

## Advisory Board Meeting

March 4, 2026



# Ground Rules

## Questions:

Use the Chat feature in Microsoft Teams to ask questions. The Chat will be sent after today's meeting.

## Recording:

Today's meeting is recorded. A link to the recording and slides will be posted on the Resource Center.

## Captions:

A copy of today's meeting transcript can be requested from your Account Manager after the meeting.

## Agenda

- Welcome
- Merit Hiring Plan: Assessment Usage
  - Outcome Dashboard
  - PATCO
  - USA Staffing Development
- Semester of Service Program
- Reporting and Analytics Update
- Events and Training





# Welcome

Erika Vega

Deputy Associate Director, Federal Systems Center

# USA Staffing Program Manager

Congratulations to Jen Minor on her selection as the USA Staffing Program Manager!

Jen brings a wealth of expertise to this role with broad experience across multiple USA Staffing areas, USA Performance and Staff Acquisition.



# Supplemental Merit Hiring Plan Assessment Guidance

Contact [HX@opm.gov](mailto:HX@opm.gov)  
with questions.

 An official website of the United States government [Here's how you know](#) ▾

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Personnel Management

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**In this section**

**Resources For**

New / Prospective  
Employees

Federal Employees

HR Professionals

Managers

## Merit Hiring Plan Resources

Overview	Training & Learning Series	<b>Assessment</b>	Job Application Process	Pooled Hiring	Rule of Many
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### Assessment

- [Skills-Based Hiring Guidance and Competency Model for Artificial Intelligence Work](#) (April 29, 2024)
- [Federal Workforce Competency Initiative - General Competencies and Competency Models](#) (September 20, 2023)
- [Guidance on the Use of Self-Reported Assessments](#) (February 23, 2026)
- [Guidance on Use of Hiring Assessments when Utilizing Direct Hire Authority](#) (February 23, 2026)

<https://www.opm.gov/policy-data-oversight/hiring-information/merit-hiring-plan-resources>



# Assessment Expansion: PATCO

Sharon Wilborn, USA Hire Customer Outreach

# 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 100% of general schedule occupational series (non-supervisory)
- OPM's Assessment and Evaluation (AE) and USA Hire teams are using the PATCO approach:

**P**rofessional

**A**dministrative

**T**echnical

**C**lerical

**O**ther

# PATCO Deployment

## WAVE 1

- Will provide 100% coverage of all general schedule job series
- Currently being published, starting with the Professional category, followed by A-T-C-O
- Assessments may be used as they become available
- Completion: March 2026

