



The USA Hire Working Group meeting will begin shortly.

April 2023

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

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Menti Poll

What's your favorite dad joke?

Go to
Menti.com
and use code
9945 2764



What's your favorite dad joke?

9

Answers

Why do Seagulls fly over the sea? Cause if they flew over the bay they'd be bagels.

Knock knock. Who's there? Cow says. Cow says who? No, a cow says moo.

You know what really makes me throw up? A dartboard on a ceiling

" My wife said I should do lunges to stay in shape. That would be a big step forward."

Why are all of the numbers afraid of 7?

What did the bird say when his cage broke?
Cheap, cheap! Cheap, cheap!

I created a room deodorizer that can be controlled with the mind. It makes scents when you think about it.

I brought you into this world and I can take you out.

I'm afraid for the calendar. It's days are numbered.

Agenda

- FY24 Pricing
- USA Hire Interview Update
- Mobile Equivalency Study
- USA Staffing Development Updates
- USA Hire Assessments and Job Analysis Requirements
- USA Hire Standard Assessment Demo

FY24 Pricing



USA Hire Standard – FY24 Pricing

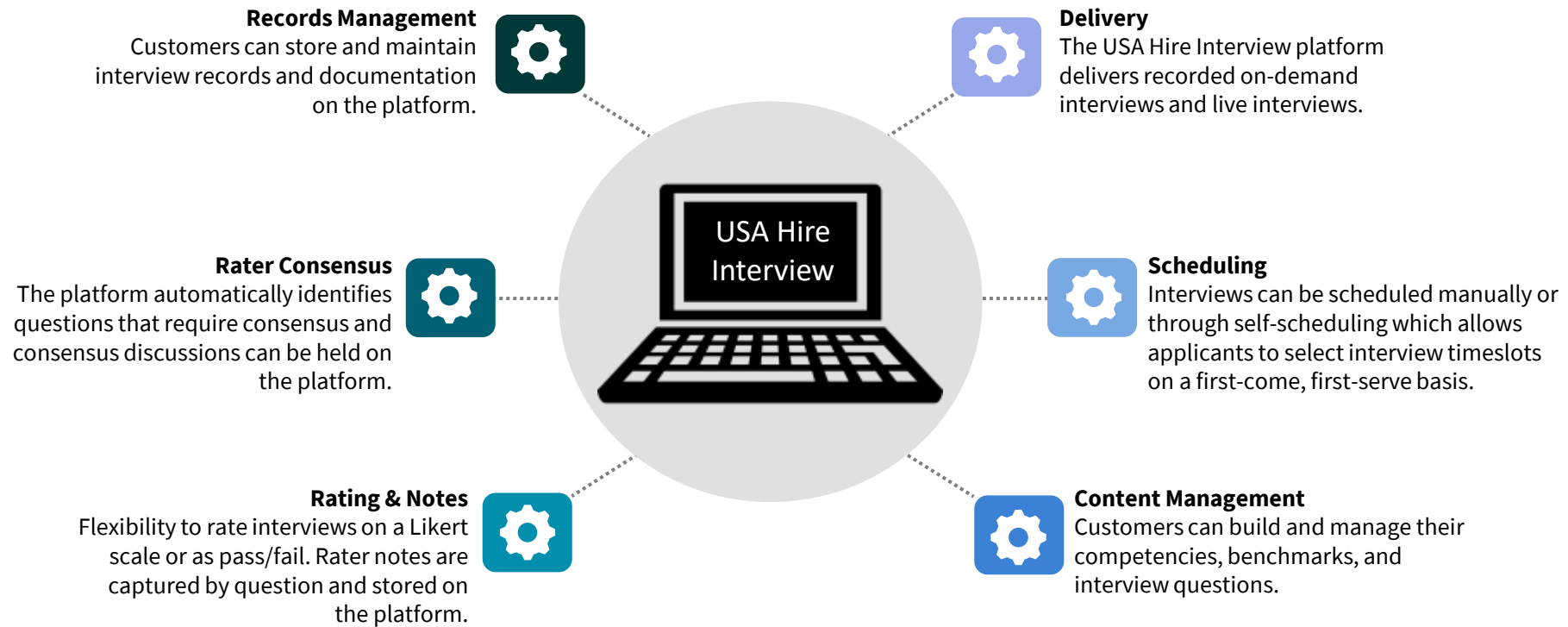
- There will be no price increase for Standard USA Hire in FY24.
- Standard USA Hire pricing is set per agency, not per user.
- Premium and Custom USA Hire pricing is available upon request.

