



The USA Hire Working Group meeting will begin shortly.

Please log in to Adobe Connect prior to calling in to tie your name to your phone number

Audio Conference Options:

- **Dial-out [Receive a call from the meeting] – Preferred Method**



Agenda

- USA Hire Contract Award
- Job Series Expansion
- USA Hire and Executive Order 13932 Implementation
- USA Staffing Assessment Package Functionality Update

*Use the Q&A feature
in Adobe Connect to
pose questions to the
presenters.*



USA HireSM
Transforming Government One Hire At A Time





USA Hire Contract Award

Presenter: Sharon Wilborn, Customer Outreach Lead, USA Hire





New USA Hire Contract Awarded



Primary vendor

- Contract length: 8 years
- Innovative mobile assessments for cross-cutting competencies
- I/O and IT expertise for delivering USA Hire

Hire★Vue

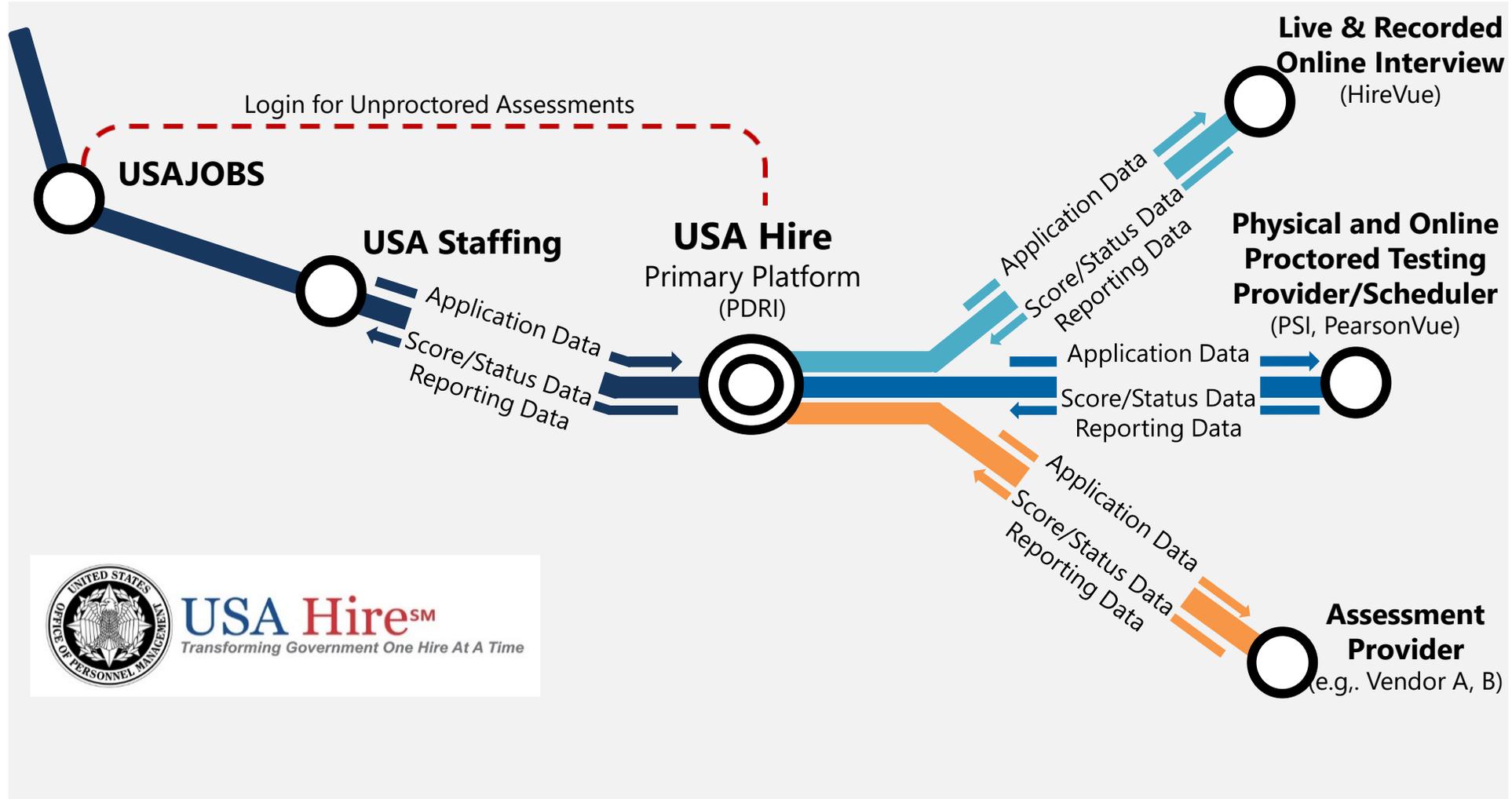
Allow interviews to be completed anywhere at any time



