



**USA Hire**

*Transforming Government One Hire at a Time*

# USA Hire Automated Writing Assessment

TRANSFORMING GOVERNMENT ONE HIRE AT A TIME

The Automated Writing Assessment is a Premium USA Hire Assessment offering. In this assessment, applicants provide a free text response to a prompt which is then automatically scored by the computer. To train the computer to score the assessments, a sample of responses is hand scored by human raters using detailed scoring rubrics. This hand scored sample is passed through the scoring engine to develop the algorithm used by the computer to score assessments. Custom and off-the-shelf versions of the assessment are available that can be integrated into an agency's hiring process.

## Leveraging Technology to Measure Critical Writing Competency

The USA Hire Automated Writing Assessment is automatically scored by one of the most sophisticated scoring engines available on the market. The latent semantic analysis engine analyzes text through a combination of methods used in automatic speech recognition, computational linguistics, and other forms of statistical artificial intelligence. The combination of methods results in a state-of-the-art and psychometrically sound approach to evaluating text which uses a machine learning model of human understanding. Unlike most scoring engines that score essays based on elements of "good writing" such as a strong vocabulary and long sentences or paragraphs, the USA Hire scoring engine allows for an understanding of text meaning, much like that of a human reader, in addition to syntax and grammar.

## Advantages of Machine Scoring

- **Reduced Resource Requirements** – One thousand computer-scored assessments saves an average of 450 person hours.
- **Increased Detail Orientation** – A computer can compare every assessment and perform complex analyses that humans are incapable of computing without assistance.
- **Consistency of Scoring** – A computer is completely consistent in its evaluation from assessment to assessment.
- **Objectivity** – A computer is free of the reasoning and judgment errors, myths, false beliefs, and value biases that plague human judgments.
- **Increased Scoring Speed** – Assessment scores are produced in seconds as opposed to days or months.

For additional information, contact your USA Staffing Account Manager or the USA Hire Program Office at [USAHire@opm.gov](mailto:USAHire@opm.gov)