USA Staffing License Quantity	Annual Cost
1 - 19	\$10,000
20 +	9% of total USA Staffing IAA value

USA Hire Interview Update

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

With a USA Hire Interview implementation, customers will enjoy

			
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.

Live Interview Preview

Interview with Grace H

Camera Mic Leave

Interview Guide

1 2 3 4 5

Question 1

Of all the assignments or projects you have worked on, which required the most persistence and hard work? Describe it for me.

- What was the situation?
- What required persistence?
- How did you persist?
- What did you do?
- What was the outcome?

Rate the Candidate's response for each Competency below. Show ratings criteria

Resilience

1 2 3 4 5

LOW	MEDIUM	HIGH
<ul style="list-style-type: none">• Does not work very hard and makes little attempt to complete a task or project when	<ul style="list-style-type: none">• Works hard and exerts some extra effort to complete a task or project	<ul style="list-style-type: none">• Works extremely hard and exerts extra effort to successfully complete a task or

Previous 2/2 Participants on current question Next Dismiss Candidate

Interviewer view during live interview

Live Interview Preview

The screenshot displays a live interview interface titled "Interview with Grace H". At the top right, there are controls for "Camera" and "Mic", and a red "Leave" button. The main content is divided into two sections: a participant list on the left and a "Group Consensus Rating" on the right.

Participant List:

- Grace Holt (Candidate)
- Participants: 3/3 (with a dropdown arrow)
- You are the Moderator (indicated by a star icon)
- Austin K (with a star icon)
- Michelle G

Group Consensus Rating:

The rating is for "Resilience" and is currently at level 3. The scale is represented by five numbered boxes (1-5) with vertical lines above them. A blue circle with "AK" is positioned above box 3, and a grey circle with "MG" is positioned above box 4. Above the scale, there are five checkmarks, with the first one circled in red and containing the number 1.

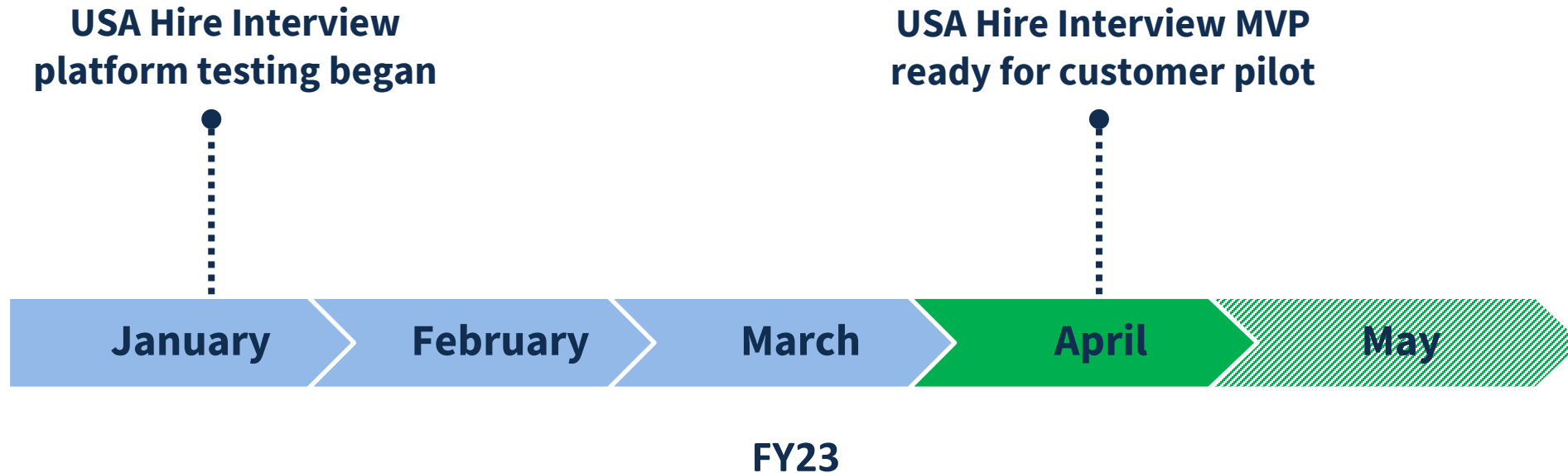
Resilience Scale Levels:

