



The USA Hire Working Group meeting will begin shortly.

March 2026

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

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Agenda

- Pricing Updates
 - PATCO Update
 - Multiple Hurdles with USA Hire
 - USA Hire Spring Cleaning
 - CTAP/ICTAP with USA Hire
 - USA Hire Data Trends
-

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.

Pricing Updates

USA Hire Interview Pricing Updates

The per interview cost has been reduced to \$15/interview.

The screenshot displays the USA Hire interview interface. On the left, the candidate profile for Grace Holt is shown. Below it, the participants list includes the moderator and two other participants, Austin K and Michelle G. On the right, the 'Group Consensus Rating' section is active, showing a progress bar with 1 out of 5 items completed. The current rating is for 'Resilience', with a 5-point scale. The scale shows that AK has rated 3 and MG has rated 5. Below the scale, three levels of resilience are defined: LOW, MEDIUM, and HIGH, each with a list of characteristics.

Grace Holt
Candidate

Participants 3/3

★ You are the Moderator

★ Austin K

Michelle G

Group Consensus Rating

1 — ✓ — ✓ — ✓ — ✓

Resilience

1 2 3 4 5

AK MG

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 faced with obstaclesMay abandon tasks if obstacles are encounteredDoes not accept responsibility for dealing with obstacles, may fail to take action or take inappropriate action when dealing	<ul style="list-style-type: none">Works hard and exerts some extra effort to complete a task or projectPerseveres on a task or goal unless faced with unusually difficult obstaclesAccepts the fact that obstacles must be dealt with, and generally takes appropriate action to deal with them	<ul style="list-style-type: none">Works extremely hard and exerts extra effort to successfully complete a task or projectConsistently perseveres on a task or goal even when encountering difficult obstaclesTransforms a stressful or demanding situation into a constructive, positive learning experience

Previous Next

PATCO Update

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 Assessment and Evaluation (AE) and USA Hire teams are using the PATCO approach:

Professional

Administrative

Technical

Clerical

Other

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
Applies to:	GS-0201-07 only

Type	PATCO Approach
Applies to:	All GS-13 Professional job series not currently covered by Standard.

Results: (6)

Assessment Package Template Name ▾

Standard USA Hire 0201-07 (Non-Supervisory) - PF2

Results: (1)

Assessment Package Template Name ▾

Standard USA Hire 0850-13 (PATCO-Professional)

The PATCO Approach Assessments

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



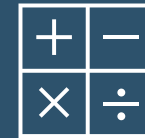
Interaction

- 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

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.

GS-13 (Standard-Classic)	GS-14 (Standard-PATCO Admin)
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)	

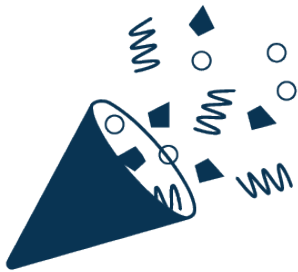
What PATCO Does NOT Cover

- 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

PATCO Deployment

WAVE 1

- Will provide 100% coverage of all general schedule job series
- Assessments may now be used
- **Completed: March 25, 2026**



WAVE 2

- Will fill in missing grades for currently available standard assessment job series (e.g. 0301-14/15)
- Completion: FY26 Q3

Multiple Hurdles with USA Hire

Multiple Hurdles Options

USA Staffing Multiple Hurdles

- Up to 5 hurdles
- USA Hire in Hurdle 1
- Business necessity cutpoint
- Manual Assessment or SME Evaluation in Hurdles 2-5

VS

USA Hire Multiple Hurdles

- Custom USA Hire workflow
- Timeboxed or logical hurdles
- Examples:
 - Unproctored assessment in H1, proctored test in H2
 - USA Hire Standard in H1, USA Hire Interview in H2

Multiple Hurdles Benefits

- Enables applicants to complete multiple assessments, giving agencies a more **comprehensive view** of their qualifications.
- Advances only applicants who meet **established scoring criteria** on initial assessment(s).
- Improves efficiency by focusing time- and cost-intensive resources on the **best qualified candidates**.
- Provides **clear reporting** on applicant progression, including how many candidates advance at each stage of the process.

