



The USA Hire Working Group meeting will begin shortly.

October 2024

Created by the Office of Personnel Management, USA Hire Program Office

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Menti Poll

If you could transform into any classic Halloween monster for one night, which one would you choose?



Scan QR code
or Go to
Menti.com
and use code
9478 0348

If you could transform into any classic Halloween monster for one night, which one would you choose and why?



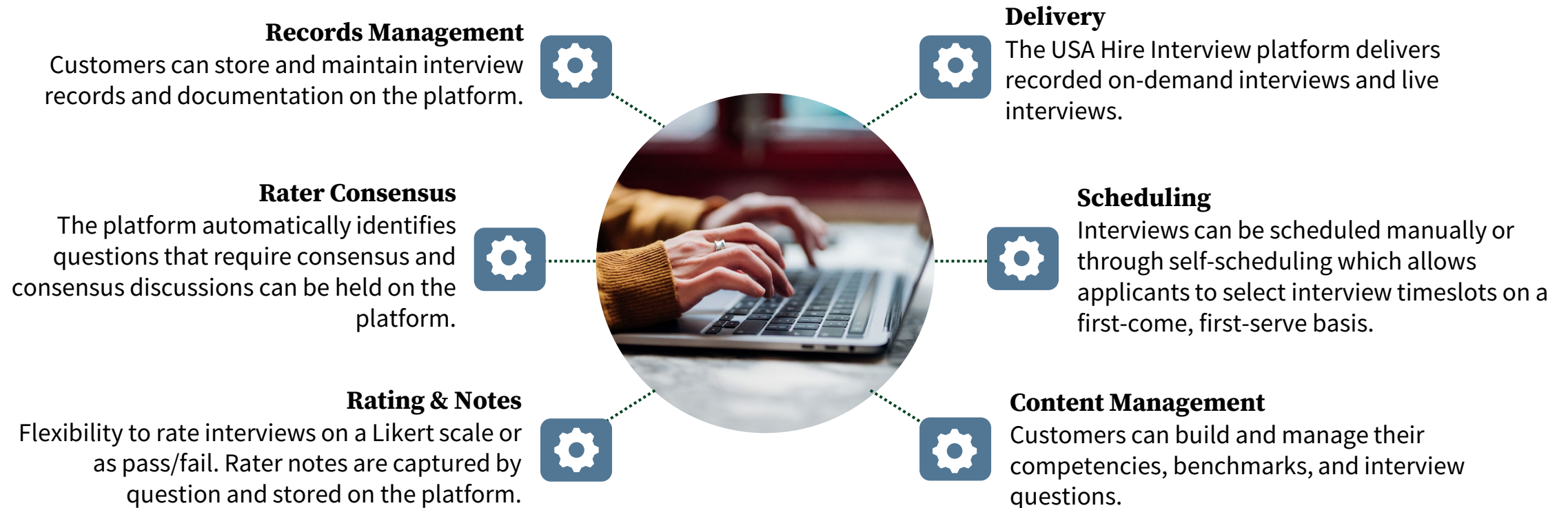
Agenda

- USA Hire Interview
 - Applicant Resource Center
 - Special Agency Briefing – “Implementing Skills-based Assessments in Federal Hiring”
-

USA Hire Interview

USA Hire Interview Functionality

USA Hire Interview provides agencies with the ability to conduct fully virtual interviews with applicants via their mobile device or computer.





USA Hire Interview Benefits

Integration with OPM Systems	Single Sign-On	Reasonable Accommodation Support	Privacy & Security
USA Hire Interview is built native to the USA Hire Assessment platform. Pre-certificate interview ratings will flow into USA Staffing and can be combined with other assessment scores.	Applicants will authenticate to the USA Staffing and USA Hire platforms using their USAJOBS/Login.gov accounts.	OPM will manage the Reasonable Accommodation claims and adjudication process for pre-certificate interviews.	All privacy and security documentation and system monitoring will be managed by OPM.

How useful do you think a tool to facilitate virtual interviews would be for your agency?