## WAVE 2

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



# Assessment Development Updates

Jenn Reaves

USA Staffing Product Manager

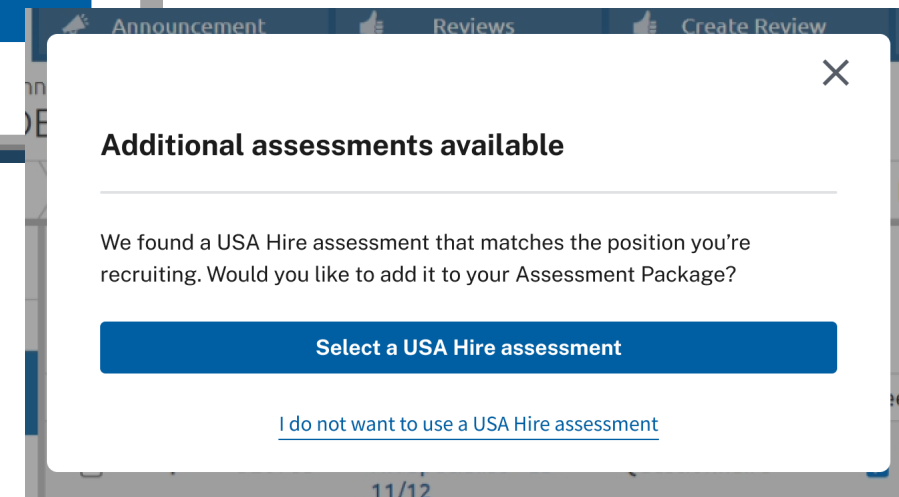
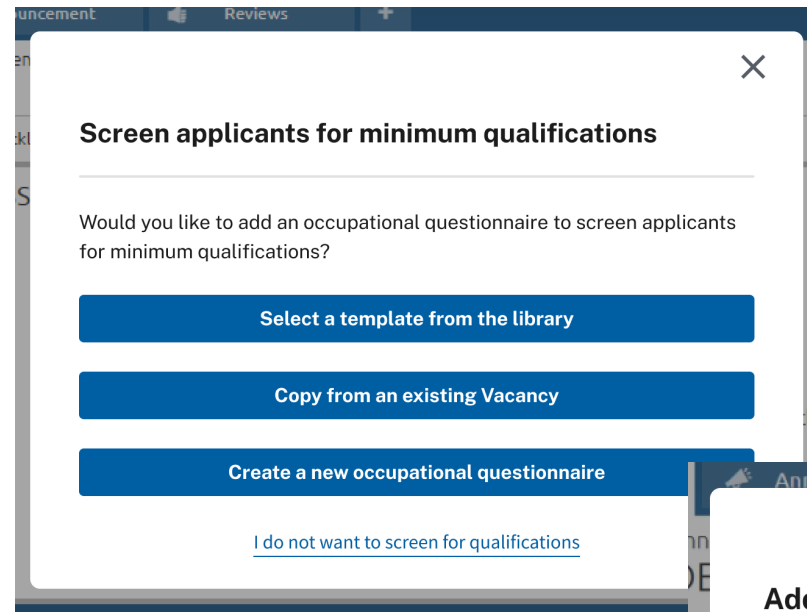
In progress

# Assessment Decision Tool

**Problem:** The Merit Hiring Plan requires agencies use at least one technical or alternative assessment, but most recruitments fall short of this standard. The USA Hire expansion will help, but agencies only use USA Hire 24% of the time it's available.

**Solution:** Guide HR specialists into making better decisions by presenting options in a tiered approach that favors the easiest to use options first. When USA Hire assessments are available, USA Staffing will present that as a top recommendation.

Expected April 2, 2026



# Sunsetting ACWA



The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

## MEMORANDUM

**TO:** Heads of Departments and Agencies  
**FROM:** Scott Kupor, Director, U.S. Office of Personnel Management  
**DATE:** February 24, 2026  
**RE:** Ending Use of Administrative Careers with America Assessments

As part of its efforts to ensure merit-based hiring using high-quality technical and alternative assessments, the U.S. Office of Personnel Management (OPM) is formally retiring use of Administrative Careers with America (ACWA) assessments in Federal hiring.

The ACWA assessments were developed in response to the *Luevano* consent decree as an alternative to the previous Professional and Administrative Career Examination. ACWA had two variants: a written examination and a self-rating schedule. From their inception, both variants of ACWA have met with dissatisfaction from both hiring managers and job applicants.<sup>1</sup> Further, both the Merit Hiring Plan and the Chance to Compete Act require that agencies cease using self-assessment questionnaires, like the ACWA self-rating schedule, for rating and ranking applicants in competitive hiring actions above GS-4.<sup>2</sup>

