

USA Hire Assessments

A quick-reference desk guide to the assessments behind your best-qualified referrals.

USA Hire is OPM's assessment platform providing valid, reliable, and fair skills-based assessments that bring structure, consistency, and objectivity to federal hiring. Developed and validated by OPM personnel psychologists using government-wide occupational studies, every applicant is evaluated against the same job-related standards.

USA Hire Core Assessment Package

Three off-the-shelf assessments, ready for immediate use across federal positions.

1

NON-SUPERVISORY

USA Hire Standard Assessments

Online, unproctored assessments covering all GS non-supervisory positions.

2

STUDENT TRAINEES

Early Career Talent Assessment

Available for all student trainee series (XX99), grades 3-11.

3

SUPERVISORY

Federal Supervisor Assessment

A robust, online, off-the-shelf battery for assessing applicants for supervisor positions.

Supporting Your Positions

Measure general competencies

These broad cognitive and social abilities—such as problem-solving and interpersonal skills—are broadly predictive of performance across GS occupations and remain relevant across roles over time.

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Gauge technical abilities

These are job-specific skills and knowledge required for a particular position. Agencies can measure these through USA Hire technical assessments or other agency-selected methods to target critical skills and meet specific hiring needs.

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Gain a whole-person view

This view, measuring both general and technical competency, provides a full picture of each candidate, improving prediction of performance and helping to produce stronger, higher-quality referral lists.

Other Assessments Offered

Leadership Assessments

For supervisory and executive positions targeting critical supervisory competencies and the Executive Core Qualifications.

Custom Assessments

OPM I/O psychologists build agency-specific assessments meeting rigorous legal and professional standards, or host your own professionally developed content.

Critical Skills Assessments

Assessments are available for Writing, Program & Project Management, Data Skills and other technical assessments, plus 3rd-party vendor reach for additional technical skills.

USA Hire Interview

All-in-one platform to schedule, administer, and rate virtual interviews live or on-demand.

Integrating USA Hire in Your Process

1 Open Announcement
use a USA Hire competency-based assessment

2 Applicants Apply
via USAJOBS

3 Take Assessments
USA Hire* + secondary assessment

4 HR Reviews & Refers
best qualified applicants referred

5 Make Selection
interview & hire

***About Cut Scores:** *Cut scores are applied automatically, so you do not need to take any action. A cut score is the minimum score an applicant must earn to continue in the hiring process. Job experts and OPM psychologists establish these scores based on the minimum proficiency needed in key general competencies for specific job series and grade levels. Cut scores apply to 13 occupational series covered by the USA Hire Standard Assessments. They are set government-wide and cannot be changed by individual agencies.*

Benefits

General

USA Hire provides a valid, reliable, and fair way to evaluate applicants against job-related standards through innovative online assessments grounded in scientific research and professional practice. Developed by OPM personnel research psychologists using a content validation strategy, the assessments support consistent screening, more precise scoring of job-relevant competencies, higher-quality referrals, and faster certification and release of eligible referral lists.

Score reuse

USA Hire reuses assessment results for 12 months across job announcements, when applicable, so applicants do not have to retest for each announcement. Because general competencies remain relatively stable over time, this approach maintains reliable results while reducing applicant burden, strengthening test security, and streamlining assessment administration.

Technology

USA Hire technology provides a more accurate measure of an applicant's proficiency in general competencies while enhancing assessment security. To protect the integrity of the assessments, supervisors and hiring managers cannot view assessment questions. However, practice assessments are available to provide applicants and agencies with a general look and feel of the assessment experience.

Online simulations

Computer adaptive

Avatars

Branching role

Auto-scored writing

USA Hire By the Numbers

100%
of GS non-supervisory positions covered

90 mins
Average time to complete the Standard Assessment

1 hr
avg. time to complete the Federal Supervisor Assessment

84%
of applicants invited to USA Hire Core Assessments completed them in FY26

89%
of applicants found the process user-friendly

For more information contact your agency's HR office.