- LOW:**
 - Does not work very hard and makes little attempt to complete a task or project when faced with obstacles
 - May abandon tasks if obstacles are encountered
 - Does not accept responsibility for dealing with obstacles, may fail to take action or take inappropriate action when dealing
- MEDIUM:**
 - Works hard and exerts some extra effort to complete a task or project
 - Perseveres on a task or goal unless faced with unusually difficult obstacles
 - Accepts the fact that obstacles must be dealt with, and generally takes appropriate action to deal with them
- HIGH:**
 - Works extremely hard and exerts extra effort to successfully complete a task or project
 - Consistently perseveres on a task or goal even when encountering difficult obstacles
 - Transforms a stressful or demanding situation into a constructive, positive learning experience

At the bottom of the interface, there are "Previous" and "Next" buttons.

Consensus discussion interface

Timeline



If you have additional questions, please contact your Account Manager or USA Hire Project Manager.

Do you think your agency might be interested in purchasing the USA Hire Interview once available?

Go to
Menti.com
and use code
9945 2764

Do you think your agency might be interested in purchasing the USA Hire Interview once available?



Mobile Equivalency Study

Mobile Equivalency Study

- The study will determine if the current assessment content is appropriate for mobile devices or if modifications need to be made.
- Study results should be complete Summer 2023.



USA Staffing Development Updates

Recently Completed

- Deployed to production on March 17:
 - Sped up applicant USA Hire order processing to **4 seconds** (from 30 seconds)
 - Updated applicant **RA status to “Not Required”** when scores received (because the applicant completed the assessments on a different vacancy)
 - Ensured USA Hire access link is presented as **hyperlink** in applicant notification emails and on their application status page
 - Removed “USA Hire” as **competency Source** option for HR users

Coming Soon

- Will be deployed to production on April 14:
 - Refine logic for **USA Hire reminder notifications** to only send them for applicants in a PA status due to USA Hire, and not send them if the vacancy is cancelled
 - Automatically **update RA applicants to IORA** if they are not adjudicated by the assessment end date (RA team can grant extensions, if needed)
 - When **USA Hire is used for screen-out only** ensure PA applicants are automatically re-rated to IOIM if they didn't take the assessments (this already happens when USA Hire is used for Rating)

Coming Up Next

- Ensure applicants see their USA Hire information on screen **as soon as they submit** their application
- Streamline the ability to use USA Hire templates for **non-GS pay plans or pay banded positions**
- Send applicants the ***Assessments Are Complete*** notification when they complete their USA Hire battery in the current vacancy
- Add **USA Hire Status** to applicant records and allow HR users to filter applicants by their status

Application Submission



Recruiting, Retaining, and Honoring a World-Class Workforce to Serve the American People.