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How useful do you think a tool to facilitate virtual interviews would be for your agency?

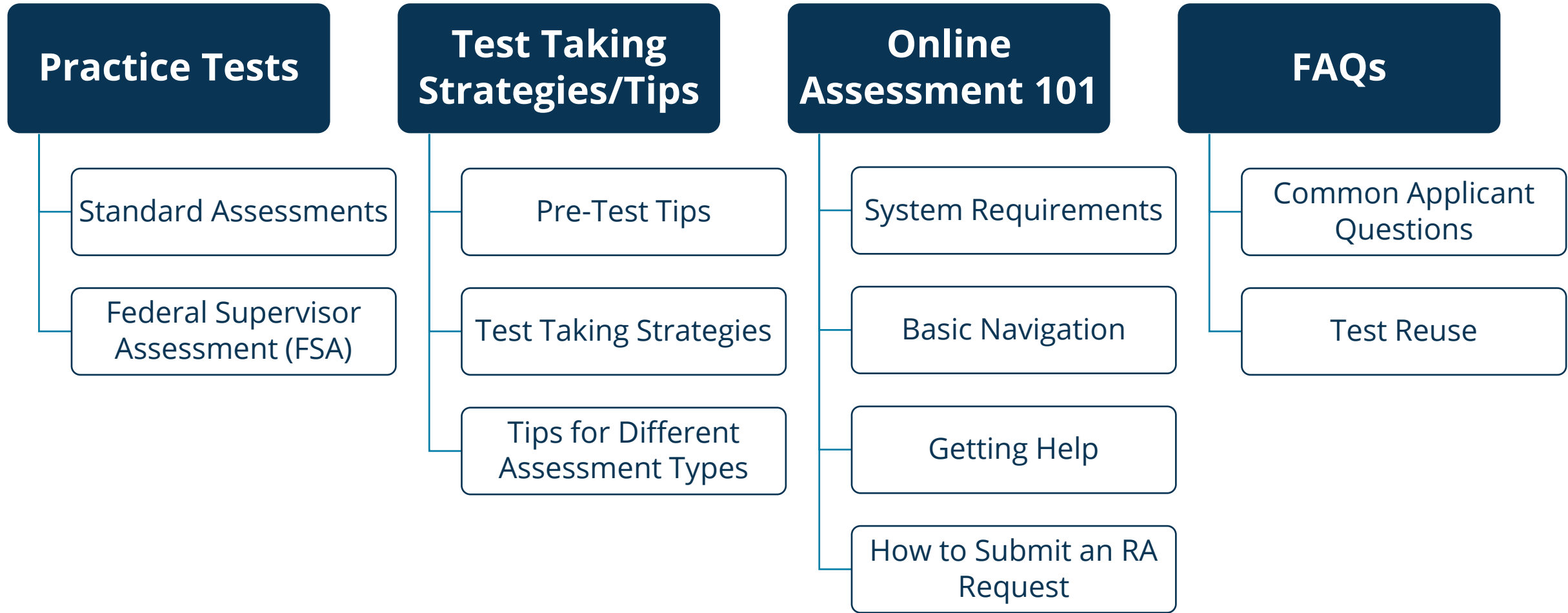


USA Hire Interview Usefulness



USA Hire Applicant Resource Center

Coming Soon – Applicant Resource Center



USA Hire
Applicant
Resource
Center

OPM | USA HireSM

Transforming Government, One Hire at a Time

Prepare for your assessments

[Preparation Tips](#)[Take Practice Assessments](#)[Determine Next Steps](#)[Frequently Asked Questions](#)

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Articles in this section

[General Pre-Testing Tips](#)

[Verify your testing device meets the system requirements](#)

[General Test Taking Strategies](#)

General Test Taking Strategies

2 hours ago · Updated



Below are some general test taking strategies you may consider while taking your USA Hire assessments.

