calling in so your name is tied to your phone number.**



## Audio Conference Options:

- Dial-out [Receive a call from the meeting] – *This is the preferred method*
- Dial-in to the Audio Conference via Phone ○ 1-800-832-0736

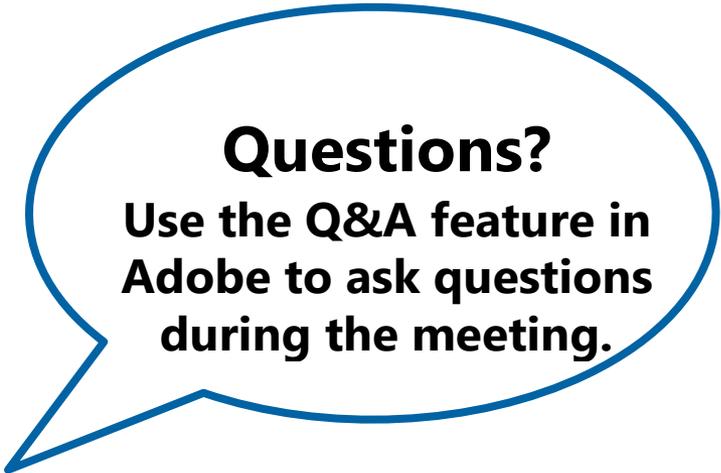


- Conference Room Number: 7563371
- Once joined to the audio, follow the instructions to identify yourself
- Use Microphone (Computer/Device)

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# Agenda

- **Welcome**
- **USA Staffing Updates** ○
  - Upcoming Maintenance Downtime ○
  - Decommissioning Updates ○
  - Functionality Updates ○ User Support Updates ○ Reporting & Analytics





Updates

- **USA Hire Updates** ○ Cut-scores
- **Upcoming Events**

## Postponed: February Downtime

*Presenter: Bridget Dongarra, USA Staffing Program Manager*

- »» Power work at the OPM-Macon data center is postponed and will be rescheduled for a later date. We apologize for any inconvenience and will inform you as soon as a new date has been set. **USA Staffing and USAJOBS will be up and running as normal February 16<sup>th</sup> -**



19<sup>th</sup> .

»» USA Staffing will offer a series of webinars during this future downtime. Please send any suggestions to your Account Manager. Topics recommended so far include:

- Help Desk Trends
- Cognos Consumer Training for HR Specialists
- Announcement Template and Copy Feature Best Practices

## Recent Security Clearance Changes

- In January 2019, USAJOBS and USA Staffing updated the security clearance fields in the announcement:
- “Not applicable” changed to “Not Required”
- “Top Secret/SCI” changed to “Sensitive Compartmented Information”



- “Q-Sensitive” changed to “Q Access Authorization”
- “Q-Nonsensitive” was removed
- “L-Atomic Energy” changed to “L Access Authorization”
- “Public Trust - Background Investigation” was removed

- These changes were made in response to data element updates in **OPM’s Guide to Data**

### **Standards**

- Security clearance codes can be found at:  
<https://dw.opm.gov/datastandards/referenceData/1552/current?index=S>
- Risk and sensitivity coding can be found at:  
<https://dw.opm.gov/datastandards/referenceData/1509/current?index=P>

### **Questions about these changes?**

- Agency-specific questions should be directed to your agency’s Personnel Security or Suitability team.



- All other questions can be sent to [Charles.Drennen@opm.gov](mailto:Charles.Drennen@opm.gov), Senior Suitability Program Advisor, Suitability Executive Agent Programs at OPM.

# Legacy Decommissioning Update

## Proposed final Legacy shutdown dates:

- Selection Manager – April 1, 2019
- Onboarding Manager – June 1, 2019

## Purging Legacy Cases

- Review Vacancies marked as under litigation (Account Managers have reports to assist in reviewing)
- The less data remaining when Legacy fully shuts down, the better!

## Thinking ahead: Make a plan to receive Legacy Data



- Legacy data will be provided in “flat files. ” (Account Managers have the proposed file format)
- Consider if your agency needs applicant documents in the long term
- Who within your agency will own the data? Where will it be stored?

# Legacy Decommissioning Update

**Phase Four of Legacy Decommissioning will begin September 30, 2019.**

- All user accounts but one or two per office will be deleted on this date.
- These very few users will be responsible for retrieving any data needed out of Legacy.
- We are happy to delete Legacy accounts early upon request.



The [Legacy Decommissioning Checklist](#) reflects our current plan and expectations. We recognize that this may need to change if security, privacy, or other issues emerge.

# Upcoming Functionality

*Presenter: Jennifer Reaves, USA Staffing Business Analyst*



## What We're Working on Now:

- Updates to age screening
- Ability to send customized notifications to applicants for custom USA Hire projects
- Generate PDFs for classification docs • Ability to copy sections of an announcement from other vacancies or templates



## Feature Backlog and

<https://go.usa.gov/A3C3>

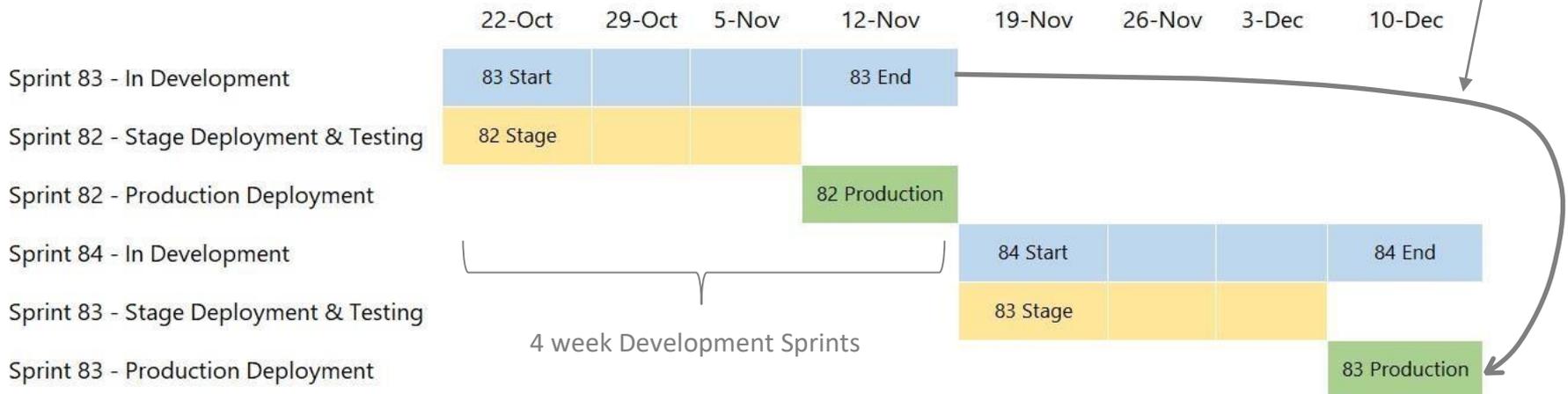
## What's Coming Next:

- Usability improvements for Hiring Manager interface • Bundled announcement items and eligibilities
- Add advanced filtering options to New Hire dashboard
- Certificate statuses
- Updates to audit codes **Glossary:**



# Development Timeline

4 weeks from end of  
Development to  
Production Deployment





Development

Stage

Production

# Audit Codes Updates



Goal #1

Give **HR users** a **comprehensive but concise** list of audit code options so there's no confusion about which code to use in a given situation



Goal #2



Simplify the selection process for **Hiring Managers** so they can **quickly and easily provide required feedback** for each applicant

# For Example...

Selection Decision (HMs will see 1st)	Suggested Audit Code (HMs will see 2nd)	Current Audit Code	Status	Definition
Selected	*Selected	Selected	Existing	The applicant has been selected for this position.
Not Selected	*Not Selected, Not Contacted	Not Selected	Changed	The applicant was not selected and not contacted regarding this position.
Not Selected	Interviewed, Not Selected	NA	New	The applicant was interviewed but has not been selected for this position.



Not Selected	Selected on Different Certificate	NA	New	The applicant was not selected on this certificate but was selected for this position on a different certificate.
Not Selected	Not Selected Pending Passover Approval	NA	New	The applicant has a passover request pending and should not be assigned a Return Status until the passover is approved/declined.
Declined/ Withdrawn	*Declined Position	Declined Position	Existing	The applicant declined this position.

Declined/ Withdrawn	Declined Salary/Grade	Declined Grade	Changed	The applicant declined this position based on the salary or grade offered.
Declined/ Withdrawn	Declined Location	Declined Location	Existing	The applicant declined this position based on the location offered.
Declined/ Withdrawn	Withdrawn from Consideration	Withdrawn	Existing	The applicant requested to be withdrawn from further consideration for this position prior to an offer being made.
Declined/ Withdrawn	Declined Interview/Assessment	NA	New	The applicant declined an additional assessment or interview and will not be considered for this position.
Declined/ Withdrawn	Failed to Reply	Failed to Reply	Existing	The applicant did not respond to contact attempts.