Example: Accountant, GS-0510-12

- **Hurdle 1:**

- AQ used for Min Quals only
- USA Hire Standard used for Rating and Cut Score

- **Hurdle 2:**

- SME Evaluation used for Screen-out

- **Hurdle Criteria:**

- Hurdle Score Cutpoint
- Hurdle 1 Used for Final Rating

- **Hurdle Settings:**

- Apply veterans' preference to hurdles
- Add veterans' preference points to determine if hurdle cutpoint is met
- Turn **off** "Float" eligible CP/CPS veterans to the next hurdle regardless of their score (since this is a professional/scientific position at the GS-9 or higher)

Example: Public Affairs Specialist, GS-1035-13

- **Hurdle 1:**

- AQ used for Min Quals only
- USA Hire Standard used for Rating and Cut Score

- **Hurdle 2:**

- Manual assessment Used for Screen-out and Rating
- Standardize scores

- **Hurdle Criteria:**

- Hurdle Score Cutpoint
- Hurdles 1 and 2 Used for Final Rating (50/50 weight)

- **Hurdle Settings:**

- Apply veterans' preference to hurdles
- Add veterans' preference points to determine if hurdle cutpoint is met
- “Float” eligible CP/CPS veterans to the next hurdle regardless of their score (since the position is not professional/scientific at the GS-9 or higher)

Resources



- [USA Hire User Guide](#)
- [Multiple Hurdles Guide](#)
- [Manual Assessment User Guide](#)
- [Structured Resume Review Resources](#)

USA Hire Spring Cleaning

Spring Cleaning Checklist

- ✓ Update USA Hire Acknowledgement Template
- ✓ Update Announcement Template
- ✓ Check Vacancy Default Settings
- ✓ Check Permission Profile Settings
- ✓ Check for User Guide Updates
- ✓ Odds & Ends



USA Hire Template Updates

Check your Announcement template(s) and USA Hire Acknowledgement template to ensure up-to-date verbiage. Recent updates include:

- Updated Reasonable Accommodation link
- Applicant Resource Center Link
- Updated time expectations for various USA Hire assessments.

USA Hire Acknowledgement Template

Subject Line: Application for **USAJOBS Job Title, Announcement Number** was Received

Body Text:

Dear **Applicant's First Name Applicant's Last Name**,

You have successfully submitted your initial application for **USAJOBS Job Title** with **External Customer Name**. Your USAJOBS application status is Received.

One or more additional online assessments may be required to complete you application. If we determine additional online assessments are required, you will be notified on your application submission screen and via email. If you do not receive an email, you may not be required to complete any further online assessments. Please log into your USAJOBS account and click the "Track this application" link to check for copies of any email communications which may have been blocked or identified as spam by your email services provider.

You may visit the USA Hire Applicant Resource Center for practice assessments and assessment preparation resources at <https://support-usahire.opm.gov/hc/en-us>.

Thank you for your interest in Federal Employment with **Organization Name**.

Applicant Resource Center

This link gives applicants early access to prepare for their USA Hire assessment.

USA Hire Announcement Template

Additional Information

Reasonable Accommodation (RA) Requests: If you believe you have a disability (i.e., physical or mental), covered by the Rehabilitation Act of 1973 as amended that would interfere with completing the USA Hire Competency Based Assessments, you will be granted the opportunity to request a RA in your online application. Requests for RA for the USA Hire Competency Based Assessments and appropriate supporting documentation for RA must be received prior to starting the USA Hire Competency Based Assessments. Decisions on requests for RA are made on a case-by-case basis. If you meet the minimum qualifications of the position, after notification of the adjudication of your request, you will receive an email invitation to complete the USA Hire Competency Based Assessments, based on your adjudication decision. You must complete all assessments within 48 hours of receiving the URL to access the USA Hire Competency Based Assessments if you received the link after the close of the announcement. To determine if you need a RA, please review the [Procedures for Requesting a Reasonable Accommodation for Online Assessments](https://appsupport-usastaffing.opm.gov/hc/en-us/sections/45063131363475-Reasonable-Accommodation-Information). (<https://appsupport-usastaffing.opm.gov/hc/en-us/sections/45063131363475-Reasonable-Accommodation-Information>)

Updated RA link

The spelled out url does not need to be included – only the hyperlink.

USA Hire Announcement Template

How You Will Be Evaluated

You will be evaluated based on how well you meet the qualifications listed in this vacancy announcement. Your qualifications will be evaluated based on your application materials (e.g., resume, supporting documents), your responses on the application questionnaire, and your responses to all assessments required for this position.

You will be assessed on the following competencies (knowledge, skills, abilities, and other characteristics):

Competencies Bullets

{{Insert Additional Competencies, As Needed. Competencies will auto-populate with the Competencies Bullet data insert for Standard Assessments and ECTA. Competencies must be manually entered for the following premium assessments - FSA, WSA, DSA, PAPMA, SSJT}}

{{CUT SCORE VERBIAGE – Include this verbiage if any of the following job series with a cut score: 0080, 0201, 0203, 0303, 0318, 0343, 0501, 0510, 0560, 0861, 0962, 1102, 2210}} The USA Hire announcement includes a cut score based on the minimum level of

Competencies Auto-Populate vs. Manual Entry

The USA Hire competencies auto-populate for the suite of USA Hire Standard Assessments (Standard, ECTA).

Competencies must be manually entered for premium assessments at this time.