Application Progress



Position Title	Testing USA Hire Defined Window
Agency	Office of Personnel Management
Announcement Number	DS-23-GS-20220830-34584
Open Period	Wednesday, March 29, 2023 to Friday, March 31, 2023

Application Package Status: Received

You have successfully submitted your initial application for this position. The job opportunity announcement informed you that you may be required to take one or more online assessments in order to complete your application for this position. **You have until 11:59 PM ET on 4/2/2023 to complete all of the required online assessment(s) for this vacancy.** To take the assessment(s) now, click the following link:

<https://workflow.apps.qa.pdevch.net/wf/v1/workflowmgmt/enter/b2620808-6281-4ef3-8613-b98eb685c7e1>

Please refer to the job opportunity announcement or your acknowledgement letter for more information concerning the assessment(s) or other application requirements.

If you have any questions about the assessments, please submit a helpdesk ticket at <https://apply.usastaffing.gov/HelpTicket>. To determine if you require a Reasonable Accommodation in order to complete the assessment(s), please review the information here: https://help.usastaffing.gov/Apply/index.php?title=Reasonable_Accommodations_for_USA_Hire.

[View / Print Application](#)

[Return to USAJOBS](#)

Mapping Non-GS Grades

The screenshot shows the USA Staffing software interface. At the top, there is a navigation bar with the USA Staffing logo, a home icon, and menu items for Staffing, Classification, Admin, Reports, and Search. A search bar and user profile (Maria Ahmad - OPM) are also visible. The main content area displays details for VACANCY 10063383, including the job title 'Testing USA Hire' and pay plan 'NH-0201-2'. A modal dialog titled 'Map USA Hire Template Grade Level to Vacancy Grade Level' is open in the center. The dialog contains a warning message and a table for mapping rating combinations.

Map USA Hire Template Grade Level to Vacancy Grade Level

The USA Hire template you have selected does not match the grade level of the current vacancy. Please review and confirm the correct mapping of the USA Hire template rating combination to the Vacancy rating combination.

Note: If the vacancy pay band covers multiple GS grade levels, only the USA Hire assessment for the lowest GS-equivalent grade should be used.

USA Hire Template Rating Combination	Vacancy Rating Combination
0201-12	0201-2

Confirm Grade Level Equivalency Cancel

USA Hire Status – Applicant Overview

VACANCY 10063183



- Vacancy 10063183
- Assessment Package
- Announcement
- Applicant Overview**
- Reviews
- Applicant List: Applicant List 1
- +

USAJOBS Job Title: Testing All Assessment Types
 Pay Plan-Series-Grade: GS-0201-11/12
 Announcement Type: ST

- Overview**
- Saved Lists
- Stored Lists
- Manage Assignments
- Merged Applicants
- History

Invite Late Applicant | Create List

Applicants (22)

Filter by Name/Email: Reviewed/Flagged/Pinned: RSC:

Search

Name	Email	RSC - Applicant Status			
Agreste, Adrian	mahmad.test+a@gmail.com	PA	☑	🚩	📌
Bostina-Bratu, Bianca	mahmad.test+b@gmail.com	PA	☑	🚩	📌
Cooper, Chloe	mahmad.test+c@gmail.com	PA	☑	🚩	📌
Decker, Dillon	mahmad.test+d@gmail.com	IN	☑	🚩	📌
Ensler, Eve	mahmad.test+e@gmail.com	IN	☑	🚩	📌
Ford, Faith	mahmad.test+f@gmail.com	IN	☑	🚩	📌
Garrett, Gene	mahmad.test+g@gmail.com	IN	☑	🚩	📌
Hamilton, Hope	mahmad.test+h@gmail.com	IN	☑	🚩	📌

TOUCHPOINT NOTIFICATIONS SENT

100% APPLICATION RECEIVED

0% NOTICE OF RESULTS

USAJOBS JOB STATUS

Reviewing applications

VETERANS' PREFERENCE

CPS: 1

TP: 2

XP: 1

ELIGIBILITIES

RA: 4

USA HIRE STATUS

Complete: 12

Did Not Complete: 9

Partially Complete: 1

USA Hire Status – Applicant Record

USA Staffing® Home Staffing Classification Admin Reports Search Go To Search Mail Profile: Maria Ahmad - OPM