Hiring Managers can **quickly and easily** provide feedback on each applicant

**Selection Decision**

---

Decision \*

Select a Decision... ▼

**Selection Decision**

---

Decision \*

- Select a Decision...
- Not Selected
- Selected
- Alternate Selection
- Declined/Withdrawn
- Removed from Consideration

**Selection Decision**

---

Decision \*      Reason for Decision

Declined/Withdrawn ▼

- Declined Position
- Declined Interview/Assessment
- Declined Location
- Declined Salary/Grade
- Failed to Reply
- Withdrawn from Consideration

Save      Cancel



# One-time Audit Code Work Group



**Wednesday, February  
13**

2:00 – 3:00 PM EST

Contact your Account  
Manager for proposed  
audit codes and  
to sign up for the  
Work  
Group meeting



Goal #1

Give **HR users** a **comprehensive but concise** list of audit code options so there's no confusion about which code to use in a given situation



Goal #2

Simplify the selection process for **Hiring Managers** so they can **quickly and easily provide required feedback** for each applicant



# Return Statuses

Help Desk tickets suggest users are selecting the wrong Return Status when auditing certificates, inadvertently removing applicants from consideration.

The screenshot shows a web application window titled "Audit Application". The form contains several fields:

- Applicants:** A text box containing "Noble, Donna" with a close button.
- Audit Code:** A dropdown menu currently set to "Not Selected".
- Return Status:** A dropdown menu that is open, showing a search bar and two options: "Available" and "Unavailable". The "Available" option is highlighted.
- Customer:** A dropdown menu set to "Select a customer...".
- Location:** A dropdown menu set to "Select a location...".
- Review Name:** A text input field.
- Reviewer:** A text input field.
- Decision Date/Time:** A text input field.
- Workflow:** A dropdown menu set to "No available Workflows".
- Position Description Number:** A dropdown menu set to "Select a position...".
- Series:** A dropdown menu set to "Select a series...".

At the bottom right of the form, there are three buttons: "Save", "Save and Close", and "Cancel".



**Return Status** – Determines whether or not an applicant is available for certification for a given Rating Combination (i.e., series/specialty/grade).

**Unavailable** Return Status prevents applicants from showing up on Certificates for that **particular Rating Combination** (series/specialty/grade).

If Unavailable for all Rating Combinations, applicant RSC = UN. If Available for **at least one** Rating Combo, applicant RSC = AA/AC.

Rating Combos (2)	Locations (2)	Audit Code ⑦	Return Status
GS-201-9/11	Washington DC & Philadelphia	<ul style="list-style-type: none"> <li>• Not Selected ⑦ Available</li> <li>• Declined Location ⑦ Available</li> <li>• Declined Grade ⑦ <b>Unavailable</b></li> <li>• Declined Position ⑦ <b>Unavailable</b></li> <li>• Removed Suitability ⑦ <b>Unavailable</b></li> </ul>	



Unavailable statuses persist even if an applicant reapplies. Those who use Standing Registers should be cautious in applying the Unavailable status.



When in doubt, **leave applicants Available** to prevent unintentional impact.



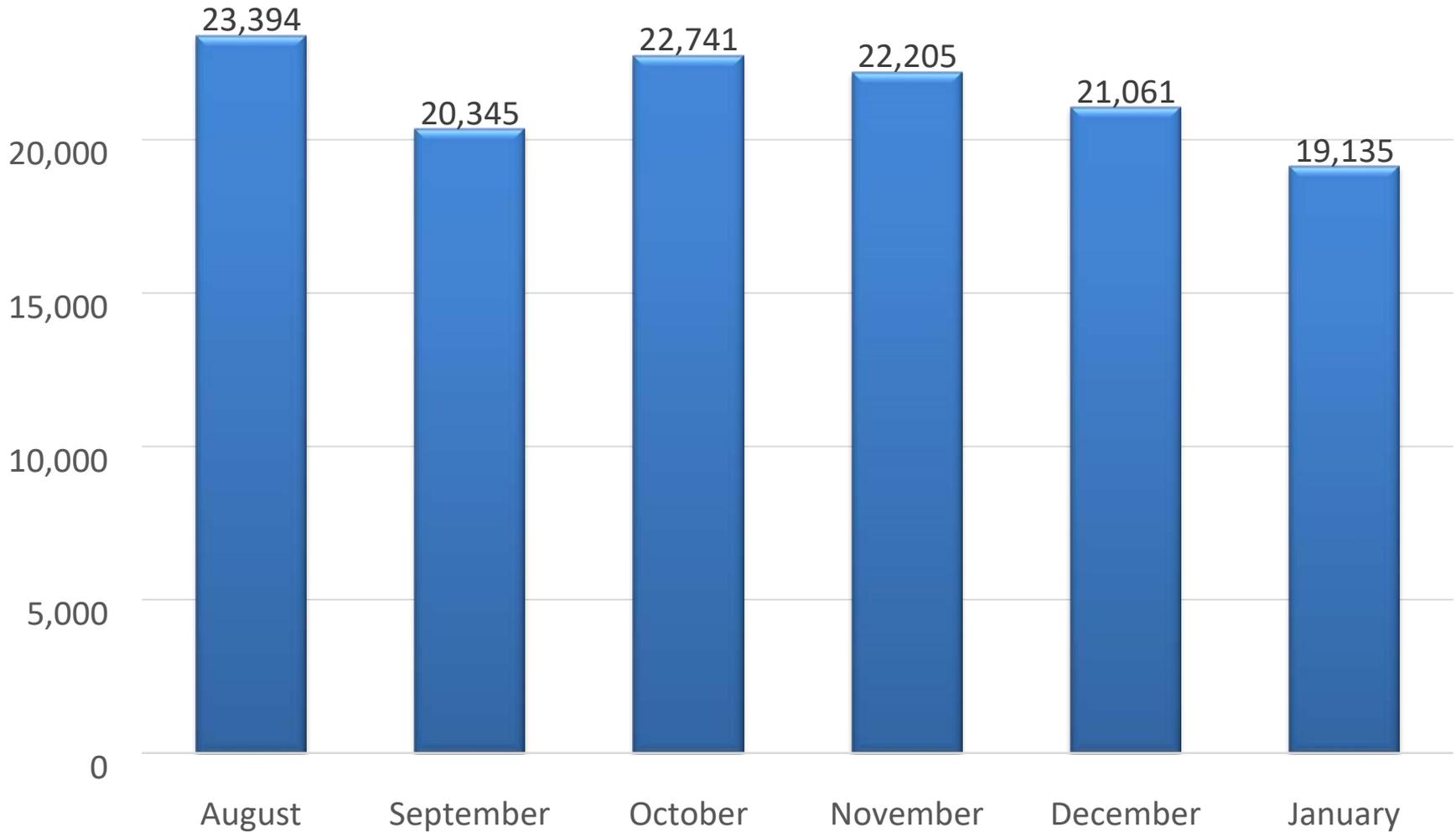
# Help Desk Trends, Top Tickets, and New Resources

*Presenter: David Long, USA Staffing User Support Team*

## Vacancies Opened

25,000

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# Core Tickets to VINs & Application Manager Tickets to Applications

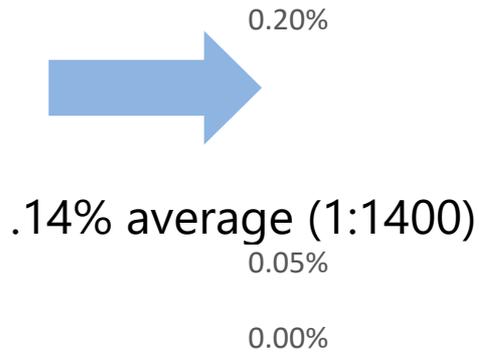
% Core Tickets to VINs Opened



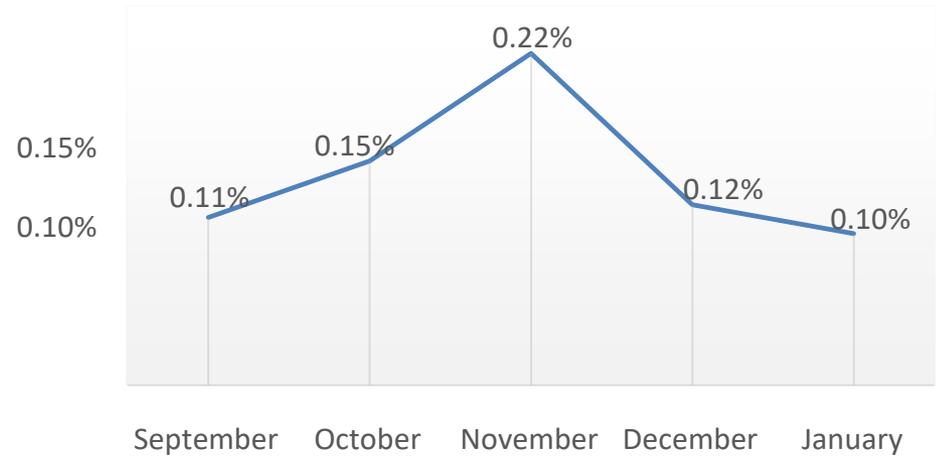
5.76% average (1:17)

