U.S. Office of Personnel Management

USA Hire Assessments

The Benefit of Skills-Based Assessments

We do a better job of identifying top candidates for ***federal*** *jobs.*



The Premier Federal Skills Assessment

USA Hire is OPM's online assessment program. We provide federal agencies with high quality, skills-based assessments developed specifically to identify top talent for federal jobs.

The platform hosts state-of-the-art technology designed to deliver a broad range of hiring assessments supported by the latest in scientific research and professional practice.

Increased quality of referred applicants.

Hiring managers report a higher quality of referred applicants with USA Hire. Often, fewer applicants are referred, but more are highly qualified than when USA Hire is not used.

Better applicant distinctions.

USA Hire more precisely measures job-relevant competencies, resulting in an improved spread of assessment scores.

Time savings for HR professionals.

USA Hire focuses the review of applicants on those most qualified for the position, reducing the amount of time required to review applicant qualifications.

Decreased time to hire.

USA Hire often results in a decrease in the time it takes to certify and release a list of eligible applicants.

USA Hire Methodology

Backed by science and industry best-practice, we can identify best-qualified candidates better than self-rating assessment questionnaires that the government has used for decades.

Self Assessments

Measure success with feelings and personal bias, leading to an over-inflation of scores and making it hard to distinguish top talent.

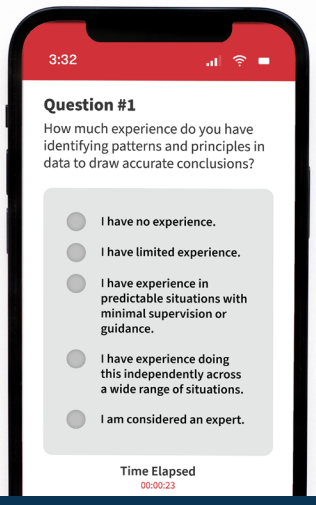
This can lead to **inconsistent** and **low-quality** hires.

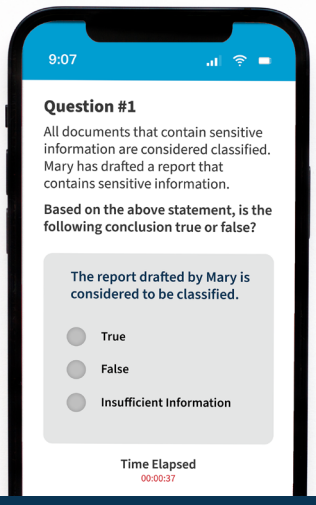
USA Hire Assessments

Measure success with the Computerized Adaptive Testing (CAT) approach employed in **modern standardized testing**.

2024 Chance to Compete Act Compliant

2025 Merit Hiring Plan Compliant





***Example test interfaces and test questions.**
The left represents the pervasive federal skills assessment, and the right represents USA Hire.

U.S. Office of Personnel Management

The Modern-Day Civil Service Exam

USA Hire has off-the-shelf assessments available for 412 job series offering full coverage of General Service positions across government.



USA Hire Standard Assessments

These assessments are designed to measure general competencies in non-supervisory positions. They are validated through government-wide job analysis, and ready for immediate use.

Benefits

- ✓ Quality assessments developed to meet professional standards and identify top talent.
- ✓ Online simulations and computerized adaptive testing (CAT) scoring engines.
- ✓ Flexible unproctored administration allows applicants to complete assessments when they choose.
- ✓ Pairing capability with a secondary assessment to measure technical skills and other agency-specific competencies.
- ✓ Combination of cognitive and behavioral assessments designed to measure general competencies such as decision-making, reasoning, reading, attention to detail, integrity/ honesty, and accountability.

Other Assessments Offered

Leadership Assessments

Available for both supervisory and executive positions, these assessments target critical supervisory competencies and the Executive Core Qualifications through a cognitive and behavioral lens.

Critical Skills Assessments

Our Critical skills assessments include the Writing Skills Assessment, Program and Project Management Assessment, and Data Skills Assessment. We also provide reach to 3rd-party vendors that offer additional technical skills assessments.

Custom Assessments

Our I/O psychologists develop customized assessments to meet agency-specific requirements and needs as well as rigorous legal, regulatory, and professional standards for job-relatedness and fairness. We can also host agency-developed content on the USA Hire platform or extend existing assessments to new series and grades.

USA Hire Interview

Use this all-in-one platform to schedule, administer, rate, and maintain virtual interviews. Deliver interviews securely either live or on-demand. Store and maintain your agency's interview content and records on our platform which meets government-wide privacy and security requirements.

Learn more on the

USA Hire Agency Resource Center