Remote proctoring technology



Expanded USA Hire Solutions



USA HireSM
Transforming Government One Hire At A Time



USA Hire Expansion – Key Dates

FY21 Q2-3

Award new USA Hire contract



FY21 Q3-4

Prepare assessments on upgraded, state-of-the-art platform

- Ensure continuity of service
- Migrate all assessment content and scoring protocols

FY22 Q1

Integrate new USA Hire platform with USA Staffing

- Meet all security requirements
- Meet all privacy requirements

Early FY22 Q1-2

Add key expanded functionality

- Online Interviewing
- Technical Assessments
- Remote Proctoring



USA Hire Expansion New Capabilities for FY22

FY21 Q2-3

Award new USA Hire contract

FY21 Q3-4

Prepare assessments on upgraded, state-of-the-art platform

- Ensure continuity of service
- Migrate all assessment content and scoring protocols

FY22 Q1

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Mobile Testing

Allow applicants to complete their assessments across platforms (for example, mobile devices such as cell phone or tablet)



Enhanced User Access

Emerging need to provide internal stakeholders and select custom assessment customers with various levels of access to assessment information and reports



Online Interviewing

Conduct virtual interviews with applicants at any location



New Assessment Content, Methodology, and Technology

Continuous evaluation of new assessment content and methodology as well as emerging technology to support delivery based on customer needs



Remote Proctoring

High stakes testing with remote proctoring allows applicants to test anywhere at any time without the need of a testing center