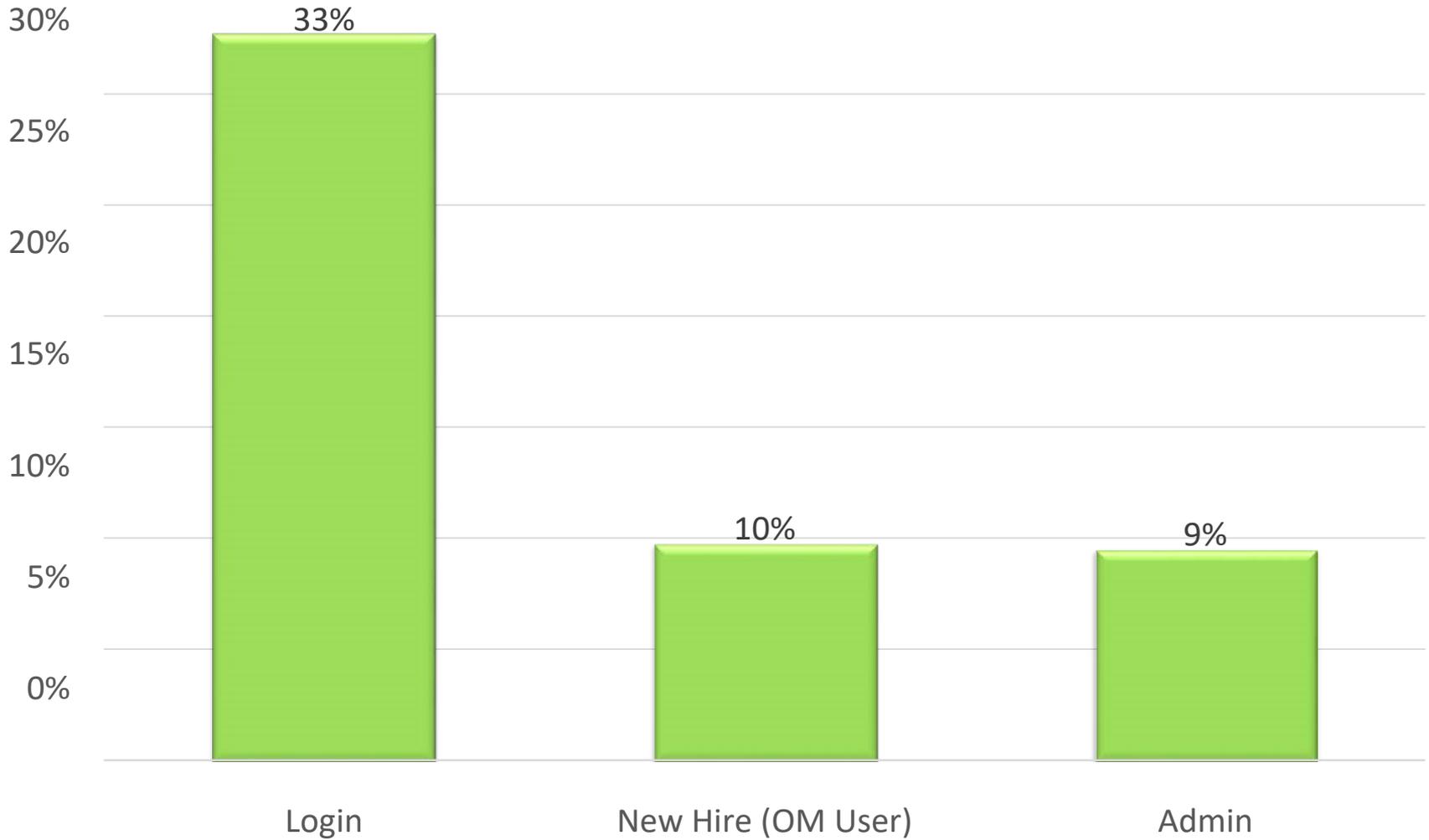
% AM Tickets to Applications

0.25%



35%



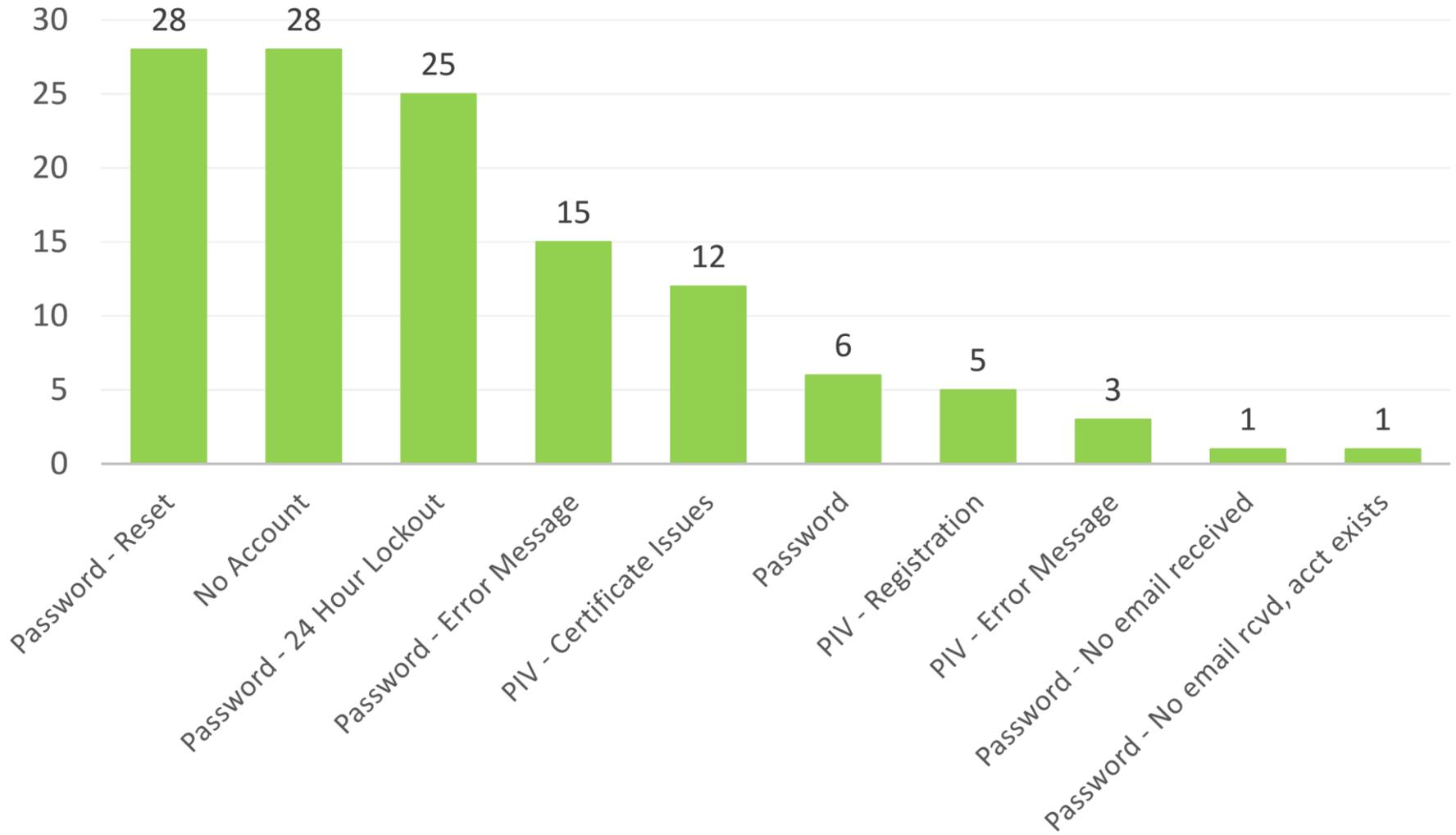




# Top Core Issues



# Core Login Issue Subcategories





# Incorrect Certificate Error Message



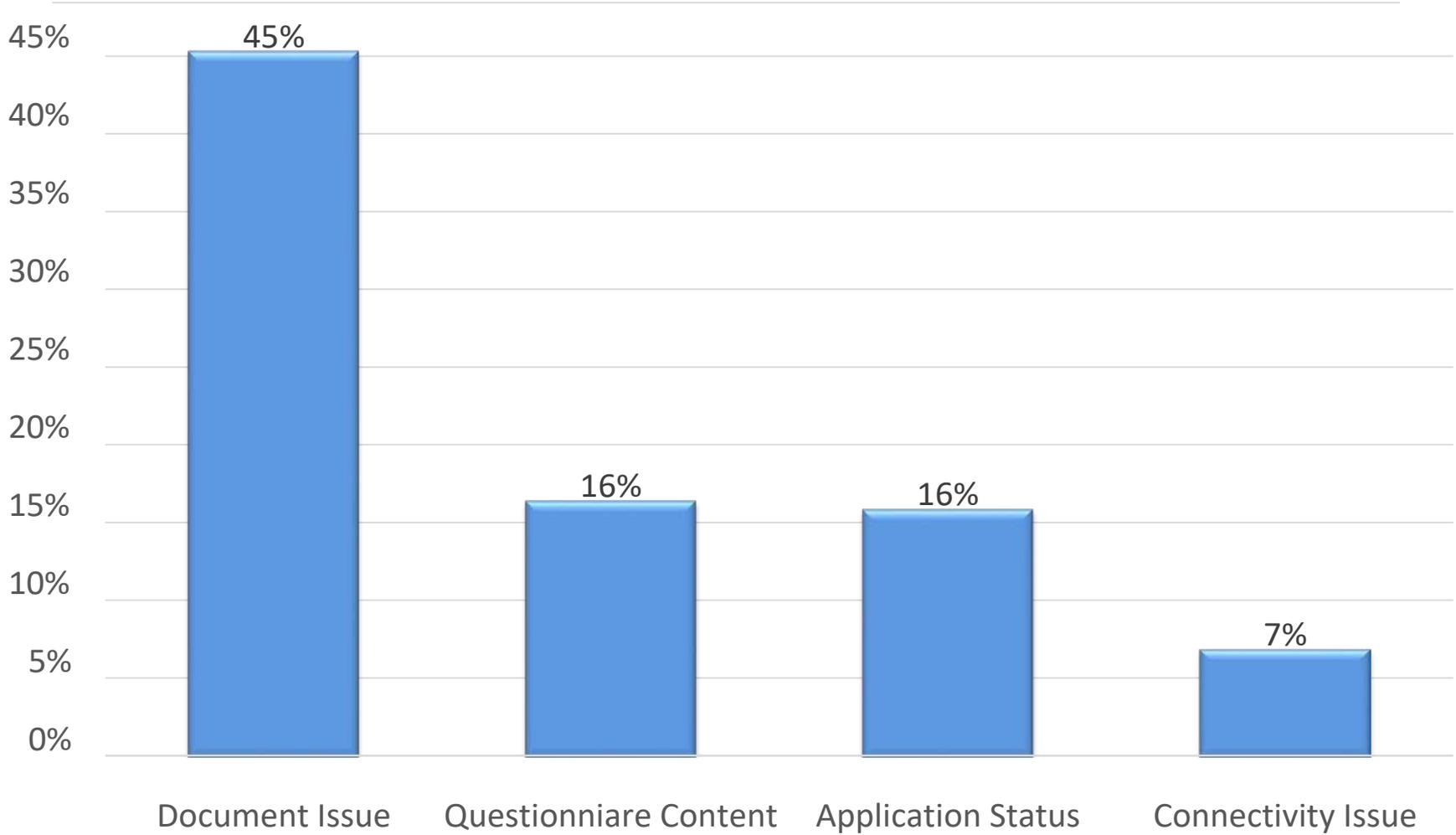
**The incorrect certificate was selected for Smart Card registration/sign-in.**