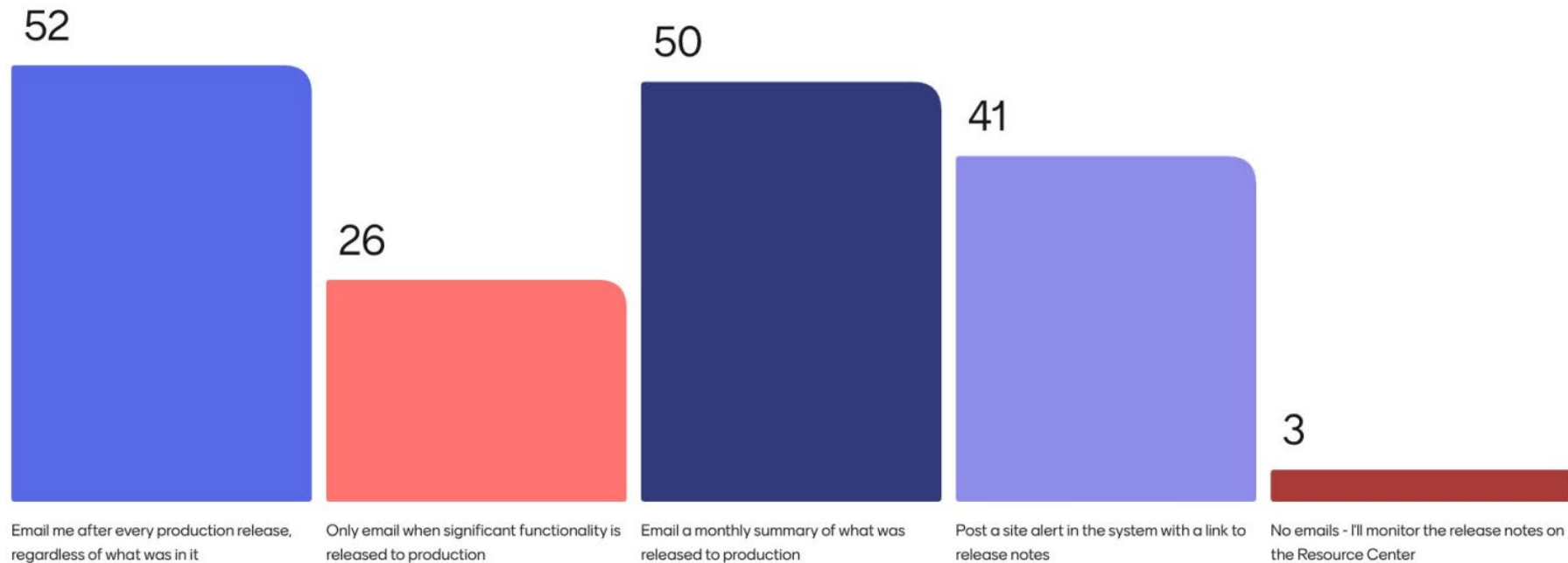
In 2000, the U.S. Merit Systems Protection Board (MSPB) noted, with approval, OPM's goal to "make available a test or set of tests that can be used under the control of the employing agency" which would "provide[] valid information about candidates' potential almost instantaneously."<sup>3</sup> The MSPB stated that when such tests became available, it "would encourage

- All ACWA rating schedules have been removed from USA Staffing as of February 26, 2026
- USA Hire offers high-quality, validated assessment tools for all series/grades previously covered by ACWA
- For the full memo, visit: <https://www.opm.gov/chcoc/latest-memos/ending-use-of-administrative-careers-with-america-assessments.pdf>

# Development Communication

## December 3<sup>rd</sup> Advisory Board Poll

How would you like to stay informed about our releases?



# Improved Development Communication



## Stage Environment Updates

- Customer Sprint Reviews
- Stage Release Notes



## Production Environment Updates

- System Site Alert linking to Production Release Notes
- New monthly email including development updates and upcoming events



# Semester of Service Program

Megan Arens, USAJOBS CX & Design Manager

# New Semester of Service Program

A new student volunteer service program that will help agencies expand mission capacity while giving students meaningful public-service experience and the opportunity to earn college credit



## About the program

- Governmentwide, unpaid volunteer program
- Students must be enrolled at least part-time from universities, community colleges, or a technical or vocational school
- Aligned to academic terms (minimum 90 days)
- Opportunities must be project-based
- 8–20 hours per week, part-time
- Students can earn school credit
- In-person, remote, or hybrid participation options

## Agency benefits

- Addresses early-career recruitment challenges
- Creates an early career talent pipeline
- Can support your agency's innovation, modernization and AI/digital capabilities
- Advances your agency's mission through project-based work
- Aligns with the Administration's workforce priorities

Semester of Service is a program developed by OPM as part of the [OPM memo on Building the AI Workforce of the Future](#)