General Tips

- **Read all directions carefully.**
- **Plan your time:** Allocate time for reading and answering timed questions.
- **Use scratch paper:** Write down keywords and phrases from the question.
- **Find the specific answer:** Look for the most precise response.
- **Stay on topic:** Stick to the subject matter of the question.
- **Focus on understanding:** For timed questions, prioritize understanding and confident answering over speed.
- **Review before submitting:** If you have extra time, review your response before clicking "Record Answers." Once recorded, you cannot change it.

Tips for Most Likely/Least Likely Questions

- **Read directions carefully.**
- **Identify the issue:** Understand the conflict or issue in the scenario.
- **Be true to yourself:** Choose a response based on how you would handle the scenario in real life.
Use given information: Do not assume additional information beyond what is provided.

Tips for Multiple Choice Questions

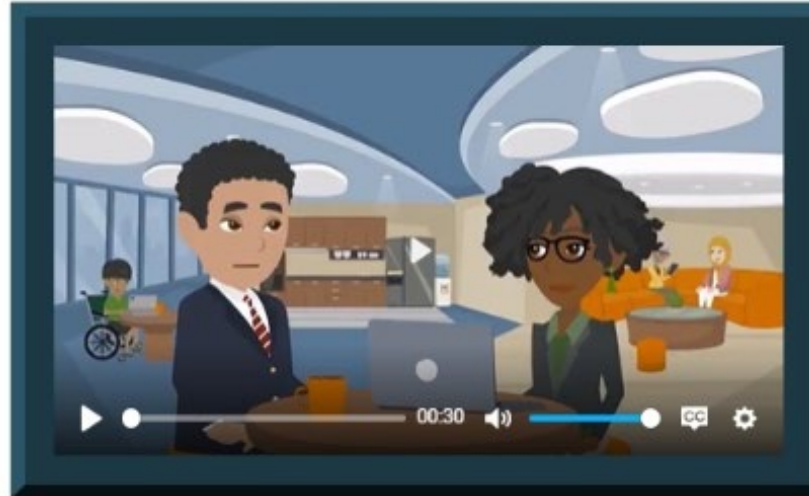
- **Read directions carefully.**
- **Think before choosing:** Read the question, think of the right answer, then find it (or a similar one) in the options.
- **Read all options:** Thoroughly read all response options before choosing.
- **Watch for negative words:** Pay attention to words like "not" to ensure you understand the question.
- **Eliminate wrong answers:** Discard any options that are clearly incorrect.
Move on if unsure: If uncertain, select the best answer and move to the next question.

Related to

[Before Assessments](#)

04:29

Occupational Judgment Assessment - Practice Assessment



Barbara and Derek are coworkers. Barbara has just been provided with a new assignment. The assignment requires the use of a specific computer program. Derek walks over to Barbara's cubicle to speak to her.

If you were in Barbara's position, what would be the most and least effective course of action to take from the choices below?

Most Effective

Try to find other coworkers who can explain how to use the new program.

Tell your supervisor that you don't know how to use the program and ask him to assign someone who does.

Use the program reference materials, tutorial program, and the help menu to learn how to use the new program on your own.

Explain the situation to your supervisor and ask him what to do.

Next

Applicant Resource Center

Next Steps



- ✓ Finalize Content
- ✓ Finalize Practice Assessments
- Publish Content
- Make link available to applicants through announcement templates
- Make link available on Important Information page before beginning an assessment

Anticipated Completion: Early FY25

Which features do you think
will be most helpful in
preparing for a USA Hire
assessment?

Go to
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Which features do you think will be most helpful in preparing for a USA Hire assessment?

