



# The USA Hire Working Group meeting will begin shortly.

*December 2025*

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

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# Agenda

- USA Hire Standard Assessment Suite Expansion
    - Early Career Talent Assessment
    - 1801/1802 Series Assessments
    - 0930 Assessment
    - PATCO Expansion (*coming soon!*)
  - Data Skills Assessment
  - Competency Lookup Tool Upgrade
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# Meeting Tips

## Questions:

Use the Q&A feature in Microsoft Teams to ask questions.

## Recording:

The presentation slides for today's meeting are posted on the [USA Hire Agency Resource Center](#). The recording will be posted afterwards.

## Captions:

You may request a transcript of today's meeting from [usahire@opm.gov](mailto:usahire@opm.gov).

# **USA Hire Standard Assessment Suite Expansion**

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USA Hire is prioritizing expansion to new series and job types that will be included as part of the USA Hire Standard Assessment Suite

## Additions to Standard Assessments:

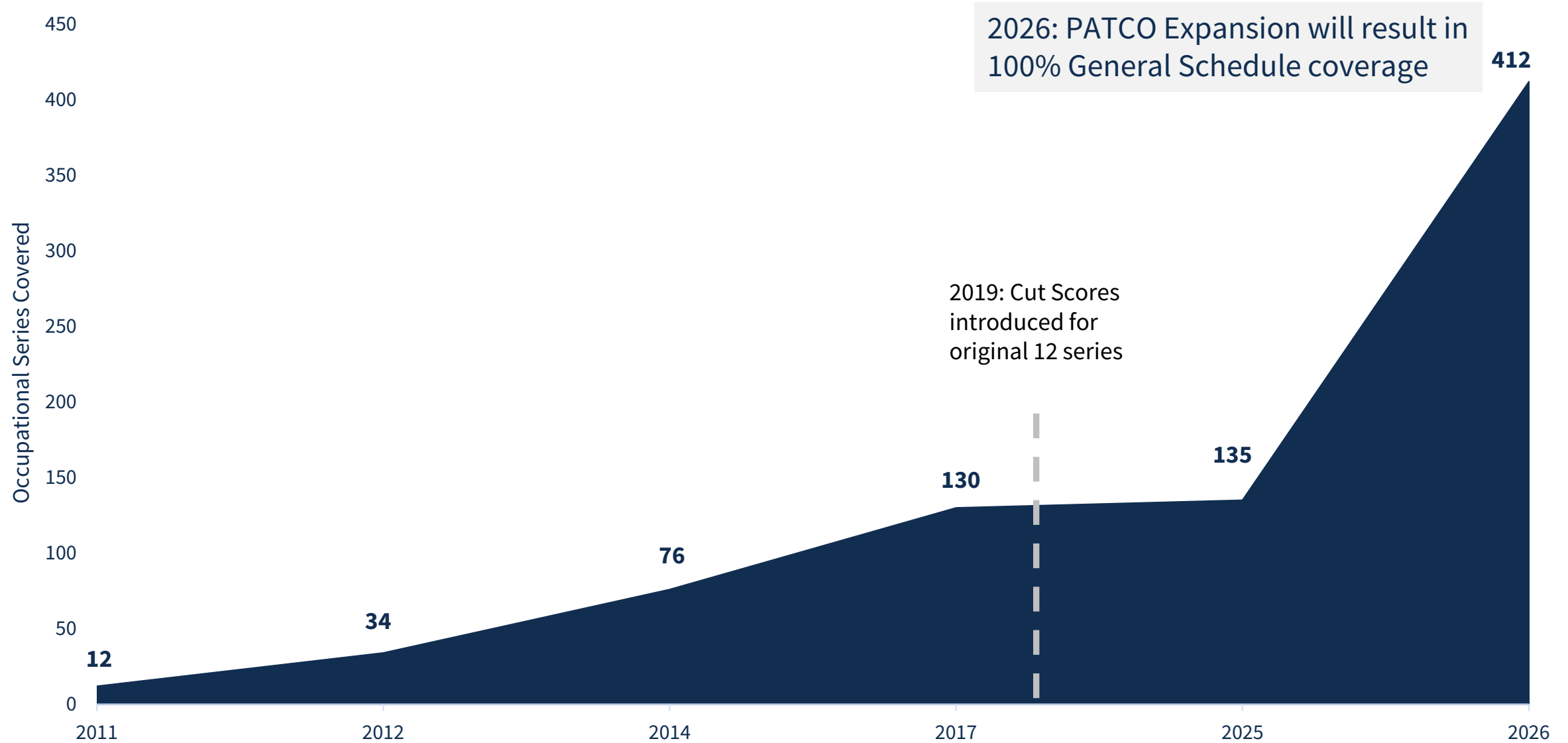