Typically, the correct certificate is labeled Authentication, or Email (for DoD users). To resolve this issue:

1. Close your current browser session.
2. Reopen the browser.
3. Go to [usastaffing.gov](https://usastaffing.gov), and select the Authentication certificate, or Email certificate (for DoD users).

Detailed instructions for selecting the correct Smart Card certificate can be found here: [https://help.usastaffing.gov/USAS/index.php?title=Registering\\_your\\_Smartcard](https://help.usastaffing.gov/USAS/index.php?title=Registering_your_Smartcard)

**Note:** If the correct certificate is selected and you continue to have issues logging in, you will need to reset your password.





# Top Application Manager Issues



# Application Manager Document Issue Subcategories

60

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49

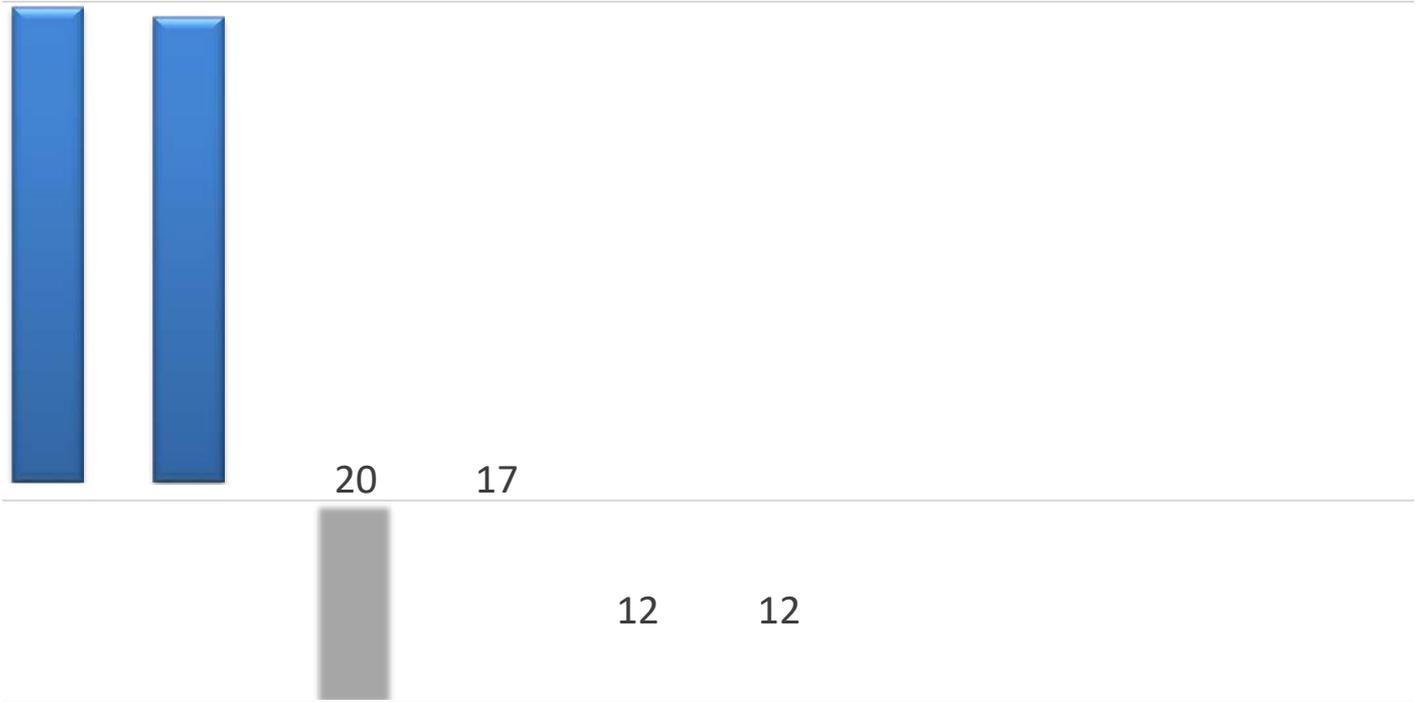
48

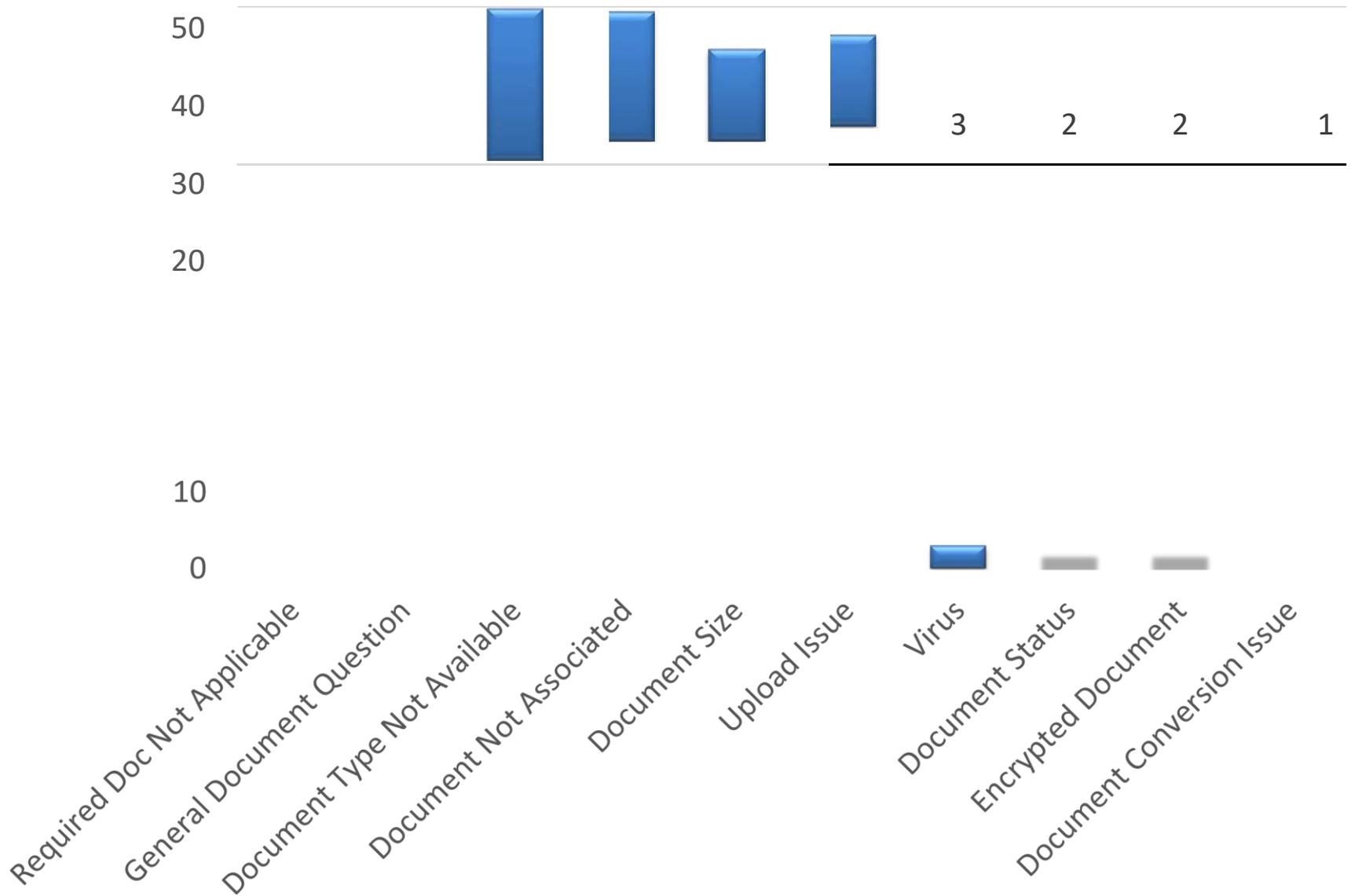
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Search