VACANCY 10062819 Check Calendar Chat Help

Vacancy 10062819 Assessment Package Announcement Applicant Overview Reviews Applicant: Jayden Jimenez +

Application Number: AL4YG-OJ8J | Applicant: Jayden Jimenez | Address: 123 Hexagon Way, Ortonville, Minnesota 56278, United States | USA Hire Status: **Did Not Complete** | Ineligible

Eligibilities and Ratings | Application | Assessments | Applicant Information | Documents (2) | Notes (0) | History

- Ratings

Rating Combo	Minimum Qualifications	Cert Availability
0018-8	IOIM - You were not considered because you failed to complete one or more assessments required for this position.	Ineligible
0018-11	IOIM - You were not considered because you failed to complete one or more assessments required for this position.	Ineligible
0018-15	IOIM - You were not considered because you failed to complete one or more assessments required for this position.	Ineligible

[Rating Details](#)

- Veterans' Preference

Claimed	Adjudicated
NV - No Preference Claimed	NA - Not Adjudicated

- Eligibilities

No eligibilities claimed.

USA Hire Status – Applicant List

USA Staffing®

Staffing Classification Admin Reports Search

VACANCY 10062819

Vacancy 10062819 Assessment Package Announcement Applicant Overview Reviews Applicant List: Applicant List 1

Applicant List Name: Applicant List 1

Filters: Anywhere in the U.S. (remote job) 0018

USA Hire Status

Name	Rating	Vet Pref	USA Hire Status	RSC	Documents	Eligibility	Notes
Agreste, Adrian	74	NV	Complete	AA	3	RA	0
Blair, Adeline	PA	TP	Did Not Complete	PA	2	RA	0
Bostina-Bratu, Bianca	73	NV	Complete	AA	2	RA	0
Cooper, Chloe	70	NV	Partially Complete	AA	2	RA	0
Decker, Dillon	73	NV	Complete	AA	2	RA	0
Enslar, Eve	77	NV	Complete	AA	2	RA	0
Ford, Faith	IQID	NV	Did Not Complete	IN	2	RA	0

Number of applicants per page: 25

USA Hire Status Filter: Any, Complete, Partially Complete, Did Not Complete

On a scale of 1-10, how helpful do you think these enhancements will be?

Go to
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How helpful do you think these enhancements will be?