### **Delivered October 2025:**

- Early Career Talent Assessment (ECTA)
- 1801/1802 Series
- 0930 Series

### **Coming Soon:**

- PATCO Expansion

# Standard Assessment Expansion Milestones



# Early Career Talent Assessment (ECTA)

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# Early Career Talent Assessment (ECTA)

- Assessments are available for all student trainee job series (XX99 – Series 0099-2299); grades 3, 4, 5, 7, 9, & 11.
- ECTA is incorporated in the USA Hire Standard Assessments and replaces the previous XX99 standard assessments.
- Designed for completion on a mobile device or laptop/desktop.
- Includes two assessment components:

## Early Career Interaction Assessment

Behavioral Index; Computer Adaptive Test (CAT)

Applicants are presented with two statements and asked to select which statement is most true for them.

Measures: Attention to Detail; Learning; Self-Management

## Early Career Judgment Assessment

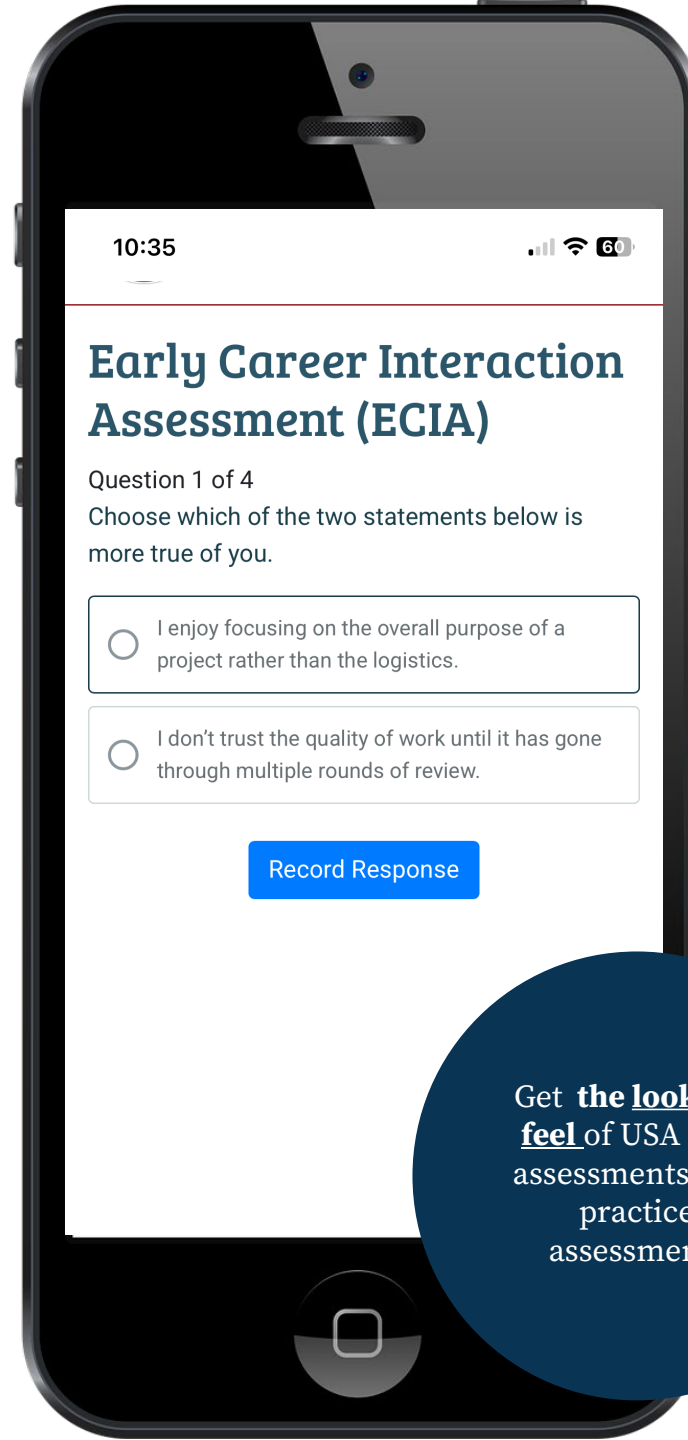
Situational Judgment Test (SJT)

Applicants are presented with scenarios and asked to rate the effectiveness of potential responses.