Navigation

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Security And Privacy

▶ Privacy Policy

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## Resources

### Applicant Resources

- [USA Staffing Applicant Online Help](#)

### Assessment Resources

- [ACWA User Guide - Updated 7-27-2018](#)
- [Assessment Questionnaire Copy from File Template - Updated March 2017](#)
- [Competency Network Quick Reference Guide - Updated 06-28-2017](#)
- [HR Manager Competencies - Posted 04-28-17](#)
- [Multiple Choice - Multiple Select Items Quick Reference Guide - Posted 05-23-2017](#)
- [Weight-Based Rating Method - Posted 08-18-17](#)

### Hiring Manager Resources

- [USA Staffing Hiring Manager Online Help](#)
- [Hiring Manager Quick Reference Guide - Updated 11-09-17](#)
- [Vignettes - Posted 07-24-17](#)

### HR User Resources

- [USA Staffing HR User Resource Center and Online Help](#)
- [Alert Inventory - Updated 07-27-2018](#)
- [Federal Wage System Quick Reference Guide - Updated 07-18-2018](#)
- [Helpdesk Trends - Posted 10-09-2018](#)
- [HR Users Guide to Hiring Manager User Collaboration - Posted 05-31-2017](#)
- [NOR Message Codes - Updated 01-12-2019](#)
- [Reviews 101 Quick Start Guide - Posted 03-04-2016](#)
- [SES Quick Reference Guide - Posted 06-19-2017](#)
- [USA Staffing Crosswalk for USAJOBS Unique Hiring Paths - Updated 02-23-2018](#)

### New Hire & Onboarding Resources

- [USA Staffing New Hire Online Help](#)
- [Onboarding Forms Available List - Updated 1-17-19](#)
- [EOPF System Certification SOP - Updated 06-25-18](#)

# New and Updated Resources

## Admin Resources •

Legacy Decommissioning

Checklist – *updated*

*November 14, 2018* •

Quick Reference Guide to System Generated Emails – *updated December 6, 2018*



**User Resources** • NOR Message Codes *updated January 12, 2019* •

Available

Onboarding Forms

- *updated January 17, 2019*

USA Staffing Resource Center: <https://go.usa.gov/A3C3>

# Common Causes of FootPrints Errors

## Using Special Characters

- Special characters, such as hyphens, colons, ampersands, etc., should be not be used in either the Subject or Description areas of tickets as it will cause errors



- These errors are caused by FootPrints not being able to interpret the content you entered which prevents the program from updating your ticket
- Normal punctuation used in sentences such as question marks and periods may be used

## **Using Digital Encryption**

- When responding to existing FootPrints tickets via email, ensure that you do not have digital encryption applied as FootPrints is unable to decrypt encrypted messages

# **Resume Recommendations**

## **Resume Conversion Issues**

- Missing Biographic/Header Information



- View Errors
- Formatting Issues
- Submit a FootPrints ticket if name or contact info is missing

## **Document Conversion and Resume Length**

- All documents are converted when received by USA Staffing, with most being converted to PDF format
- Conversion process may cause some formatting changes, to include the number of pages
- MSAC and OGC ruled it inappropriate to rate applicants ineligible based on the length of their resume but instead to only consider content up to a certain number of pages.



# Other Issues to Avoid

## HTML

- Avoid copying and pasting directly into USA Staffing from Word or other sources, to include online content
- Paste copied content into text-authoring program such as Notepad to remove hidden formatting and characters
- Once the content has then been pasted into USA Staffing, use the built-in text-editing tools to format content

## Period of Eligibility

- Located under Vacancy > > Settings, the Period of Eligibility allows you to limit the period of applicant eligibility to between 3 and 24 months



- The “Expire applications following the period of eligibility” box is automatically checked when a standing register vacancy is created; a check in this box will expire applicants once the eligibility end date has passed
- Individual applicant expiration dates can be viewed under Applicant >> Eligibility Date

# Reporting & Analytics

*Presenter: Joyce Wentz, USA Staffing Business Analyst*

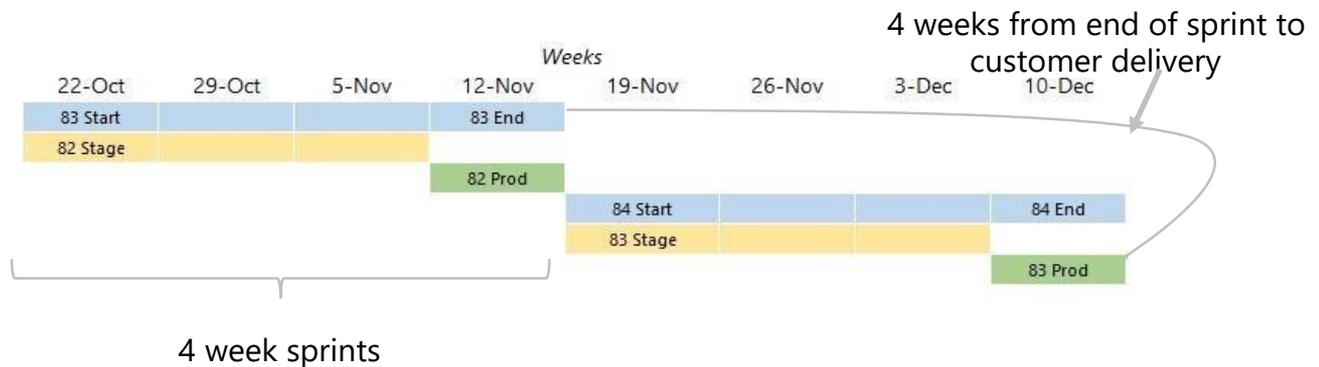


# Reporting and Analytics Deployment Schedule

We have established a deployment path separate from the core USA Staffing schedule to **simplify and speed up delivery to reporting customers.**

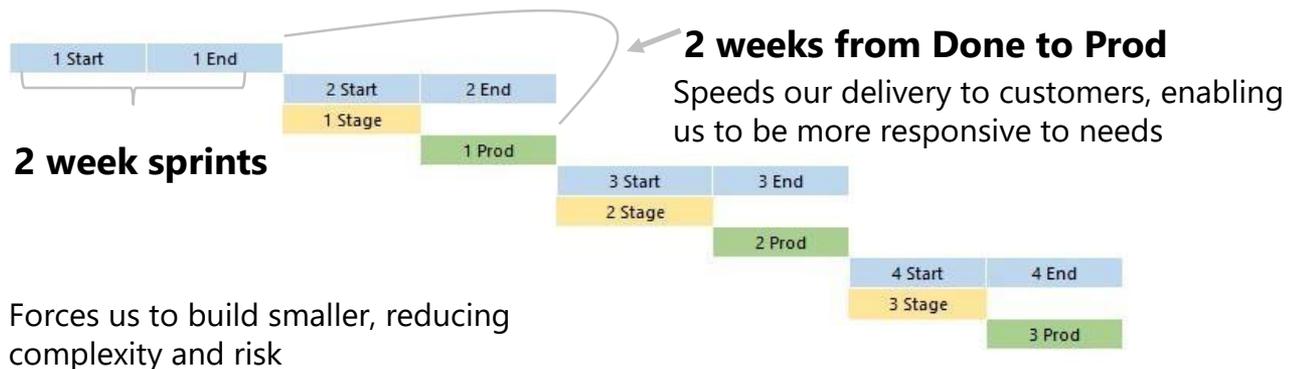
### Core Team

- Sprint 83 Sprint
- Sprint 82 - Stage Deploy and Testing
- Sprint 82 - Prod Deploy
- Sprint 84
- Sprint 83 - Stage Deploy and Testing
- Sprint 83 - Prod Deploy



### Discovery

- Sprint 1
- Sprint 2
- Sprint 1 - Stage Deploy and Testing
- Sprint 1 - Prod Deploy
- Sprint 3
- Sprint 2 - Stage Deploy and Testing
- Sprint 2 - Prod Deploy
- Sprint 4
- Sprint 3 - Stage Deploy and Testing
- Sprint 3 - Prod Deploy





# Reporting and Analytics Deployment Schedule

<b>Cognos Sprint #</b>	<b>Sprint End Date</b>	<b>Stage Deployment</b>	<b>Production Deployment</b>
7	1/29/19	1/31/19	2/7/19
8	2/12/19	2/14/19	2/21/19
9	2/26/19	2/28/19	3/7/19
10	3/12/19	3/14/19	3/21/19
11	3/26/19	3/28/19	4/4/19



12	4/9/19	4/11/19	4/18/19
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### Cognos Release Notes