USA Hire Announcement Template

How to Apply

Please read the entire announcement and all the instructions before you begin an application. To apply and be considered for this position, you must complete all required questionnaires, assessments and submit all required documentation as specified in the How to

6. Review all instructions prior to beginning your assessments. You will have the opportunity to request a testing accommodation before beginning the assessments should you have a disability covered under the Rehabilitation Act of 1973 as amended.

7. Set aside about two (2) hours **{{Note: modify time as appropriate. Standard Assessments: 2 hours. FSA: 1 hour. ECTA 45 minutes. Executive Assessment: X hours. WSA: 25 minutes. DSA: 4 hours.}}** to take the USA Hire Assessments; however, most applicants complete the assessments in less time. If you need to stop the assessments and continue later, you can re-use your unique assessment link.

8. Your responses to the USA Hire Assessments will be reused for one year (in most cases) from the date you complete an assessment. If future applications you submit require completion of the same assessments, your responses will be automatically reused.

Visit the [USA Hire Applicant Resource Center](https://support-usahire.opm.gov/hc/en-us) for practice assessments and assessment preparation resources at <https://support-usahire.opm.gov/hc/en-us>.

Updated Time Expectations

Updated from identifying maximum time to identifying approximate average assessment completion time. Select appropriate time for the type of USA Hire assessment being used (e.g. – Standard, FSA, etc.)

Check Vacancy Default Settings (Administration)

Agencies may choose to select the USA Hire Acknowledgement Template as the default Application Confirmation Message.

USA Staffing® Training Home Staffing Classification Admin Reports Advanced Search

ADMINISTRATION ▾

Admin Home Templates Default Settings

Default Settings

Announcement Default Settings Assessment Default Settings **Vacancy Default Settings** Review Default Settings Applicant List Default Settings

Office
Mixed Agency Training Office

Application Screening

Citizenship Screening

Screen out non-U.S. Citizens

Application Confirmation Messages

Automatically respond to all submitted online applications with the selected notification template

USA Hire Acknowledgement Template

Display online application confirmation message

Check Vacancy Default Settings (Administration)

Ensure “Require completion of all announcement and assessment items” is **unchecked**.

Application Processing

Questionnaire Settings

- Do not collect Veterans' Preference
- Do not collect Lowest Acceptable Grade
- Require completion of all announcement and assessment items

Check Permission Profile Settings

The Assessment Packages permissions include:

- Applying cut scores for merit promotion
- Edit various assessment functionality
- Use multiple hurdles

ADMINISTRATION

Admin Home | Permissions Admin | Standard HR User

View Permission Profile

Permission Profile Information

System-level profiles cannot be edited. Create a custom profile to customize permissions.

Permission Profile Information Required

Profile Name: Standard HR User | User Type: Human Resources User | Profile Type: Paid

Profile Description: This permission profile is intended for HR specialists who are responsible for completing vacancy recruitments in USA Staffing. It includes most requests and vacancy permissions, all new hire and onboarding permissions, and limited access to Admin items such as libraries and templates.

+ Section

Enabled	Paid	Function	Definition
<input checked="" type="checkbox"/>		View Assessment Packages	Enables user to view all of the content within an assessment package including the Job Analysis, Assessment Plan, and individual Assessments.
<input checked="" type="checkbox"/>	\$	Create Assessment	Enables user to create an assessment within a vacancy.
<input checked="" type="checkbox"/>	\$	Add Vacancy-level Competencies & Items to the Library	Enables users to create a Vacancy-level competency network based on the assessment package content upon prompt after completing the assessment package.
<input type="checkbox"/>	\$	USA Hire - Apply Cut Score for Merit Promotion	Enables user to turn the Cut Score setting on or off for USA Hire cut-score batteries after they've been pulled into a vacancy's Assessment Package if the vacancy uses the Status and/or Internal Merit Promotion announcement types.
<input type="checkbox"/>	\$	Assign Applicants to Categories based on Augmented Rating	Enables users to set the system to round applicant scores down to 70, 80 or 90 before applying veterans' preference points and assigning the applicant to a qualifications category.
<input type="checkbox"/>	\$	Apply Passing Score to Assessments	Allows user to enable the "Passing Score" setting and set a minimum passing score for an assessment within an assessment package.
<input type="checkbox"/>	\$	USA Hire - Edit Assessment Window	Enables user to edit the assessment window for a USA Hire vacancy.
<input type="checkbox"/>	\$	USA Hire - Apply/Release Hold	Enables user to apply or release an applicant hold on USA Hire assessments.
<input type="checkbox"/>	\$	USA Hire - Edit Notification Settings	Enables user to edit the settings for sending USA Hire reminder notifications after the announcement closes, custom USA Hire notifications after applicant submission, or custom post certificate invitation notifications.
<input type="checkbox"/>	\$	Use Multiple Hurdles	Enables user to create hurdles on the Assessment Plan page, edit the Hurdle Criteria, and set the Hurdle Settings for an assessment package.
<input checked="" type="checkbox"/>	\$	Copy From Vacancy	Enables user to use the "Copy from Vacancy" function to copy the Assessment Package content from another vacancy into the current vacancy.
<input checked="" type="checkbox"/>		View Assessment Weights	Enables user to view the proportional weight, assessment percentage weight, mean raw score, and standard deviation.
<input type="checkbox"/>		Edit Assessment Weights	Enables users with Manage Assessment Plan permission to customize proportional assessment weights when multiple assessments are used for rating.
<input checked="" type="checkbox"/>		View Manual Assessment	Enables user to view content within a manual assessment.
<input type="checkbox"/>		Create/Edit Assessments that standardize scores	Enables users to create manual assessments where scores are standardized using vacancy level mean and standard deviation values.