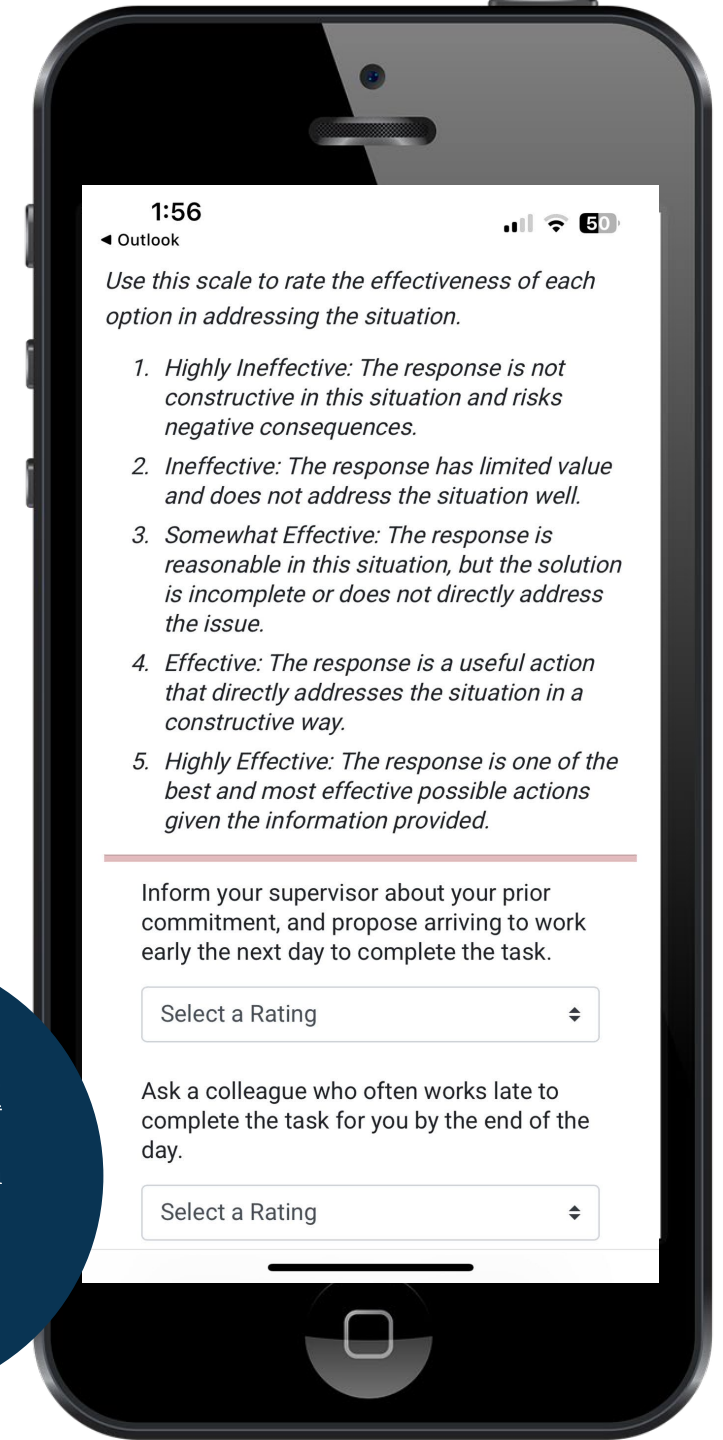
Measures: Flexibility; Interpersonal Skills; Problem Solving; Technology Application

# ECTA Demo

\*Practice ECTA assessment available on the [Applicant Resource Center](#).