USA Hire Standard Expansion

Presenter: Michael Blair, Lead Personnel Research Psychologist, AEB



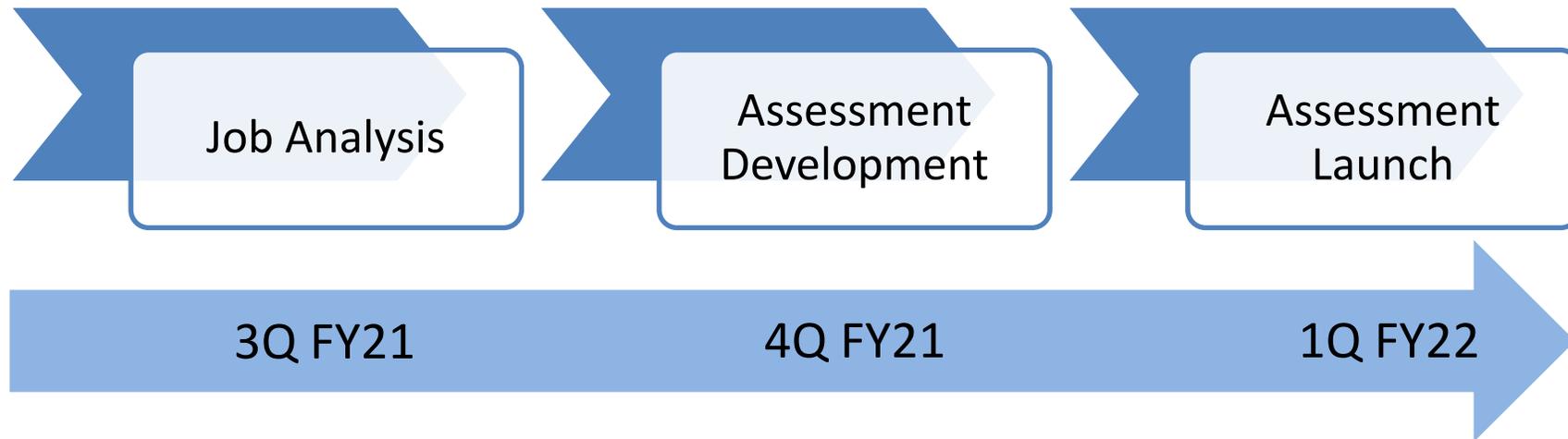


The Basics of Expansion

- Funding to expand coverage to 12 additional job series
 - New job series only (e.g., not adding grades to existing series)
- Targeted series based on:
 - Governmentwide hiring trends FY2018 – FY2020
 - Current USA Hire user needs
 - New/future USA Hire user needs
 - Exclusion factors (e.g., professional certification/licensure)
- Final determination will be largely influenced by results of an upcoming governmentwide job analysis



Expansion Timeline





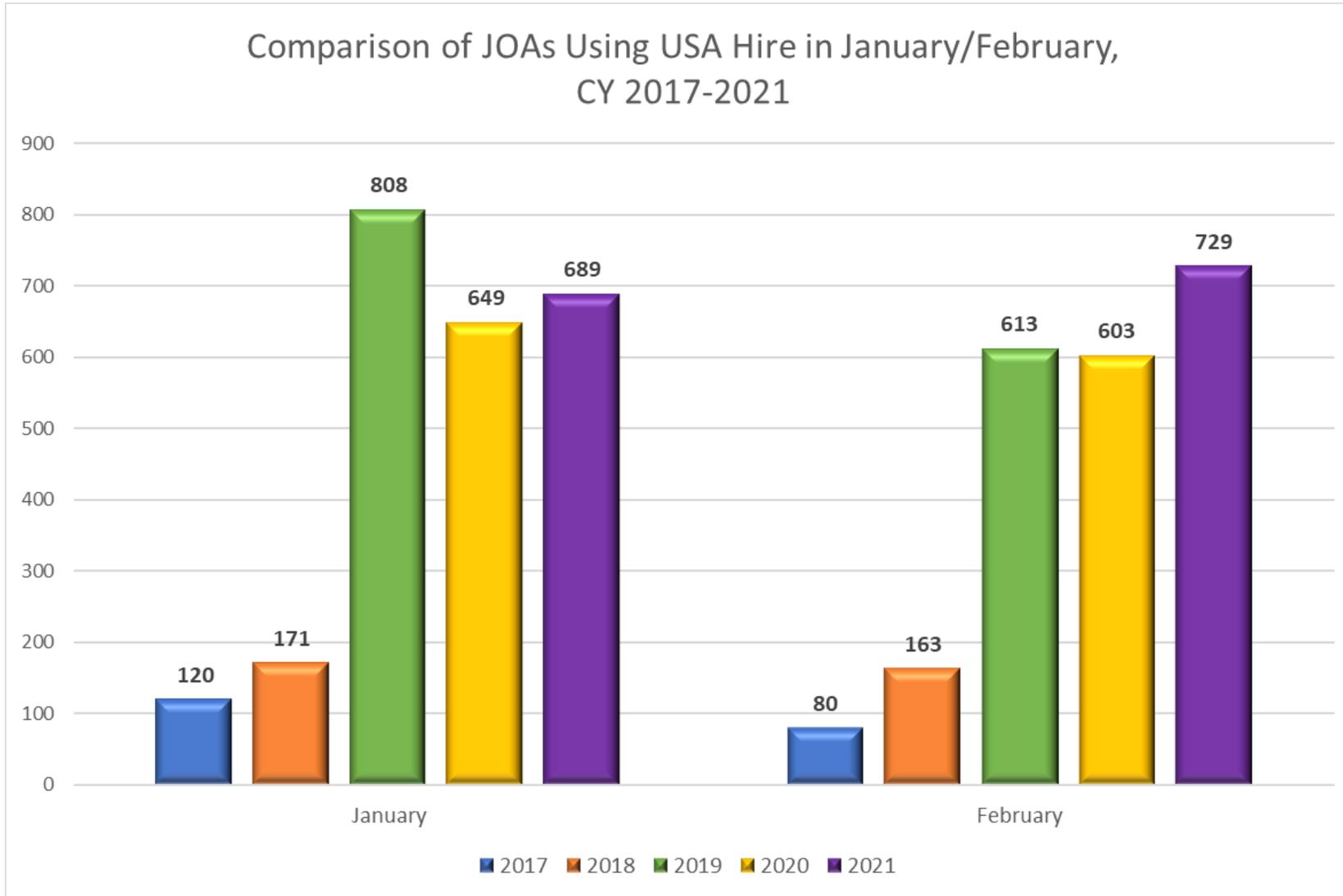
USA Hire and Executive Order 13932 Implementation