32



Practice Tests

14



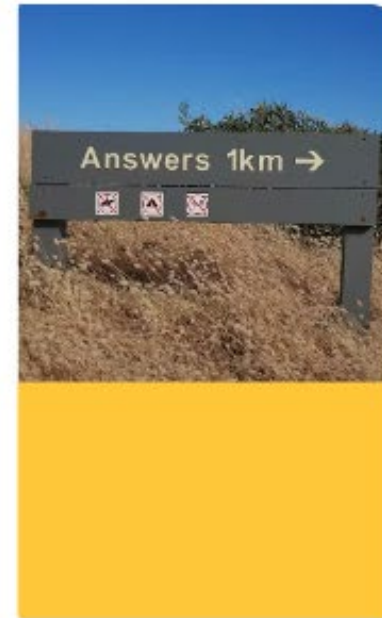
Test Taking Strategies

13



Getting Help Info

26

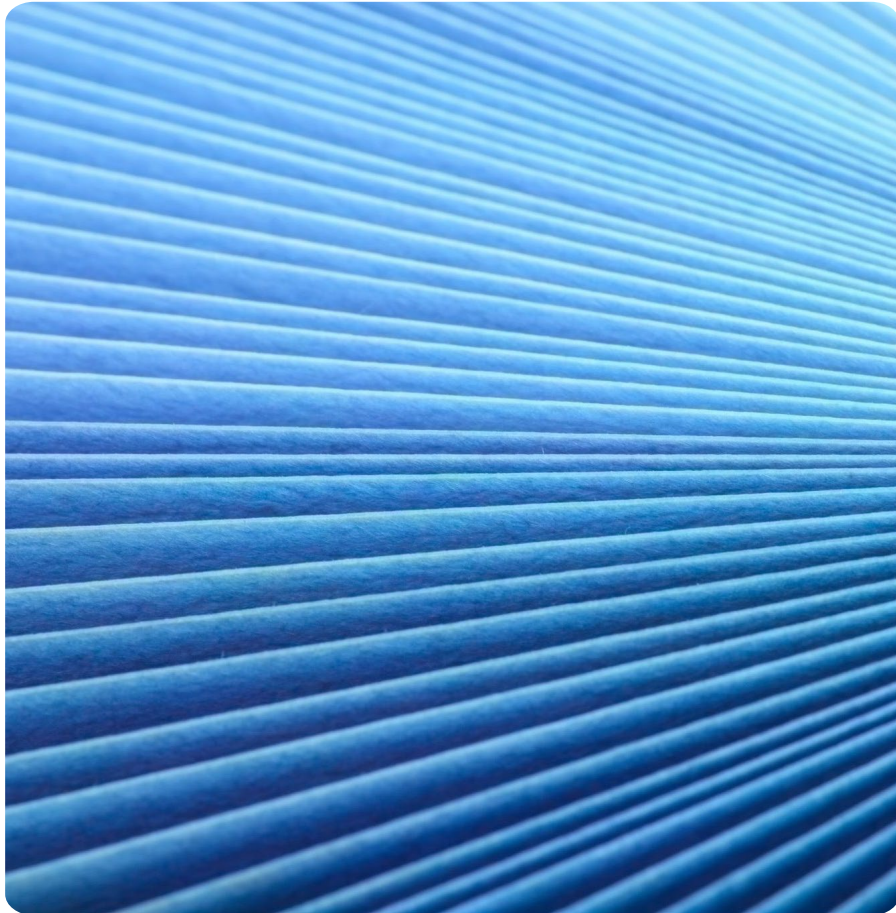


FAQs

Implementing Skills-based Assessments in Federal Hiring

Perspectives from Departments at Different Stages

Implementing Skills-Based Assessment in Federal Hiring



Background



EO 13932 “Modernizing and Reforming the Assessment and Hiring of Federal Job Candidates” released July 2020



Identified areas of priority for updates, including:

Revision of job classification and qualification standards, specifically related to educational requirements

The incorporation of skills-based assessments into the competitive hiring process