Get **the look and feel** of USA Hire assessments with practice assessments



**1801/1802 Job Series**  
**0930 Job Series**

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## 1801/1802 Job Series

- Previously classified as Premium Assessments.
- Reclassified as Standard Assessments effective October 1, 2025.
- Agencies with 1801/1802 Premium IAAs not charged for use after October 1.
- Now available to all agencies as part of Standard Assessments.

## 930 Series

- Hearing and Appeals Series covering grades 9, 11, 12
- Funded by an agency, available for all to use as part of USA Hire Standard Assessments.

# PATCO Approach to Expansion

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# The Challenge...

- USA Hire Standard Assessments and other USA Hire assessments meet the Merit Hiring Plan requirements for a technical/alternative assessment.
- The current USA Hire portfolio covers about 65-70% of the competitive general schedule (GS) job announcements posted on USAJOBS.
- Agencies are looking for assessment solutions to cover all general schedule job series.

# The Solution...

- OPM prioritized developing assessments to cover all general schedule occupational series.
- OPM's Center for Assessment and Evaluation (CAE) and USA Hire are using the PATCO approach:

**P**rofessional

**A**dministrative

**T**echnical

**C**lerical

**O**ther

# The PATCO Approach

- USA Hire Standard Assessments are being developed at the job family level, rather than the occupational series level.
  - Example: USA Hire Standard Assessments are being developed to cover appropriate grades for the **P**rofessional job family.

Type	Individual Series Approach
Assessment Package Template Name	Standard USA Hire 0201-07 (Non-Supervisory) – PF2
Applies to:	GS-0201-07 only

Type	PATCO Approach
Assessment Package Template Name	Standard USA Hire 0850-13 (PATCO-Professional)
Applies to:	All GS-13 Professional job series not currently covered by Standard.

# The PATCO Approach Purpose

- Provide 100% coverage of general schedule job series.
- Provide assessments that meet the Merit Hiring Plan requirements for a technical/alternative assessment.
- Fill in gaps where there is not currently a USA Hire Standard Assessment available.
- Allows OPM to efficiently deploy new assessments at scale to address these gaps.

# The PATCO Approach Assessments

The PATCO approach uses the same USA Hire Standard Assessments available today



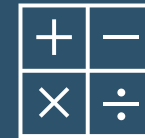
## Interaction

- Accountability
- Attention to Detail
- Customer Service
- Flexibility
- Influencing/Negotiating
- Integrity/Honesty
- Interpersonal Skills
- Learning
- Self-Management
- Stress Tolerance
- Teamwork



## Judgment

- Decision making



## Mathematical Reasoning

- Arithmetic
- Mathematical reasoning



## Reading

- Reading



## Reasoning

- Reasoning

# The PATCO Approach to Grade Gaps

- In some cases, existing USA Hire Standard Assessment batteries only cover some grades in a series.
- Using the PATCO approach, the remaining grades can be covered.

301 Job Series	
USA Hire Standard - Classic	Grades 5,7,9,11,12,13
USA Hire Standard - PATCO	Grades 14-15

# JOA Example – GS-0301-13/14

- An applicant applies to both grades.
- The applicant will complete all four assessments in USA Hire assessment battery.
- Assessment responses will be applied to both grades and scored according to the scoring criteria for that grade level.

<b>GS-13 (Standard-Classic)</b>	<b>GS-14 (Standard-PATCO Admin)</b>
Occupational Judgment Assessment (OJA)	Occupational Judgment Assessment (OJA)
Occupational Reasoning Assessment (ORA)	Occupational Reasoning Assessment (ORA)
Occupational Reading Assessment (OReA)	Occupational Interaction Assessment (OIA)
Occupational Interaction Assessment (OIA)	

# What PATCO Does NOT Cover

- Job series outside of the general schedule
- Grades 1-3 (and grade 4 for Professional and Administrative)
- Series/grade combinations not supported by the classification standards
- Supervisory positions
- Non-supervisory Interdisciplinary Announcements

# The PATCO Approach Bottom Line

- Expands the USA Hire Standard Assessment Suite at no additional cost to agencies.
- Meets the Merit Hiring Plan requirements for a technical/alternative assessment.
- Fills in the gaps where there is not currently a USA Hire Standard Assessment available.
- Anticipated Date: FY26 Q2

