



## USA Hire and DEIA

USA Hire delivers assessment solutions consistent with diversity, equity, inclusion and accessibility (DEIA)



### Merit-Based Foundation



1

**Job-Related** – USA Hire assessments are developed to measure critical, job-related competencies for the position. This promotes Merit-Based hiring and mitigates the disadvantages of non job-related factors influencing hiring outcomes.



2

**Holistic Approach** – USA Hire assessments promote a “whole person” approach to measurement where overreliance on a single competency or skill is minimized; rather, USA Hire assessments emphasize measurement of a variety of complementary and job-relevant competencies that are carefully weighted to contribute to a result.



3

**Diverse SMEs** – USA Hire assessments are developed using subject matter experts from diverse backgrounds and highly trained personnel research psychologists.



4

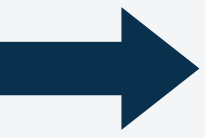
**Content Expertise** – USA Hire assessments are developed by highly trained personnel research psychologists in collaboration with subject matter experts.



# USA Hire and DEIA



## Merit-Based Process



**Consistent Criteria** – USA Hire assessments are designed, delivered, and scored in a manner to consistently evaluate applicants against the same job-related criteria regardless of the applicant pool size. This reduces issues with error, fatigue, or heuristics that may impact DEIA in non-automated processes.



**Objective Criteria** – USA Hire assessments provide a structured, objective measure of an applicant’s competence, rather than relying on applicant self-evaluations, which may be inflated.



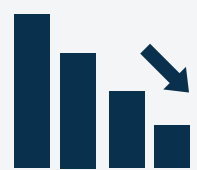
**Scoring Criteria** – USA Hire assessments use the same scoring criteria for all applicants, promoting the same frame of reference for evaluation of the diverse set of applicants that may apply.



**Fair Treatment** – USA Hire assessments are delivered as part of an intentionally structured set of processes, designed to treat all applicants fairly.



**Testing Location Flexibility** – Many USA Hire assessments are delivered in an unproctored format, removing barriers that can be associated with travel and access to physical test locations.



**Error Reduction** – USA Hire assessments reduce the overall burden across hiring processes, which can reduce the potential for error during other stages.



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### Merit-Based Outcomes



**Bias Awareness** – USA Hire assessments are developed with an awareness and sensitivity to potential bias, including reliance on relevant, research literature.



**Displayed Competence** – USA Hire assessments provide applicants the opportunity to display critical, job-related competencies. Unlike measures of training and experience, USA Hire assessments focus on displayed competence, not on access to, or differences in training or experience opportunities.



**High Quality Measures** – USA Hire assessments are subject to review and ongoing maintenance related efforts to promote the highest quality measures of job-related competencies.



**Merit System Principles** – USA Hire assessment processes are subject to review and ongoing process improvement efforts to promote the application of Merit System Principles.