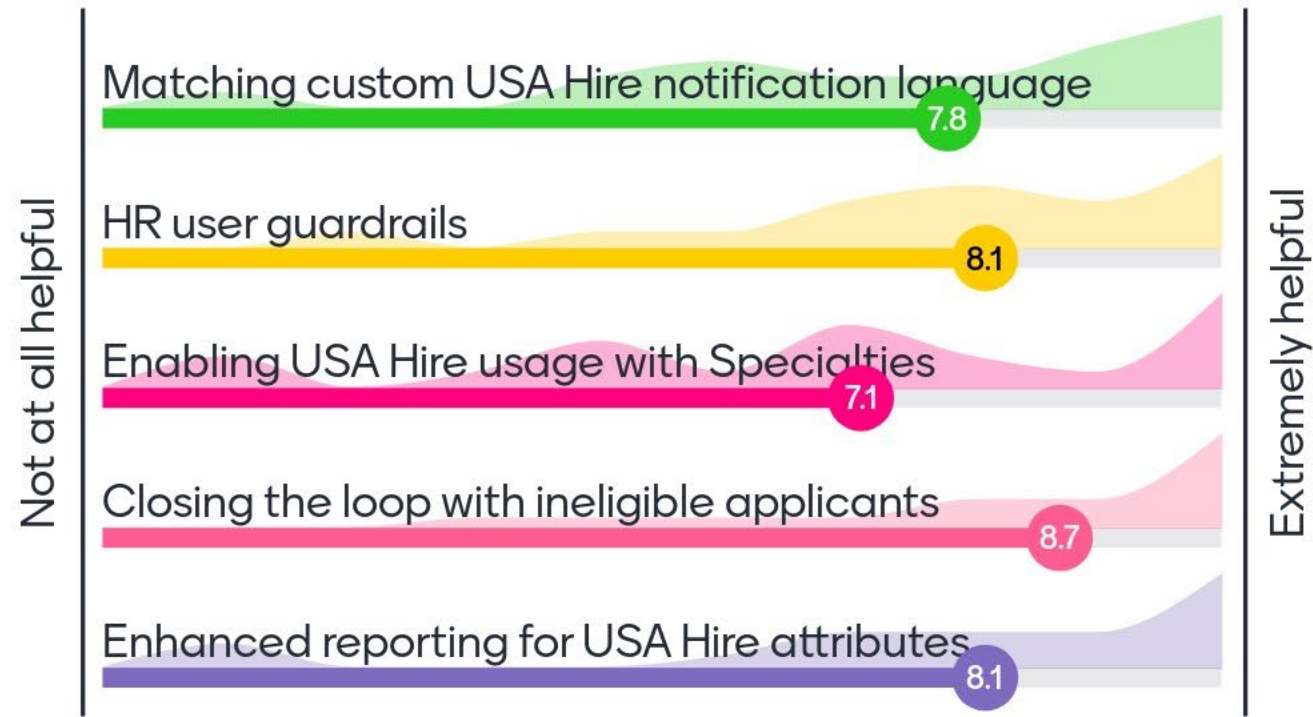
Longer-Term Enhancements

- **Match application submission/status page** with custom USA Hire notification templates (when they are used)
- Add **guardrails** for HR using USA Hire templates appropriately
- Allow use of USA Hire batteries with positions that have **Specialties**
- **“Close the loop”** with applicants who screened themselves out when they applied (so they don’t have to wait for NORs to be sent)
- **Enhanced reporting** capabilities for USA Hire battery attributes

On a scale of 1-10, how helpful do you think these longer-term enhancements will be?

Go to
Menti.com
and use code
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How helpful do you think these longer-term enhancements will be?



USA Hire Assessments and Job Analysis Requirements

Job Analysis for USA Hire Assessments

USA Hire Standard Assessments

- **Covering 133 occupational series**

Federal Supervisor Assessment (FSA)

Executive Assessments (EA)

1801/1802 Premium Assessments

These assessments are supported by governmentwide job analyses and do not require local job analyses to support their use.

Agencies are responsible for a local job analysis that identifies the basic duties/responsibilities; the KSAs/competencies required to perform the duties/responsibilities; and the factors important in evaluating candidates (5 CFR 300.103). Agencies are responsible to provide job analysis support for any additional qualification requirements and/or assessments used (e.g. specialized technical experience, selective factors, occupational questionnaires, structured interviews, etc.).

Job Analysis for USA Hire Assessments

**Automated Writing Assessment (AWA)
Program and Project Management
Assessment (PAPMA)**

AEB recommends an agency have local job analysis data supporting these assessments. If an agency does not have job analysis data, they should consult with AEB prior to using these assessments.

**Supervisory Situational Judgment Test
(SSJT)**

AEB requires local job analysis data to support the use of the SSJT, as this assessment is tailored to fit the agency and position.

Considering Local Job Analysis Data

For USA Hire Standard and Premium assessments

If an agency has local job analysis data indicating one or more of the competencies measured by a USA Hire assessment is not relevant, then the agency should not use the assessment.

Example: Agency job analysis indicates decision making is not required for 0201-11, then the agency should not use the USA Hire Standard assessment for 0201-11

Consult with AEB regarding appropriate assessment use or alternatives when local job analysis data does not support a USA Hire assessment

USA Hire Standard Assessment Demo



Questions?

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Sharon.Wilborn@opm.gov

(240) 543-3480



Email us at: USAHire@opm.gov | Find us on the web: <https://www.opm.gov/usahire>