# Data Skills Assessment

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# Data Skills Assessment (DSA)

- Designed for “data” role in Federal government
  - Applicable series:
    - IT Specialist (2210); grades 7, 9, & 11
    - Management & Program Analyst (0343); 7, 9, & 11
    - Other series and grades as validated
- Measures applicants’ ability to manage, analyze, and interpret data
- Applicants are provided three data files and instructed to complete various tasks
- Applicants are told to report the results of their calculations and interpret the outcome of their analysis
  - Test questions are multiple choice or fill-in-the-blank

## Work Sample/ Simulation

Places applicants in a work-like scenario (e.g., communications from a fictitious coworker)

Requires applicants to demonstrate knowledge or skills by approximating job-related activities

# Data Skills Assessment – Data Files

## Application Performance

Day	Active Version	Active Users	Avg. Response Time (ms)	Server Responses
1/1	1.0	146	983	428
1/2	1.0	246	1,569	698
1/3	1.0	364	1,288	564
1/4	1.0	214	1,642	482
1/5	1.0	189	1,198	512

Total file: 365 rows; 9 columns

## User Experience (HD Tickets)

HD Ticket Date	Ticket Reason	Job Title	Survey Q1	Survey Q2
1/2	App Slow	Mgmt. Analyst	3	5
1/2	Help Using App	Attorney	4	2
1/2	Installing App	IT Specialist	5	5
1/4	App Crashed	Attorney	4	4
1/4	Help Using App	HR Specialist	2	1

Total file: 10,341 rows; 11 columns

## Labor Costs

Month	App Prob Res	New Functionality	Updating User Info	HD Ticket Responses
Jan	\$117,309	\$64,534	\$252,902	\$17,345
Feb	\$215,096	\$43,056	\$12,504	\$36,340
Mar	\$241,357	\$174,456	\$24,432	\$92,256
Apr	\$362,679	\$263,690	\$164,092	\$65,406
May	\$289,523	\$71,345	\$63,245	\$163,936

Total file: 12 rows; 5 columns

## Example DSA Questions – Reporting Results

- What was the lowest rated Help Desk survey question during application version 1.4?
  - a) Survey Question 1 (Communication)
  - b) Survey Question 2 (Technical Knowledge)
  - c) Survey Question 3 (Professionalism)
  - d) Survey Question 4 (Timeliness of Response)
- What was the average Timeliness survey rating for Help Desk tickets associated with the application crashing?

Average Rating:

## Example DSA Question – Interpreting Results

- Which statement best characterizes the monthly labor costs for handling Help Desk tickets across the year?
  - a) The cost per ticket increased gradually throughout the year
  - b) The cost per ticket decreased gradually throughout the year
  - c) The cost per ticket increased initially, then decreased for the rest of the year
  - d) The cost per ticket decreased initially, then increased for the rest of the year
  - e) There was no discernable pattern by which the cost per ticket changed throughout the year

# Assessments Under Development for FY26

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## USA Hire Assessments Under Development by HRS

- 2210 Technical Skills-Based Hiring Assessment
- Operations Planning Assessment
- Customer Interaction Assessment
- Public Safety Assessment Battery
  
- Cost TBD
- Anticipated availability - late 4Q

## Access to 3rd Party Assessments

- Interconnection from USA Hire to HackerRank
- Access to commercial off-the-shelf (COTS) technical skills assessments for IT positions
  
- Cost TBD
- Anticipated availability - 3Q

# Competency Lookup Tool Upgrade

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# Competency Lookup Tool

- Download from [USA Hire Agency Resource Center](#)
- Two main sections:
  - **Competencies** – Lists competencies to include in job announcements.
  - **Assessments** – Shows assessments in batteries by series/grade; helpful when announcing >3 grades.
- Use the tool to:
  - Select position details (USA Hire type, series, grades).
  - Review competencies and assessments for selected grades.
  - Determine natural breakpoints when announcing multiple grades.