Presenter: Sharon Wilborn, Customer Outreach Lead, USA Hire



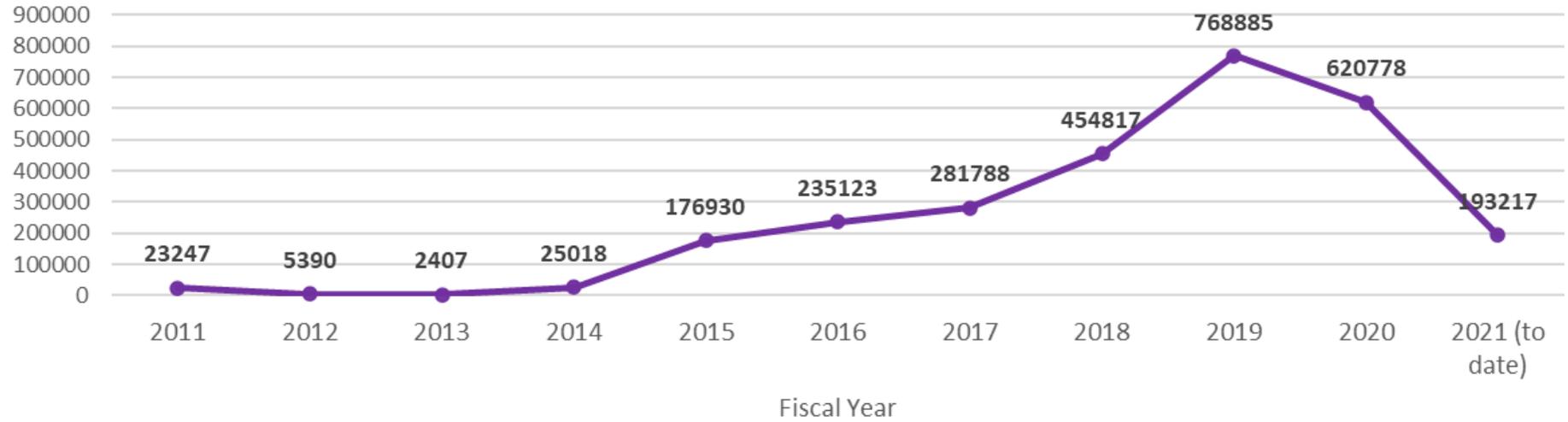


Comparison of JOAs Using USA Hire in January/February, CY 2017-2021

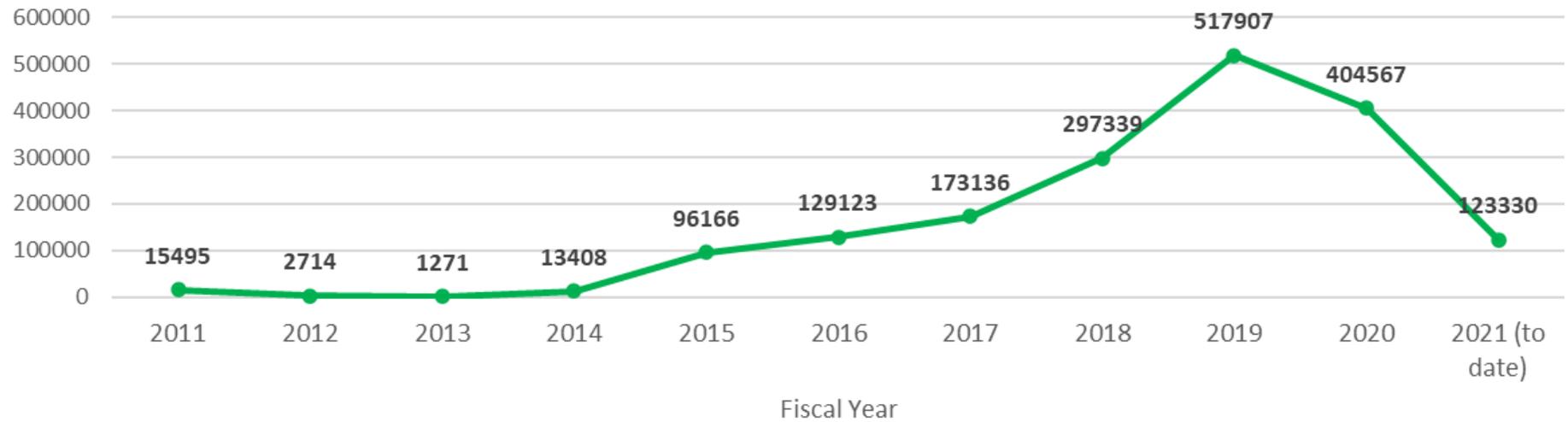




Number of USA Hire Assessment Links Sent - Since Inception



Number of USA Hire Assessments Completed - Since Inception





USA Staffing Assessment Package Functionality Updates

Presenter: Maria Ahmad, Business Analyst, USA Staffing





USA Staffing Assessment Package Updates

Complete:

- ✓ **Moved the Test Plan page** to each individual Assessment Questionnaire, so that AQ's can be tested at any time, even after a USA Hire assessment battery has been added
- ✓ **Updated the order of the Assessment Package pages** for better navigation flow
 - Released to Stage 2/22/2021, ETA in Production 3/12/2021

In Development:

- **Moving the USA Hire actions** to the Assessment Package - Settings page
- **Adding validations for the USA Hire hold** to ensure it can only be released if the assessment window is open and provides applicants at least 2 days to complete their assessments
- **Adding permissions** for:
 1. Editing a vacancy-level USA Hire assessment window, *and*
 2. Applying/releasing a vacancy USA Hire hold



USA Staffing®

Staffing Classification Recruit Admin Reports Search

VACANCY 10109152