Check Announcement Template Tag Settings

The Announcement
template may be
tagged as USA Hire,
which helps with
reporting.

The screenshot shows a web interface for configuring an announcement template. The form includes the following fields and sections:

- Template Name ***: A text input field containing "USA Hire Template".
- Template Description ***: A text area containing "DEMO Template to be used when announcing a DE USA Hire position."
- Template Type ***: A dropdown menu set to "Announcement".
- Owning Office ***: A dropdown menu set to "USA Staffing Demo Office".
- Tags**: A list of tags with a search bar. The current search is "USA Staffing Demo Office". The list includes:
 - USA Staffing Demo Office (selected)
 - SQL Sat
 - System Demo A
 - Thirteenpointseven Release
 - USA Hire (highlighted in blue)
 - Mission Critical Occupations**
 - AI
 - BS-02/94's
 - CHIPS Act
 - Cyber Security
 - Data Scientist

At the bottom of the form is a text area containing the following text:

As a HR Specialist, you will be responsible for providing human resources services to meet the dynamic needs of the Federal government. We work with agencies across the government to recruit candidates for cyber security, public safety, public health, and many more occupations. We assist agencies identify best practices, help implement HR software, and provide training on technical HR topics.

On the right side of the interface, there are action buttons: "Publish", "Copy", "Delete", "Save", and "Cancel". Below these buttons is a section titled "Available Data Inserts" with two options:

- + Hiring Office and Customer
- + Vacancy/Announcement

Appendix H: Updates to the USA Hire User Guide

Updated · 10 seconds ago

The following updates were made to the USA Hire User Guide.

Chapter	Section	Details	Date
Chapter 3: Announcement Types	Direct Hire Authority Announcements	Added new section for Direct Hire Authority instructions	Mar 2026
Appendix A: Sample USA Hire Announcement Template	Additional Information	Updated RA link	Feb 2026
Appendix E: Advanced USA Hire Functionality	Appendix E	Updated Open Continuous Announcement and Dynamic Testing Windows information	Feb 2026
Chapter 11: USA Hire Reports	All	Removed Cognos reports and added PowerBI report instructions	Jan 2026
Appendix G: Executive Assessment Announcement Template	Appendix G	New template for SES announcements using the Executive Assessment	Jan 2026
Entire User Guide	All	Updated language concerning using assessment questionnaires and secondary assessments to measure technical skills.	Sep 2025

Check for User Guide Updates

- Appendix H lists all User Guide updates, so you can stay up to date.

Odds & Ends

- ✓ Update Custom Workflows (if USA Hire specific)
- ✓ Default tags applied to vacancy (if USA Hire specific)



CTAP/ICTAP and USA Hire

CTAP Eligible Highlights

- Agency surplus or displaced employee
- Performance rating: fully successful (level 3) or higher
- Apply to a vacancy in same commuting area with no greater promotion potential and be determined **well-qualified**

ICTAP Eligible Highlights

- Career or Career-Conditional (tenure group 1 or 2) in the competitive service in one of these categories:

RIF	Transfer of Function/Directed Reassignment	Injury Compensation
Disability Annuitant	RIF-Retired	Military/National Guard Technician

- Performance rating: fully successful (level 3) or higher
- Apply to a vacancy in same commuting area with no greater promotion potential and be determined **well-qualified**

Agency “Well-Qualified” Definition

The agency definition may or may not equate to the highly or best qualified assessment criteria established for the vacancy; however, the agency definition of “well-qualified” must satisfy the following criteria:

- Meets basic eligibility requirements, qualification standards, and any applicable selective factors;
- Physically qualified to perform the essential position duties;
- Satisfactorily perform the duties of the position upon entry;
- At agency discretion, either:
 - Rates at or above specified level(s) on all quality ranking factors; or
 - **Rates above minimally qualified in the agency’s rating and ranking process.**

Vacancy Announcement Requirement

Each vacancy announcement must contain the definition of “well” qualified, as required for CTAP and ICTAP (5 CFR 330.104)