## Articles in this section

Weighting Worksheet

Competency Lookup Tool

Assessment Standardization

## Competency Lookup Tool

Updated - 12 days ago

The Competency Lookup Tool ([download](#)) helps you quickly identify the competencies and assessments for specific occupational series and grades. It has two main sections:

- **Competencies Section** - Identifies the competencies assessed for each job series and grade. These are the competencies that should be included in your job announcement.
- **Assessments Section** - Lists the specific assessments included in the assessment battery for each available job series and grade combination. This is useful when announcing more than three grade levels and are dividing the grades into two separate announcements. This information will allow you to identify which grades have similar assessments.

Follow these steps to determine the competencies and assessments for your USA Hire Job Announcement.

### Step 1: Select the Position Details

- Choose the **USA Hire type**. ([Standard USA Hire - Classic](#), [Standard USA Hire - ECTA](#), [Premium USA Hire](#))
- Select the **Series**. You may select multiple grade levels by holding down the Ctrl key on your keyboard and click on each desired series.
- Select the **grade(s)** you intend to announce.

USA Hire Type	Series	Grade	Competency	Assessment
Standard USA Hire - Classic	0544	GS-05	0544 Mail & File	0544 Mail & File
Standard USA Hire - Classic	0544	GS-05	0544 Secretary	0544 Secretary
Standard USA Hire - Classic	0544	GS-05	0544 Administrative Officer	0544 Administrative Officer
Standard USA Hire - Classic	0544	GS-05	0544 Management Clerk & Admin.	0544 Management Clerk & Admin.
Standard USA Hire - Classic	0544	GS-05	0544 General Biological Science	0544 General Biological Science
Standard USA Hire - Classic	0544	GS-05	0544 Financial Management Spec.	0544 Financial Management Spec.
Standard USA Hire - Classic	0544	GS-05	0544 Auditor	0544 Auditor
Standard USA Hire - Classic	0544	GS-05	0544 Military Pay	0544 Military Pay
Standard USA Hire - Classic	0544	GS-05	0544 Government Information Sp.	0544 Government Information Sp.
Standard USA Hire - Classic	0544	GS-05	0544 Office Automation Clerical	0544 Office Automation Clerical
Standard USA Hire - Classic	0544	GS-05	0544 Support Services Administration	0544 Support Services Administration
Standard USA Hire - Classic	0544	GS-05	0544 Logistics Management	0544 Logistics Management
Standard USA Hire - Classic	0544	GS-05	0544 Management and Program A.	0544 Management and Program A.
Standard USA Hire - Classic	0544	GS-05	0544 Information Management	0544 Information Management
Standard USA Hire - Classic	0544	GS-05	0544 Security Subsystem	0544 Security Subsystem
Standard USA Hire - Classic	0544	GS-05	0544 Financial Clerk & Assistance	0544 Financial Clerk & Assistance
Standard USA Hire - Classic	0544	GS-05	0544 Accountant	0544 Accountant
Standard USA Hire - Classic	0544	GS-05	0544 Civilian Pay	0544 Civilian Pay
Standard USA Hire - Classic	0544	GS-05	0544 Financial Institution Examining	0544 Financial Institution Examining

### Step 2: Review the Competencies Section

- This section will display the assessment names for your selected occupational series and grades.
- It will list the competencies assessed by each assessment.

Assessment Name	Competencies
Occupational Interaction Assessment	Customer Service Flexibility Integrity/Honesty Interpersonal Skills
Occupational Math Assessment	Arithmetic Mathematical Reasoning
Occupational Reading Assessment	Reading Comprehension

### Step 3: Review the Assessment Section

- Use this information when deciding which grades to announce together, when announcing more than 3 grade levels. When there are more than 3 grade levels, the grades should be divided into two separate announcements.
- This section will show all available grades and assessments for the selected series.
- It will display the number of competencies assessed for each grade and assessment.

### Step 4: Determine Grade(s) for Your Announcement (more than 3 grades)

# Upcoming Events & Training

**USA Staffing Advisory Board Meeting** – Wednesday, December 3<sup>rd</sup>

**OPM Merit Hiring Learning Series – Rule of Many Part 1** – Thursday, December 4<sup>th</sup>

**USA Staffing Assessment Working Group Meeting** – Tuesday, December 9<sup>th</sup>



**Events**



**Training**

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Online USA Hire Training – [Agency Resource Center](#)

Recorded Training Event – [Agency Resource Center](#)

Virtual/In-person Training – Upon Request



# Thank you for joining today

Questions? Please contact:

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