# Posting Semester of Service Opportunities on USAJOBS

- Agencies can use USA Staffing to post Semester of Service opportunities on USAJOBS
- Add the new custom tag *Semester of Service* and the posting will appear on the Semester of Service job portal: [SemesterOfService.usajobs.gov](https://SemesterOfService.usajobs.gov)
- Students will use the job portal to apply to the opportunities

When creating the job posting, follow these recommendations:

- **Salary type:** Without Compensation
- **Appointment type:** Internships
- **Hiring path:** Students
- **Duties:** Project details and goals
- **Qualifications:** Current student (at least part-time enrolled) and specify any skills desired
- **Work Schedule:** Part Time
- **Tag:** Semester of Service
- **Unselect** any Promotion Potential
- Indicate whether the job is **remote**

An official website of the United States government

## USAJOBS

→ Sign in | 📅 Events | 🛠️ Help Center | 🔍 Search

### Semester of Service

Enter a job or keyword to start searching | Where do you want to work? | [Search tips](#)





🔍  | 📍  | **Search**

↑ Sort by ▾ | [Click here to search all USAJOBS.](#)

📌 Save this search. We'll email you new jobs as they become available. +

☰ Filters | [Expand all](#)

# Semester of Service Implementation

-  OPM asked CHCOs to designate one person to manage their agency's program during the February 19 CHCO Council meeting
-  OPM will soon send out Semester of Service program guidance, a toolkit and other information agencies can use to market their opportunities to students
-  Agencies will post opportunities on USAJOBS and use the Semester of Service tag
-  A summer 2026 pilot will kick off in March, and the enduring program will follow a fall and spring cohort

*If you have questions about the Semester of Service program, email [Pathways@opm.gov](mailto:Pathways@opm.gov)*



# Reporting and Analytics Updates

Joyce Wentz, Data Product Development Branch Manager

# Cognos Retired 12/31/2025



## Hiring Data Warehouse

USA Staffing usage for staffing and onboarding



## Time to Hire

Standardized, pre-calculated metrics for time to hire reporting



## Applicant Flow Data Warehouse

Demographic data combined with milestones in the staffing process



## User License

User profile data to manage user accounts and licenses



## Staffing Reports

Transactional USA Staffing usage for staffing and onboarding



## Staffing Administration

Admin setup of USA Staffing and the PD library



# Power BI MVP 1 Completed



## 15 Apps Containing 30+ Paginated Reports

Name ↑	Owner
Applicant Flow Data	Ian Parsons
Application	Ian Parsons
Assessment	Ian Parsons
Certificate	Emily Parson
Hiring Tracking	Emily Parson
New Hire	Emily Parson
Note	Emily Parson
Onboarding Status	Emily Parson
Pipeline Management	Emily Parson
Request	Emily Parson
Review	Emily Parson
Standalone Semantic Models	Emily Parson
Task	Emily Parson
Time to Hire	Emily Parson

Many Power BI apps are organized by **major steps in the recruitment, staffing, and onboarding process.**

Other apps **cut across multiple phases** in the recruitment, staffing, and onboarding process and/or are **related to mandated reporting requirements.**