Vacancy 10109152 Assessment Package Announcement Reviews

USAJOBS Job Title: Program Analyst Pay Plan-Series-Grade: GS-0301-13 Announcement Type: DE-ST Status: Incomplete Source:

Assessment Plan Job Analysis Settings Checklist Documents 0 Notes 0 History

Categories

Final Score Cutpoint

Category Name	Final Rating Cutpoint	
Best Qualified	95	✕
Well Qualified	85	✕
Qualified	70	✕

Add Category

Category Settings

Assign Categories based on 'GS-9+ Professional/Scientific' rules 0301-13

Assign Categories based on Augmented Rating (Only use with Demo Projects that do not use Category Rating) 0301-13

USA Hire Settings

Assessment Window Type: Defined Window (Set Dates) Dynamic Window (Set Days) [Edit Window](#)

Assessment Window:

Assessment Start Date: Announcement Open Date
Assessment End Date: Announcement Close Date + 2 Days

Current USA Hire Hold Status: **Inactive** [Hold Applicants](#)

Send Custom USA Hire Notifications

USA Hire Assessments are Required Notification: System Default

USA Hire Assessments are Complete Notification: System Default

USA Hire Accommodation Request Under Review Notification: System Default

USA Hire Reasonable Accommodation Approved Notification: System Default

USA Hire Reasonable Accommodation Denied Notification: System Default

[Save](#) [Cancel](#)



Upcoming Events

- Customer Experience Assessment – Now Open!