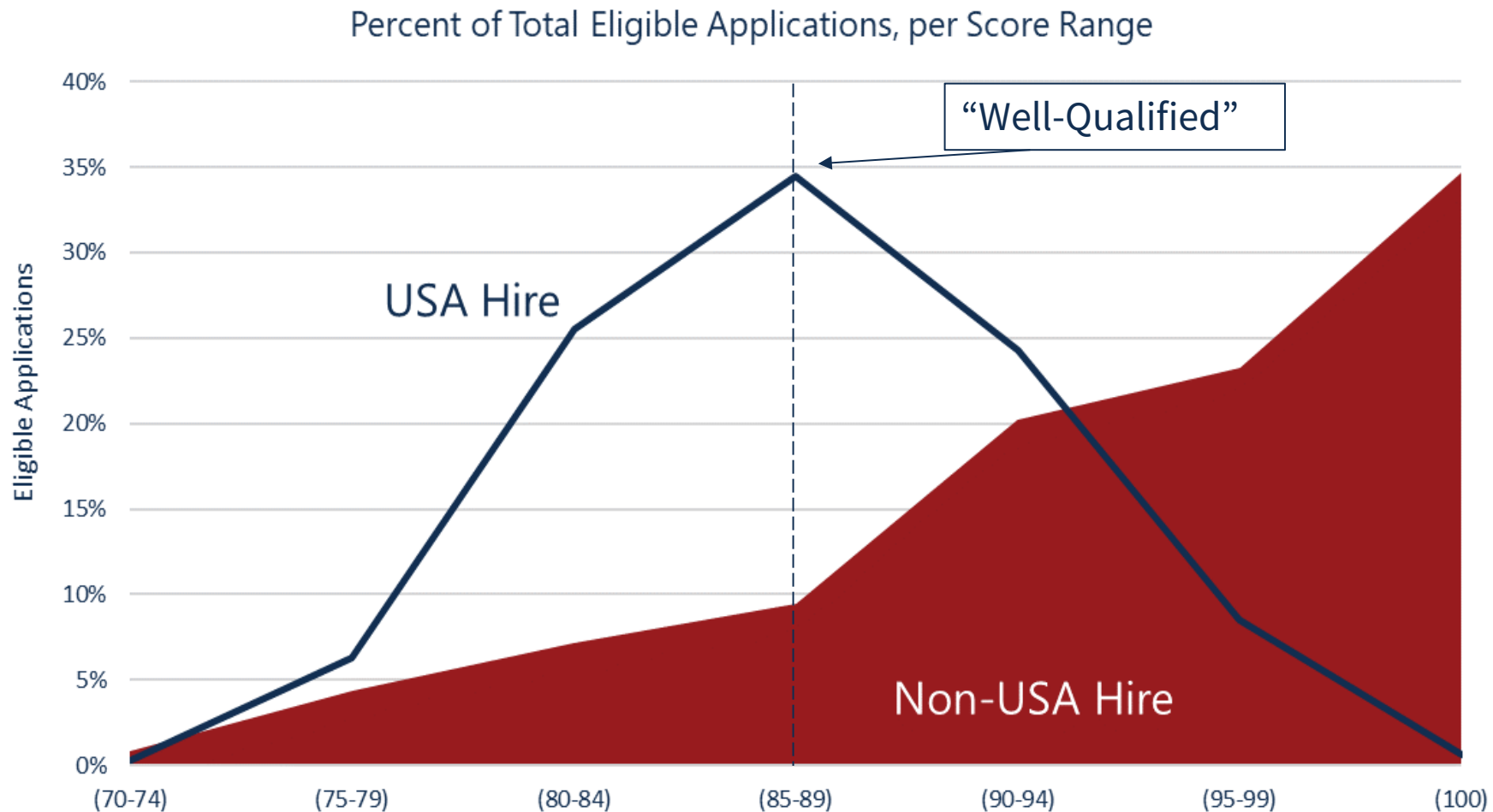
Examples of JOA verbiage

Interagency Career Transition Assistance Program (ICTAP) Eligibles: If you have never worked for the federal government, you are not ICTAP eligible. View information about [ICTAP eligibility](#) on OPM's Career Transition Resources website. To be considered well qualified under ICTAP, you must be rated at a minimum score of 85 for this position. In addition, you must submit the supporting documents listed under the required documents section of this announcement.

Career Transition Assistance Program (CTAP) or Interagency Career Transition Assistance Program (ICTAP): To be well qualified, you must satisfy all qualification requirements for the vacant position and (for scored examining) score 85 or better on established ranking criteria OR (for category rating criteria) rate equivalent to the Highly Qualified or better category using established category rating criteria and must submit proof of eligibility for the special selection priority. Additional information about CTAP/ICTAP eligibility can be found by clicking [here](#).

Assessments Matter

USA Hire assessments provided a more ‘normal’ score distribution, as opposed to self-assessment questionnaires which tended to skew toward higher scores.