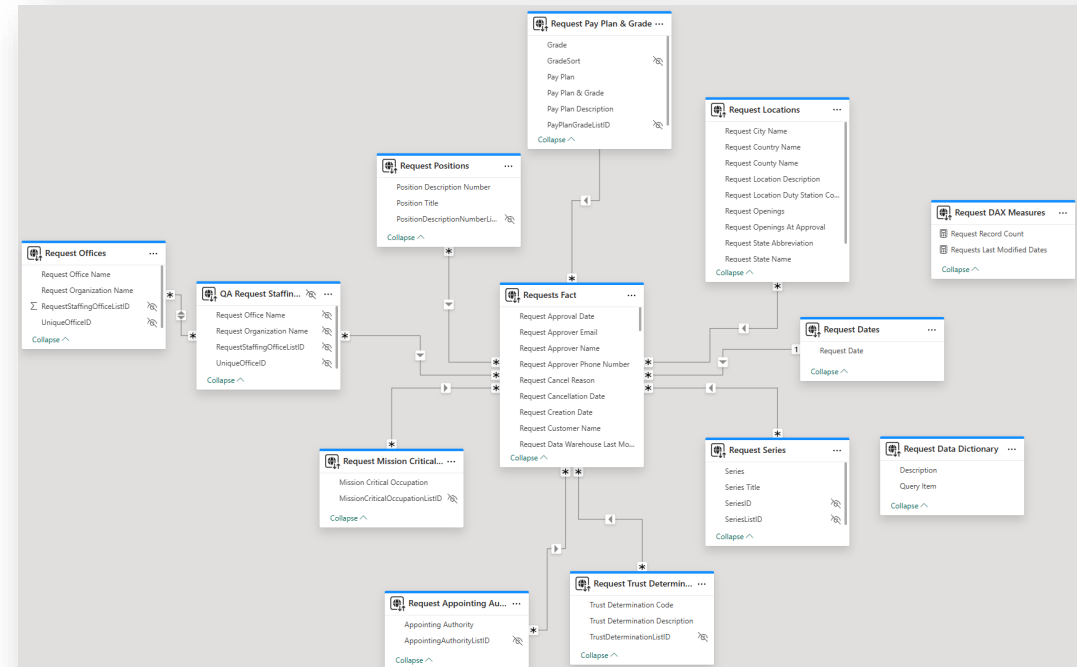
The [Power BI Standard Reports Job Aid](#) identifies and provides a description of each available app and report.

# Power BI MVP 1.5 Completed



## Standalone Semantic Models

- 8 Semantic models without an associated report
- More robust than semantic models underlying paginated reports
- Designed to support custom report development



# Current Reporting Team Activities

- Customer Support Post-Cognos Retirement
  - Power BI Consumer Training
    - Instructor-led
    - Self-paced
  - Forums
    - Consumer (130+ participants)
    - Author (150+ participants)
  - Help Desk
  - Customer Support Meetings
    - Creating and troubleshooting custom reports
    - Discussing and supporting creation of dataflows (where appropriate)
  - Custom Report Development
  - Enhancements to Standard Reports and Standalone Semantic Models

# Coming Soon – Power BI MVP 2

- **Interactive Reports**

- Provide metrics and visualizations that allow users to actively explore data through filtering, slicing, and drilling-down
  - Requirements and design for interactive reports will involve engagement with agency subject matter experts

- **(New) Paginated Reports**

- Highly formatted list, or tabular, reports designed to display data in a structured layout and are easily exported to Excel
  - Requirements and design for paginated reports for MVP 2 will typically involve referencing previously existing Cognos reports, however engagement with agency subject matter experts may also occur depending on the level or complexity or interest in the report

- **(New and Updated) Standalone Semantic Models**

- Robust data models designed to support custom report development based on agency-specific reporting needs

# Events & Training



## Events

<b>March 5</b>	Reporting Author Forum
<b>March 10</b>	Reporting and Analytics Working Group Meeting
<b>March 18</b>	Assessment Working Group Meeting
<b>March 19</b>	Reporting Consumer Forum
<b>March 25</b>	USA Hire Working Group
<b>March 30</b>	Customer Sprint Review
<b>April 2</b>	Reporting Author Forum
<b>April 8</b>	Assessment Working Group Meeting
<b>April 16</b>	Reporting Consumer Forum



## Training

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<b>March 3</b>	Power BI Consumer Training
<b>March 9-13</b>	Virtual Mixed Agency USA Staffing Training w/Onboarding
<b>March 18</b>	Virtual Mixed Agency Onboarding Training
<b>April 6-10</b>	Virtual Mixed Agency USA Staffing Training w/Onboarding
<b>April 14</b>	Power BI Consumer Training
<b>April 15</b>	Virtual Mixed Agency Onboarding Training

**Thank you for your  
active participation  
in USA Staffing  
Advisory Board  
meetings.**