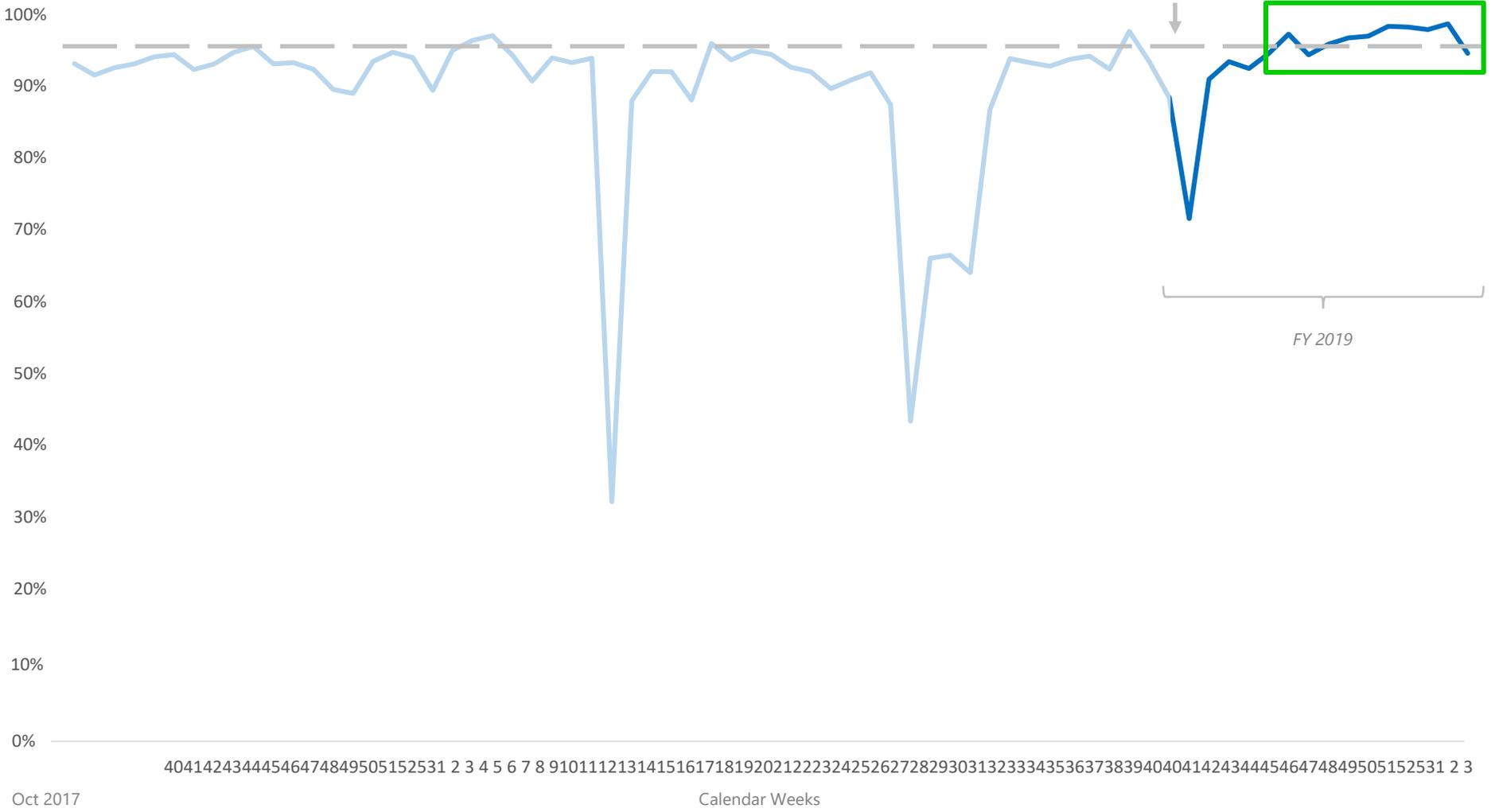
- Following each Cognos Stage Deployment:
- Available on the USA Staffing Resource Center on the [Reporting & Analytics](#) page
- Sent to members of the Reporting and Analytics Workgroup via email
- Following each Core USA Staffing Stage Deployment, the full system Release Notes will contain a link to the Cognos Release Notes

# Success Rate Trending Near Target

Report Run Success Rate by Fiscal Week (FY 2018 thru Jan 20th)

*\*Includes both reports and batch (scheduled) reports*

**Target: 95%**



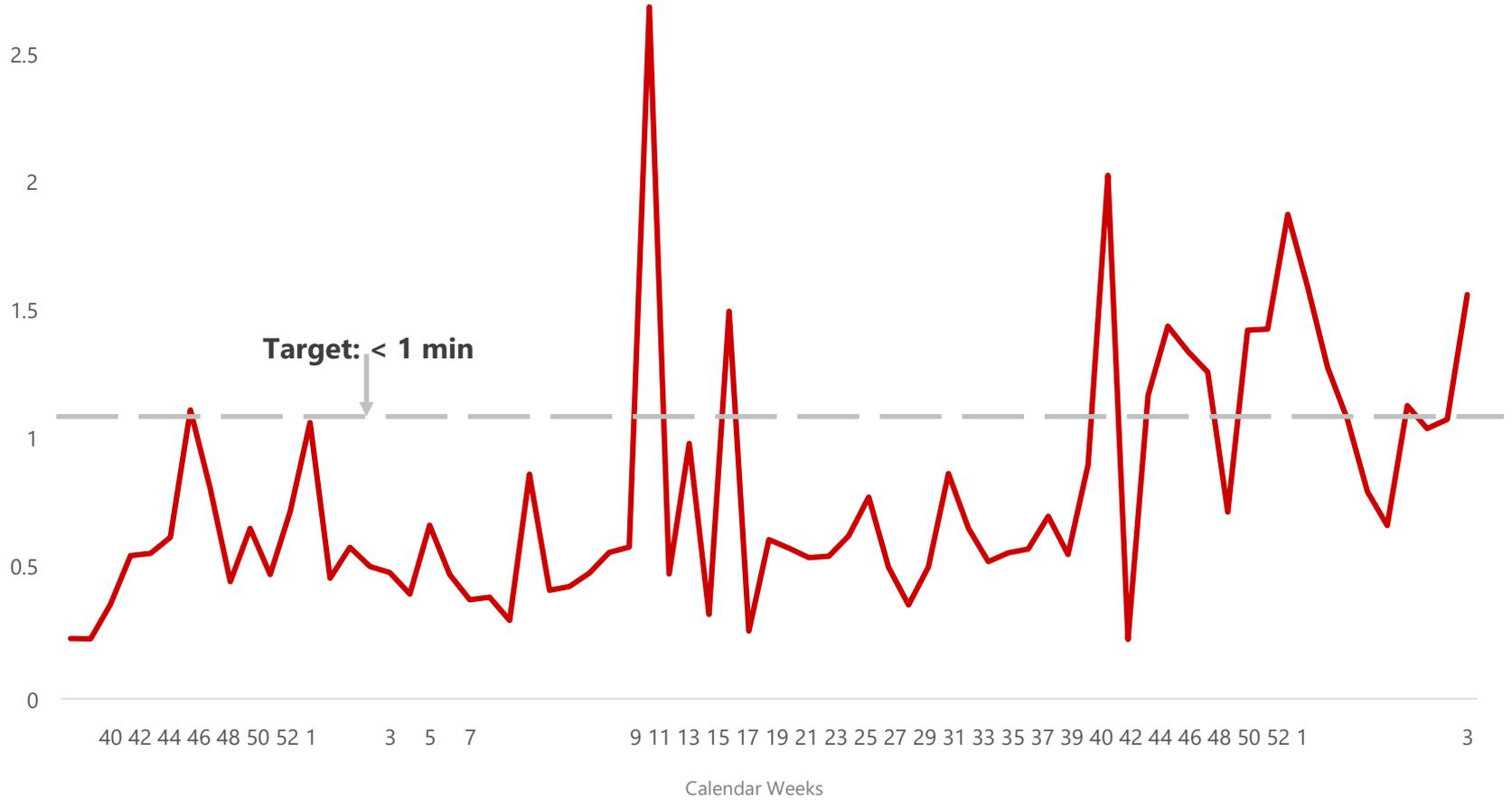


# Runtime Trending Above Target

**Average Runtime (Minutes) by Fiscal Week (FY 2018 thru Jan 20th)**

*\*Includes only successfully-run interactive reports by non-DSS users*

3



Oct 2017

Calendar Weeks





# Production Statistics Report

USA Staffing® Production Statistics Report

By Organization | By Office | By Month/Week | Applications by Week Chart | Announcements by Week Chart | Certificates by Week Chart | Selections by Week Chart | EODs by Week Chart

Organization Name	Application Count	Announcements Opened Count	Certificates Issued Count	Selections Made Count	Entry on Duty Count
Drug Enforcement Administration	60,057	769	1,441	564	11
Executive Office for Immigration Review	21,206	85	659	269	
Executive Office for United States Attorneys	118,009	1,811	3,843	1,342	66
United States Marshals Service	32,382	247	593	182	7
<b>Overall - Total</b>	<b>231,654</b>	<b>2,912</b>	<b>6,536</b>	<b>2,357</b>	<b>84</b>