USA Hire Assessment Options

USA Hire Only	All rating will be derived from USA Hire assessment. USA Hire does not rely on self-rating.
USA Hire + Other Assessment Method (e.g. Manual, Structured Interview, etc.)	Assessment results are combined into a final rating. Scores are standardized before being combined.
Multi-Hurdled	

Example: USA Hire + Additional Assessment

Weights applied for USA Hire battery and second assessment (can be modified by HR user)

ID	Assessment Name	External	Questionnaire	Manual	Proportional Weight	Percentage Weight
	Standard USA Hire 0201-11 (Non-Supervisory) - PF2	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1 / 2	50%
93129	HR Specialist- Min Quals	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
93467	Writing Assessment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1 / 2	50%

Example: USA Hire + Additional Assessment

Assessment Plan > Hurdle Criteria > Job Analysis > Settings > Checklist

Assessments

Rating Combo: 0201-11(Recruitment & Placement)

Hurdle 1: Default Hurdle New Assessment

	ID	Assessment Name	Assessment Type	Screen-out	Rating	Passing Score	Cut Score	Proportional Weight	Percentage Weight	Mean Raw Score	Standard Deviation	Date Created
<input type="checkbox"/>	-	Standard USA Hire 0201-11 (Non-Supervisory) - PF2	External	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	1 / 2	50%			
<input type="checkbox"/>	+ 93342	Occupational Reading Assessment						0.167/1	16.7%	0	1	4/15/2025 15:21 EDT
<input type="checkbox"/>	+ 93343	Occupational Judgment Assessment (G2)						0.333/1	33.3%	20.57	7.58	4/15/2025 15:21 EDT
<input type="checkbox"/>	+ 93344	Occupational Interaction Assessment						0.333/1	33.3%	44.47	3.23	4/15/2025 15:21 EDT
<input type="checkbox"/>	+ 93345	Occupational Reasoning Assessment						0.167/1	16.7%	0	1	4/15/2025 15:21 EDT
<input type="checkbox"/>	+ 93129	HR Specialist- Min Quals	Questionnaire	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						12/6/2022 12:55 EST
<input type="checkbox"/>	+ 93467	Writing Assessment	Manual	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		1 / 2	50%	0	1	6/12/2025 12:47 EDT

Weights, mean, and standard deviation values for USA Hire assessments within a battery (can't be modified by HR user)

Example: USA Hire + Additional Assessment

The screenshot displays the USA Staffing application interface. The main page shows details for VACANCY 11636308, including the application number AK5M9-LCIQ and the position 0201-12. A 'Rating Details' modal window is open, showing the following information:

Rating Details

- 0201-12 **ELTE** (Minimum Qualification) **87** (Final Rating) **Well Qualified** (Category)

Assessment	Assessment MQ	Transmuted Rating	Raw Score
+ Manual Assessment	ELTE	90.128	3 (0-3)
- Standard USA Hire 0201-12 (Non-Supervisory) - PF2	ELTE	82.93137	
Assessment	Assessment MQ	Transmuted Rating	Raw Score
Occupational Reading Assessment	ELTE	88.027649	0.293976
Occupational Judgment Assessment (G2)	ELTE	84.747004	21
+ Occupational Interaction Assessment	ELTE	70	32.983333
Occupational Reasoning Assessment	ELTE	100	1.983253

Buttons: Save, Save & Close, Cancel

Benefits of USA Hire with CTAP/ICTAP Eligibles

- Applicants found “well qualified” have a meaningful score based on job related competencies.
- Agencies are not relying on self-rating to determine which ICTAP applicants are “well qualified”.
- Cut scores, when available, still apply.