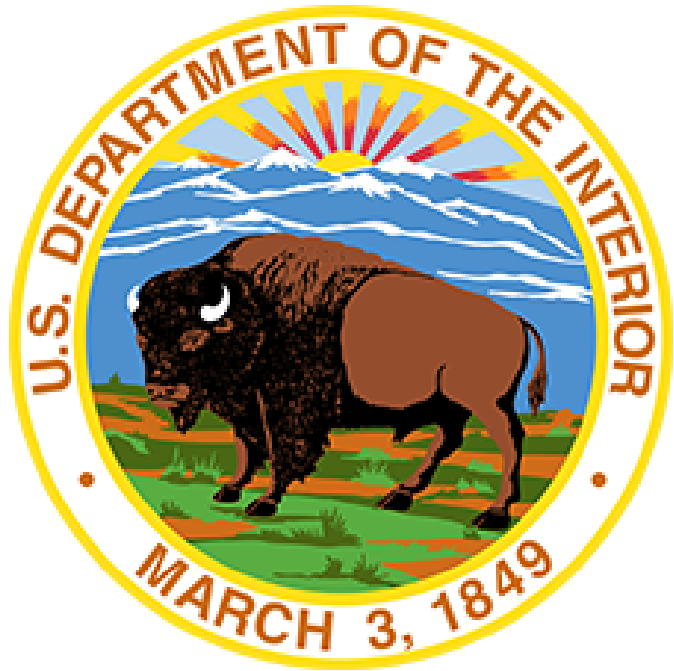
Sought to expand the pool of applicants, particularly for technological positions that may not require specific educational pursuits for proficiency



Implementation guidance

- Additional support and guidance included:
 - Identifying jobs “in scope” for assessment inclusion
 - Organizational support from a newly formed Hiring Experience group within OPM
 - Templates for conducting structured resume review sessions
 - Renewed effort to post shared certificates within agencies and across Federal Agencies to streamline hiring efforts
 - Newly formed Communities of Practice (including an IO CoP and a Hiring Experience/Talent Team CoP)
-

DOI's Journey



- Implementation of 13932 by Office of Human Capital (2021)
 - Procurement of USA Hire assessments
 - Mandatory use initially (pendulum swung back)
 - 1 I/O for the Department; Supervisor is an I/O
 - Assessment Guide
 - Revised assessment policy
 - Developed and delivered assessment training and webinars
- Current state
 - Policy oversight
 - Data analysis and tracking
 - Material creation
 - Training/Education
 - Assessment working group
 - Prioritizing next steps

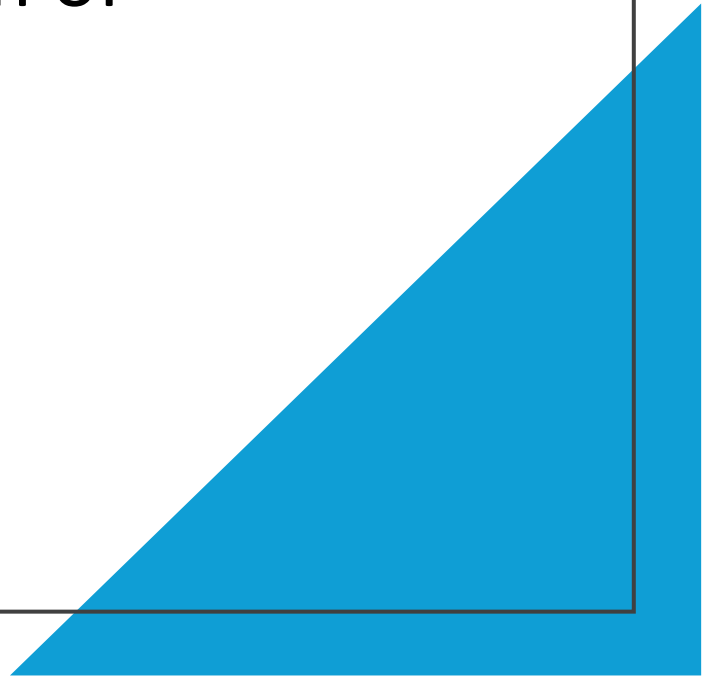
HUD's Journey

- Implementation of initial steps of 13932 were enacted by HR Operations
 - Procurement of USA Hire assessments
 - Standard battery for many occupational series
 - Supervisory assessment
 - Stood up Assessment Division, Oct 2023
 - 1 IO supervisory; 2 GS-14 IO employees
 - Focus on assessment strategy
 - Current state
 - Writing assessment
 - Data analysis
 - Change management material creation
 - Hiring/onboarding
 - Prioritizing next steps