# Application Trend Study

**1,261,974**

Applications for





10:00 AM 1997 1906 564 665 2344 2168 2243 2094 2043 591 409 956 918 1926 1792 1565 1 539 1840 ### 1367 317 742 303 306 1563 ### 290 889 469 11:00 AM 1983 2044 658 644 2300  
 2197 2303 2129 2123 602 479 1129 2500 1916 1613 1567 0 598 1855 ### 1331 313 792 317 347 1547 ### 278 818 523  
 12:00 PM 2041 1845 610 610 2510 2089 2277 2152 2186 602 506 1139 2375 1924 1716 1635 0 655 1758 ### 1348 372 828 379 410 1480 ### 277 761 516 1:00 PM 2014 1964 596 712 2300  
 2064 2251 2151 2047 644 568 1200 2360 1878 1709 1668 0 616 1924 ### 1191 278 789 410 446 1517 902 238 767 550  
 2:00 PM 2076 2073 598 748 2368 2050 2368 2110 2028 574 591 1181 1288 1871 1709 1581 0 660 1952 ### 1139 285 741 390 431 1631 ### 255 701 564  
 3:00 PM 1963 1988 632 763 2377 1819 1540 2116 1885 582 616 1136 2282 1779 1639 1477 0 616 1761 ### 1048 258 751 323 499 1560 ### 262 826 585 4:00 PM 1807 1812 624 797 2092  
 1845 2006 1866 1626 492 585 1037 1931 1572 1489 1330 0 681 1702 ### 952 237 668 344 504 1414 ### 309 738 569  
 5:00 PM 1466 1366 595 862 1899 1624 1699 1513 1337 437 588 1088 1685 1409 1294 1084 0 745 1362 ### 787 230 595 315 491 1247 850 326 651 504  
 6:00 PM 1446 1255 552 892 1703 1504 1591 1436 1159 511 615 1118 1569 1311 1121 1008 199 708 1327 965 617 231 560 372 555 1155 809 331 651 518  
 7:00 PM 1487 1277 605 979 1736 1423 1716 1534 1084 463 631 1105 1558 1302 1191 907 609 766 1331 929 630 258 606 318 578 1278 816 336 644 495 8:00  
 PM 1547 1228 543 ### 1771 1473 1791 1548 1215 535 768 1175 1707 1361 1286 877 559 826 1467 933 650 312 568 331 673 1327 878 340 763 553  
 9:00 PM 1626 1281 573 920 1926 1516 1788 1573 1212 485 699 1203 1797 1456 1268 899 606 811 1563 915 703 300 654 370 699 1415 869 331 835 584  
 10:00 PM 1501 1264 590 784 1630 1343 1686 1351 1239 459 719 1029 1636 1315 1264 945 556 811 1497 926 681 335 567 342 599 1388 918 433 788 712 11:00 PM 1390 1405 577 574 1368  
 1157 1374 1268 1306 367 526 901 1444 1178 1047 956 461 592 1345 704 671 284 632 287 436 1326 854 500 738 869

Busiest Day

Production Release

Production Hotfix

# Applications During the Open Period

# 14

Most common  
number of days a



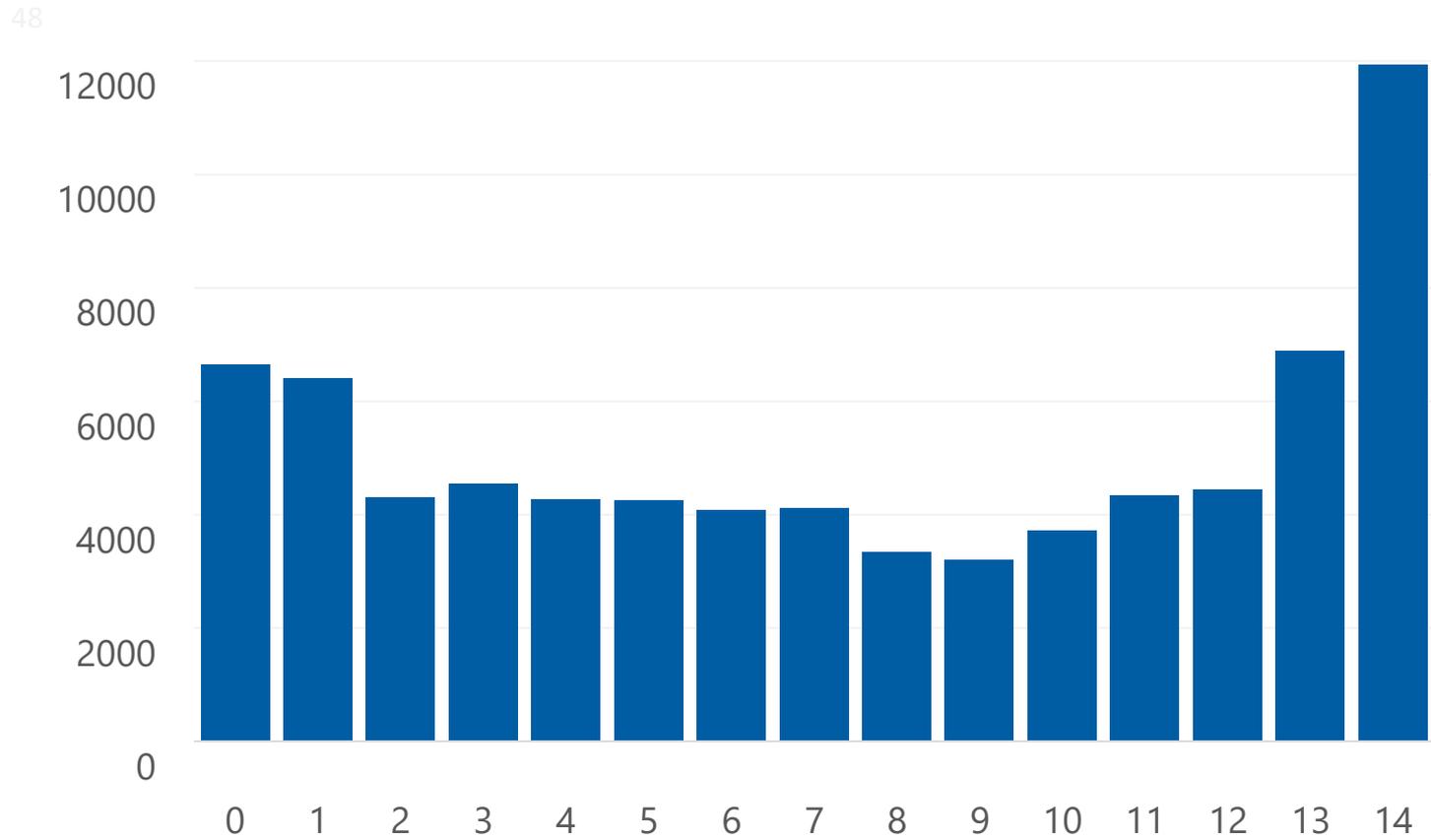
Vacancy is Open

**16**



Percentage of  
applications  
received on the last  
day of the open  
period

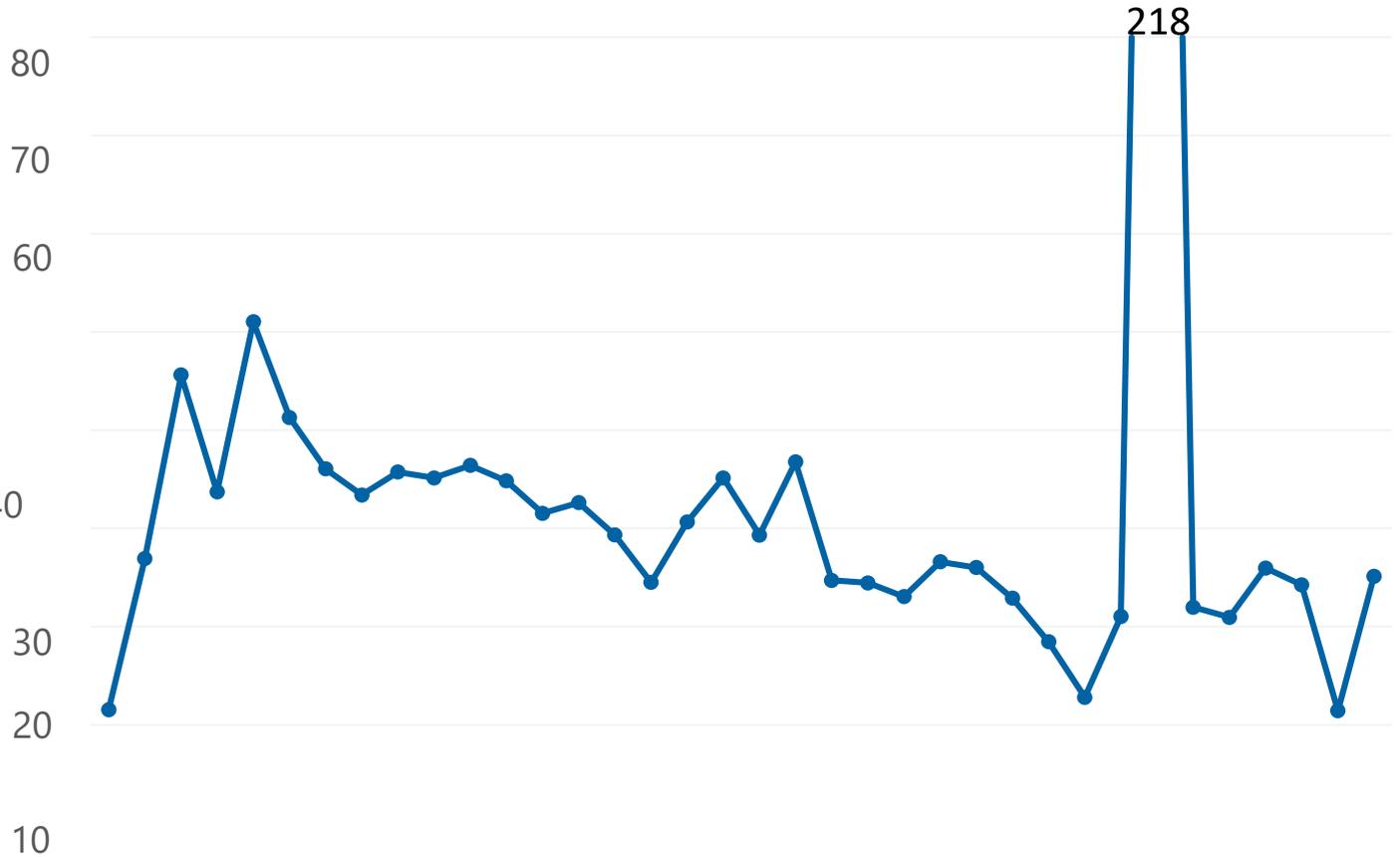
Day During the Open Period When Applicants Applied