USA Hire Data Trends



Home



Definitions



Feedback

USA Hire Usage from Oct 2025 through Mar 2026



69,464

Total JOAs

9,654

Total JOAs with USA Hire Used

13.9%

USA Hire Usage on Total JOAs

30,510

Total JOAs with Standard USA Hire Available

8,519

Total JOAs with Standard USA Hire Used

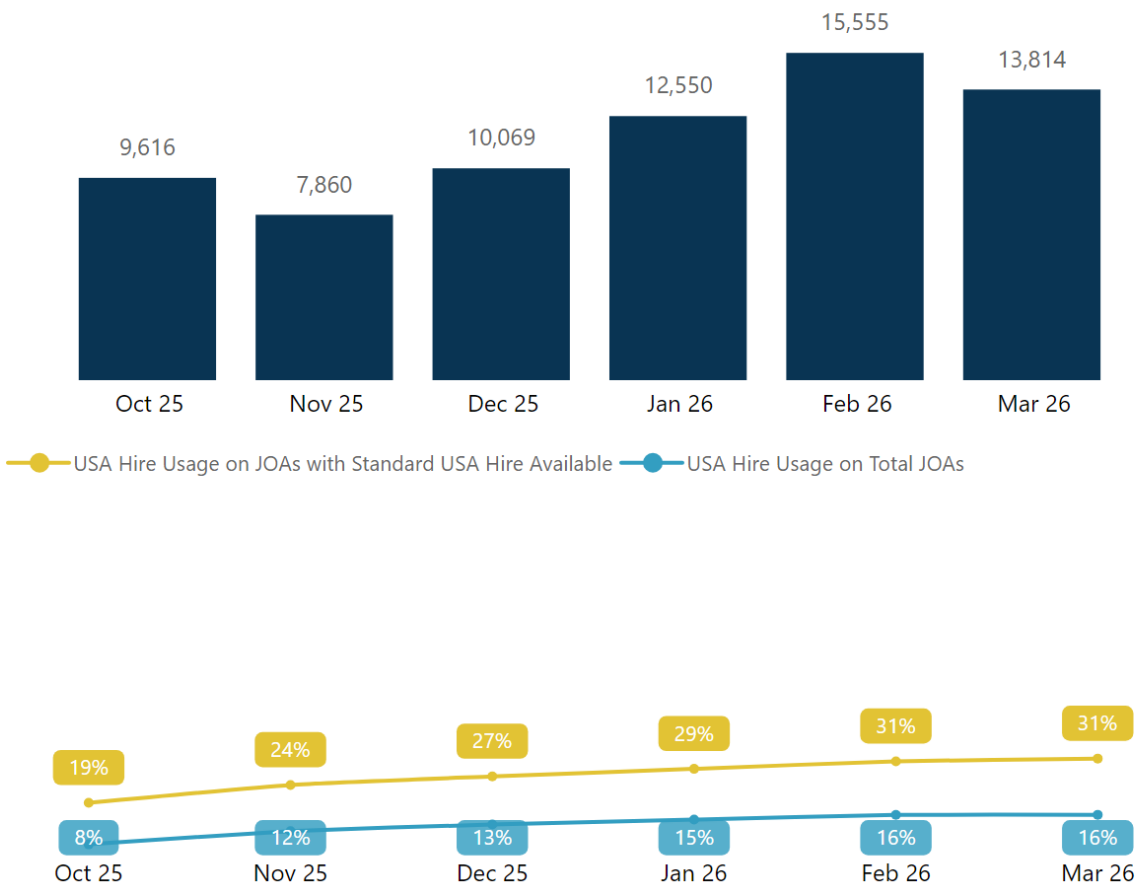
27.9%

Standard USA Hire Usage on JOAs with Standard USA Hire Available

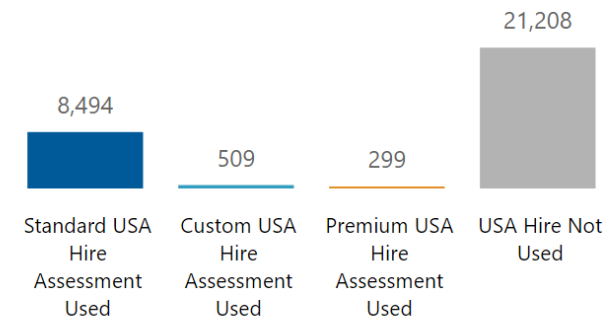
USA Hire Usage Rates

From October 1, 2025 through March 22, 2026, 261 Organizations announced 69,464 JOAs.

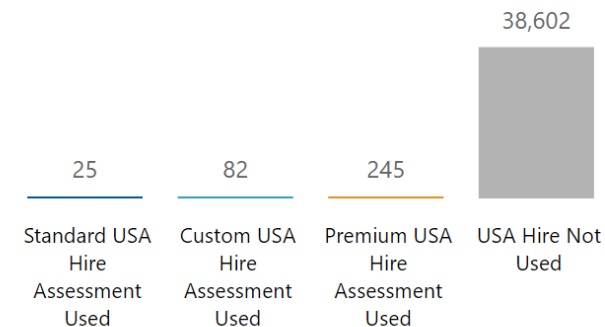
43.9% of JOAs had USA Hire Standard Assessments available, 27.9% of these used the Standard Assessment.



Standard USA Hire Available



Standard USA Hire Not Available



*Announcements excluded if not released or cancelled.