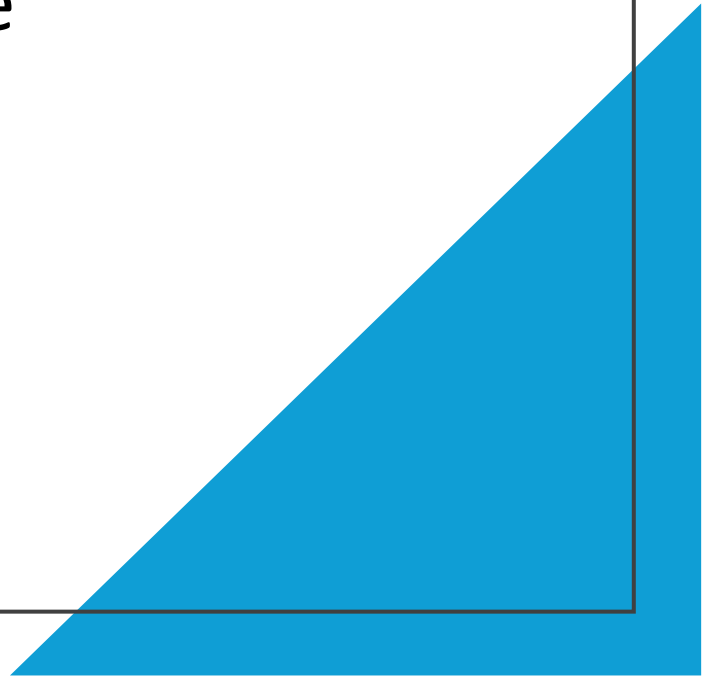
Question 1:

What is the current state of implementation of EO 13932 at US Housing and Urban Development?



Question 2:

How has implementation progressed over the last several years at the Department of the Interior?





Question 3:

What are examples of decisions that have been made to this point to allow for progress toward successful implementation of EO 13932?

Question 4:

Long term, what are ways each Department may ultimately differ in their approach, and why?

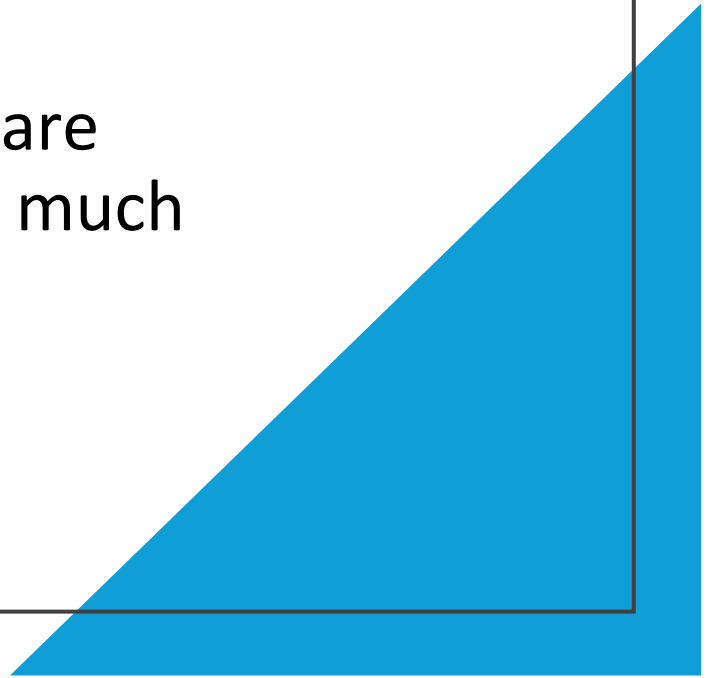
Question 5:

What are some lessons learned in the implementation journey that can apply to other federal agencies or even private sector organizations making the same moves?

Question 6:

What are next steps intended by each agency over the next year? 2-4 years?

- How do you prioritize next steps when you are starting largely from scratch and there is so much work to be done?





Question 7:

What are some tips and tricks that can be shared about implementing a new program, specifically around change management/communications, leadership buy-in, political challenges, resource allocation, and ongoing maintenance and updates?



Questions?

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