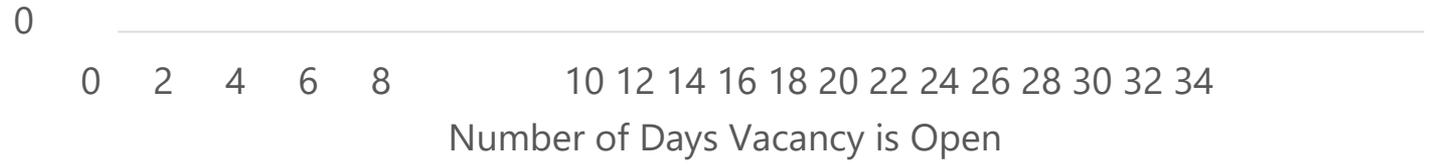




# Average Number of Applications Received by Days the Vacancy was Open

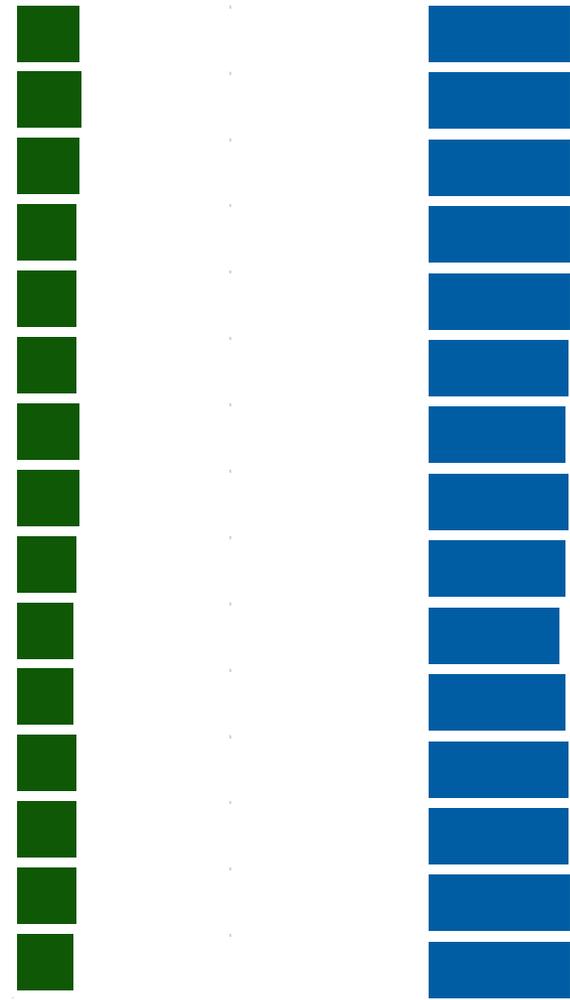
**60**  
Average Number  
of Applications  
Received per  
Vacancy







# Applications by Veterans & Eligibles



030%60% 131%60% 230%59%



328%60%

No noticeable difference <sup>4</sup>29%59% in the timing of 528%58% applications from 629%56%

729%58%

Veterans and those who 829%57% are eligible 928%55%

1028%57% 1129%58%

1228%58%

1328%60%

1427%60%

# Evaluating the Impact of Applicant Caps on the Diversity of the Applicant Pool

- Study Goal:



- Evaluate the impact of applicant caps on the diversity of the applicant pool at the four major steps in the selection process:
  - Applied
  - Qualified
  - Referred
  - Selected
- 
- Provide agencies with data to inform decisions surrounding the implementation of applicant caps

If interested in participating in the study, contact Joyce Wentz at [USAStaffingData@opm.gov](mailto:USAStaffingData@opm.gov)



# USA Hire Cut Scores

**Presenter:** Michael Blair, Lead Personnel Research Psychologist, AEB



**USA Hire**<sup>SM</sup>  
Transforming Government One Hire At A Time



# Cut Score Purpose

- Proven best practice
  - ✦ Helps ensure referred applicants meet the requirements for the job
- Cut scores represent the minimum required proficiency for the assessed competencies
  - ✦ Cut scores were validated against these proficiency levels
- Enhances referral of qualified applicants
  - ✦ To be considered, all applicants must demonstrate minimum proficiency



✦ Supports President's Management Agenda

# Cut Score Fundamentals

- Cut scores will be implemented for the 12 core series covered in USA Hire Standard Assessments

0080 - Security Administration Series	0501 - Financial Administration and Program Series
0201 - Human Resources Management Series	0510 - Accounting Series
0203 - Human Resources Assistant Series	0560 - Budget Analysis Series
0303 - Miscellaneous Clerk and Assistant Series	0962 - Contact Representative Series
0318 - Secretary Series	1102 - Contracting Series
0343 - Management and Program Analyst Series	2210 - Information Technology Management Series

- Cut scores will be mandatory for all Hiring Authorities using the 12 USA Hire Standard Assessments



- Cut scores apply uniformly across all applicants
  - ✦ All applicants, including those with priority or preference, must meet the cut score to be eligible

## Cut Score Timeline

- **February 4, 2019** - Vacancy announcements for the 12 series closed
  - ✦ Allows for the processing of reasonable accommodation requests
- **February 12, 2019** - Reasonable accommodation (RA) requests adjudicated
  - ✦ Allows applicants to complete assessments before the cutover
- **February 15-19, 2019** - Cut score cutover dates



- ✦ Corresponds with the upcoming system maintenance window

*\*For open JOAs with a closing date after February 4<sup>th</sup>, the recommended approach is to cancel the announcement and open a new announcement on or after February 20, 2019.*

## Cut Score End User Prep

- STEP 1: Add verbiage to JOA templates
  - ✦ Language is provided on the USA Hire Resource Center
- STEP 2: Schedule JOAs for the 12 series to close on Feb. 4th
  - ✦ Notify Agency HR Staff
- STEP 3: Monitor JOAs for outstanding RA adjudications
  - ✦ All RA requests should be adjudicated no later than February 12th.
- STEP 4: Review Cut Score FAQs



- ✦ Share Cut Score FAQs with appropriate HR and agency staff
- STEP 5: Communicate with hiring managers
  - ✦ Disseminate cut score communications to agency hiring managers

USA Hire Resource Center: [https://help.usastaffing.gov/ResourceCenter/index.php/USA Hire Resource Center](https://help.usastaffing.gov/ResourceCenter/index.php/USA_Hire_Resource_Center)

## Cut Score FAQs

- FAQs are on the USA Hire Resource Center
  - ✦ Living document, so bookmark the page instead of saving the FAQs



# USA Staffing®

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## USA Hire Resource Center

Welcome to the USA Hire Resource Center! On this site, you will find important information about the USA Hire test platform and assessments. You will also be able to access necessary resources to support the use of USA Hire for both Upgrade and Legacy versions of USA Staffing. If you have any questions or have ideas for additional information you would like to see shared on the USA Hire Resource Center, please reach out to your USA Staffing Account Manager or the USA Hire Program Office at [USAHire@opm.gov](mailto:USAHire@opm.gov).

### Explore USA Hire

- [Frequently Asked Questions about USA Hire - Updated January 2019](#)
- [USA Hire Myths](#)



### Cut Score Resources

- [Cut Score FAQs - Updated January 2019](#)
- [Announcement Template Language - Updated January 2019](#)
- [Sample Messages for HR Users and Hiring Managers](#)

USA Hire Resource Center: [https://help.usastaffing.gov/ResourceCenter/index.php/USA\\_Hire\\_Resource\\_Center](https://help.usastaffing.gov/ResourceCenter/index.php/USA_Hire_Resource_Center)

# Questions on Cut Scores?



## Key Contacts:

- USA Staffing Account Manager
- Sharon Wilborn, USA Hire Program Office
- Michael Blair, Assessment & Evaluation Branch

# USA Staffing Upcoming Events

February 2018					
Su	M	Tu	W	Th	
3	4	5	6	7	
10	11	12	13	14	1

March 2018						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16



17	18	19	20	21	2
24	25	26	27	28	

17	18	19	20	21	22	23
24	25	26	27	28	29	30

31						
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Workgroup

**February 9:** Production 10.1 Release

**February 13:** Audit Code Work Group **February 15:** Stage 10.2 Release

**March 9:** Production 10.2 Release

**March 15:** Stage 10.3 Release



*USA Staffing Release Schedule: <https://op.usa.gov/AR3C3>*

**February 5:** Reporting & Analytics



# Questions?

**For additional information, please contact  
your Account Manager.**



