



USA Hire ACWA Alternatives

USA Hire delivers innovative and professionally designed online assessment solutions in proctored and unproctored environments. USA Hire offers assessment options for use as alternatives to the Administrative Careers with America (ACWA) written exam and rating schedule for a variety of series including:

- 0018 Safety & Occupational Health Management
- 0023 Outdoor Recreation Planning
- 0025 Park Ranger
- 0080 Security Administration
- 0101 Social Science
- 0201 Personnel/HR Management
- 0301 Misc. Administration & Programs
- 0341 Administrative Officer
- 0343 Management & Program Analysis
- 0391 Telecommunications
- 0501 Financial Admin. & Programs
- 0560 Budget Analysis
- 0901 General Legal and Kindred Admin
- 0950 Paralegal Specialist
- 0965 Land Law Examining
- 0996 Veterans Claims Examining
- 1001 General Arts & Information
- 1035 Public Affairs
- 1083 Technical Writing and Editing
- 1101 General Business & Industry
- 1102 Contract Specialist
- 1103 Industrial Property Management
- 1104 Property Disposal
- 1165 Loan Specialist
- 1170 Realty
- 1173 Housing Management
- 1176 Building Management
- 1412 Technical Information Specialist
- 1420 Archivist
- 1421 Archive Specialist (GS-5)
- 1701 General Education and Training
- 1801 General Inspection, Investigation, & Compliance ¹
- 1910 Quality Assurance Specialist
- 2003 Supply Program Management
- 2030 Distribution Facilities and Storage Management
- 2130 Traffic Management
- 2150 Transportation Operations
- 2210 Information Technology

USA Hire ACWA Alternative Assessments:

- Include assessment batteries developed and validated for specific occupational series that measure general competencies such as reading, reasoning, decision making, attention to detail, integrity/honesty, and flexibility
- Replace the use of an ACWA assessment for the announcement. It may be combined with an occupational questionnaire, but should not be combined with an ACWA assessment.

Leverage your Options with ACWA Alternatives:

- If your agency purchased USA Hire Standard Assessment access, use of the standard ACWA alternatives is included in your USA Staffing agreement
- If your agency did not purchase USA Hire Standard Assessment access, custom solutions are available and managed through a separate interagency agreement with OPM. Custom solutions allow you to:
 - ◆ Partner with the OPM Staff Acquisition Group to announce your ACWA position using USA Hire assessments
 - ◆ Automate an ACWA alternative assessment your agency has already developed
 - ◆ Construct standard alternative assessment batteries for additional ACWA series
 - ◆ Develop customized alternative ACWA assessments and scoring for your agency

Learn more about [ACWA alternatives](#) and the use of validated assessment tools when filling positions in the competitive service.

For additional information:

Contact your USA Staffing Account Manager or the USA Hire Program Office at USAHire@opm.gov.

¹The 1801 job series is available as a premium assessment to USA Hire Standard users