Home



Definitions



Feedback

610.0K

Total Applications with USA Hire Used

479.7K

Total Applications Invited to USA Hire

78.6%

% of Total Applications Invited to USA Hire and Completed

0.0%

% of Total Applications Invited to USA Hire and Partially Complete

3.8%

% of Total Applications Invited to USA Hire and Pending Completion

17.4%

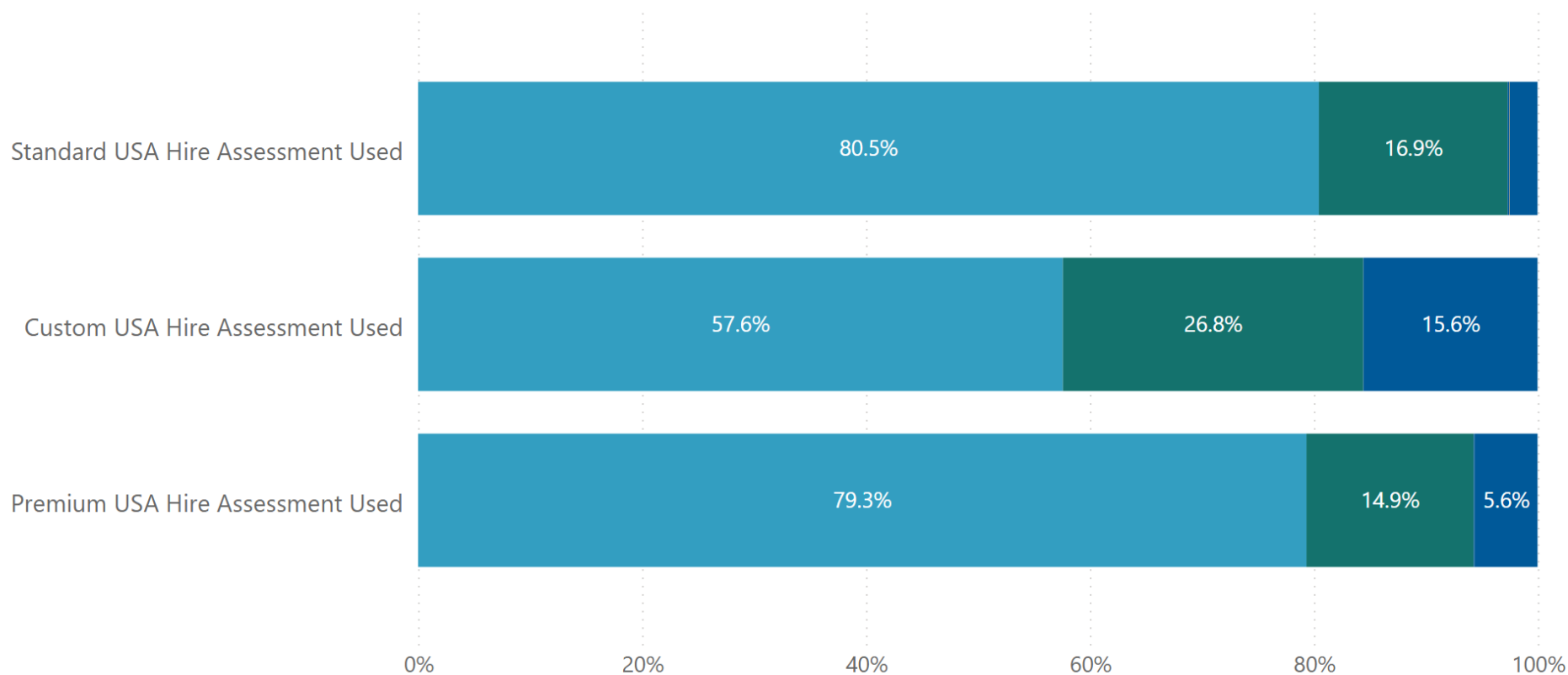
% of Total Applications Invited to USA Hire and Did Not Complete

Applications by USA Hire Used Type and Application Status

● Complete ● Did Not Complete ● Not Applicable ● Partially Complete ● Pending Completion

Of the total applications on JOAs with USA Hire Used, 479,666 (78.6%) were eligible to complete a USA Hire assessment. 130,357 applications were ineligible for an invitation to USA Hire.

Of those applications invited, 78.7% completed the assessment (including score reuse).

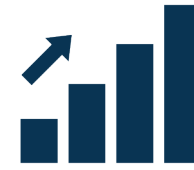


*Announcements excluded if not released or cancelled and applications without a USA Hire Status.

Applicant Resource Center Data



49K Views



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Learning Session: Using USA Hire with Open Continuous Announcements

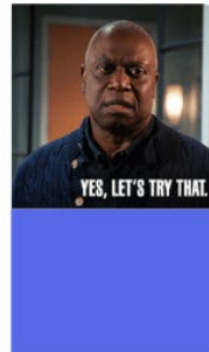
February 18, 2026

USA Hire Agency Resource Center

www.resourcecenter-usahire.opm.gov/

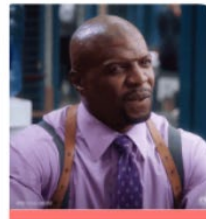
Should we make the USA Hire Reminder notification template available to all agencies?

140



Absolutely!

7



Maybe...

0



No thanks, we don't need this.



Thank you for joining today

Questions? Please contact:

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