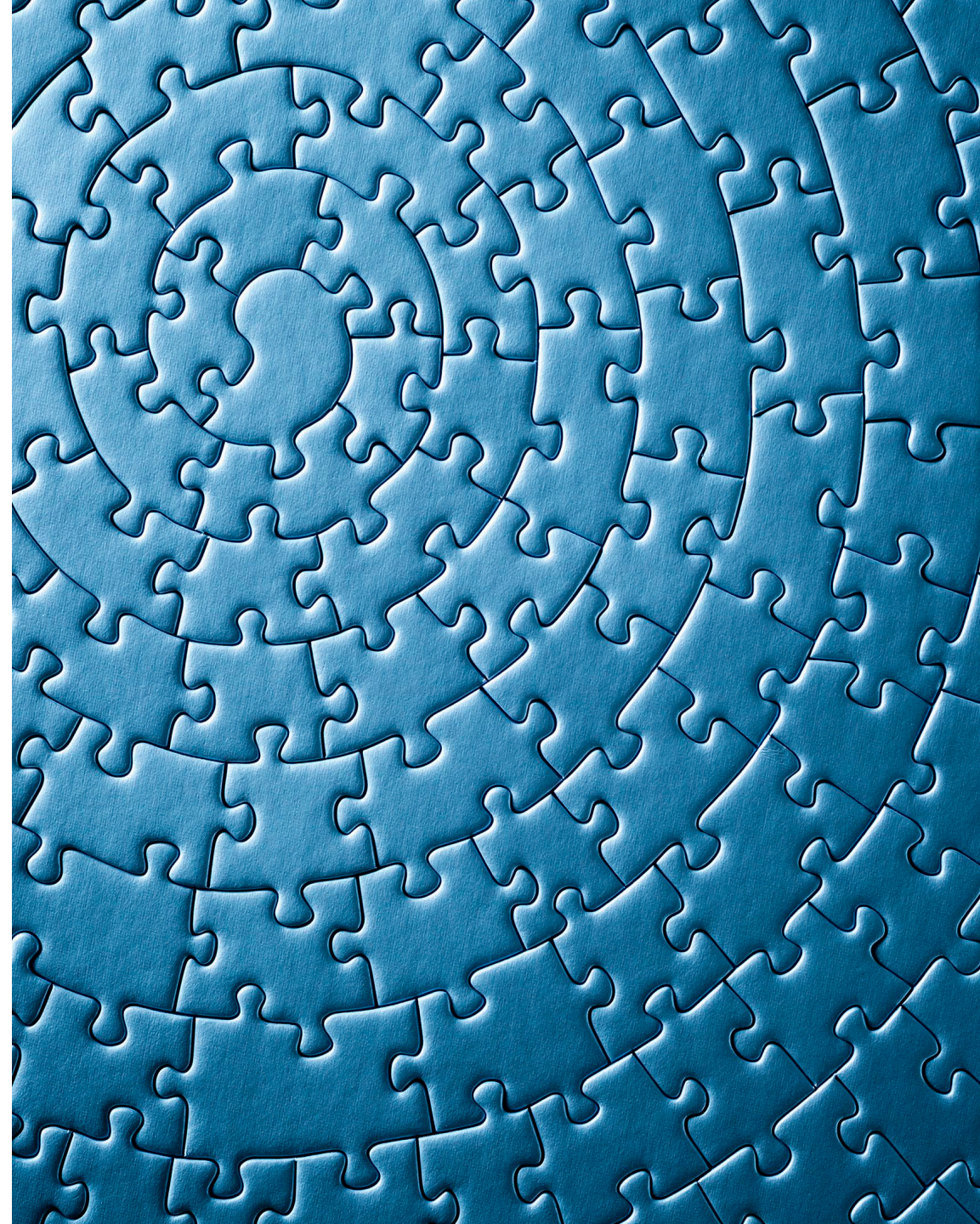


Assessment Workgroup

October 22, 2025



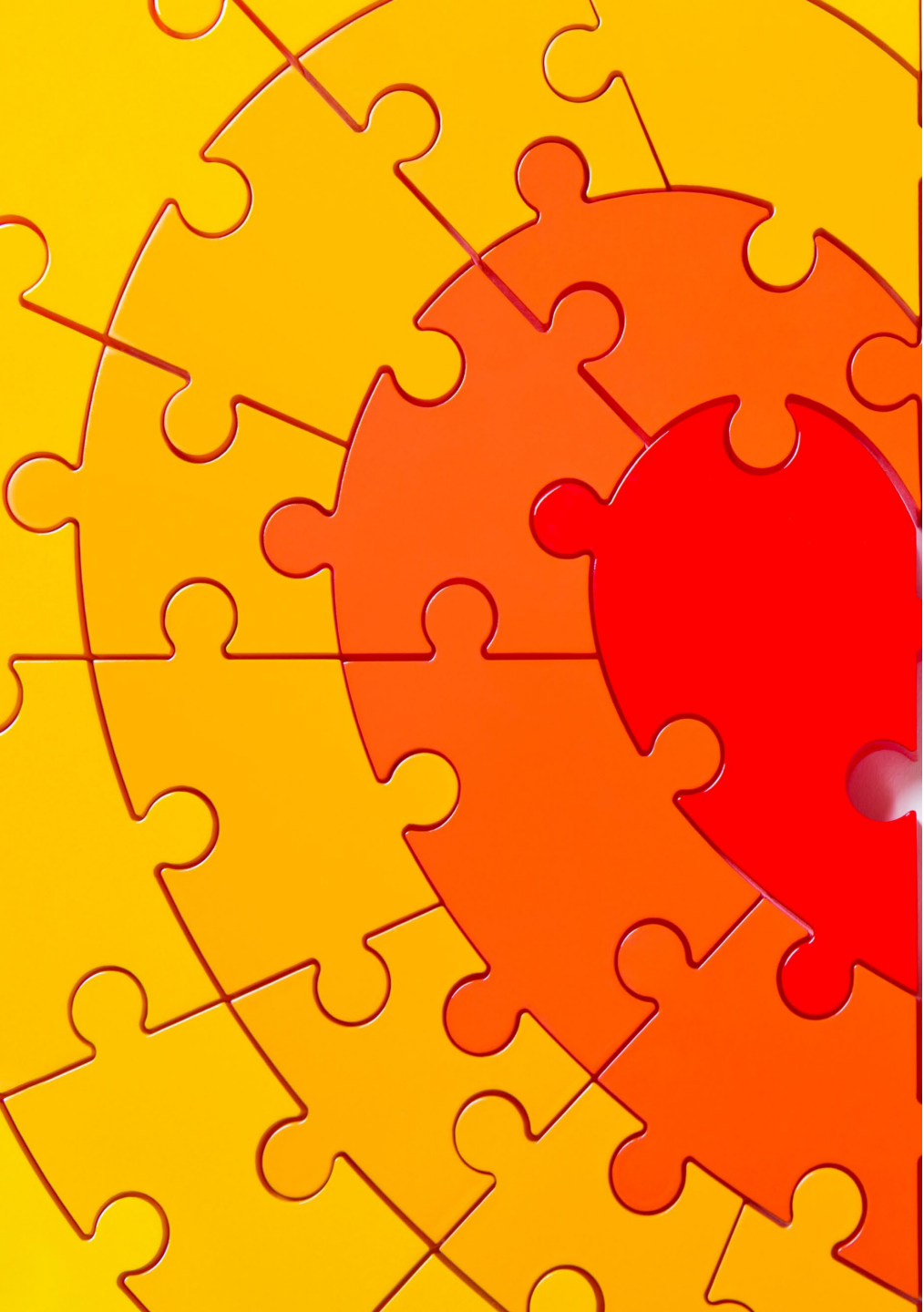
Today's Agenda

- Getting the band back together!
- Yes, this will be recorded, and the slides will be shared.
- System Showcase: How to build a screen out-only questionnaire
- Ideas for future sessions

Click the link in chat or scan this QR code to provide input on future meeting topics



<https://touchpoints.app.cloud.gov/touchpoints/a99254c3>



Icebreaker: What's the best fall song?

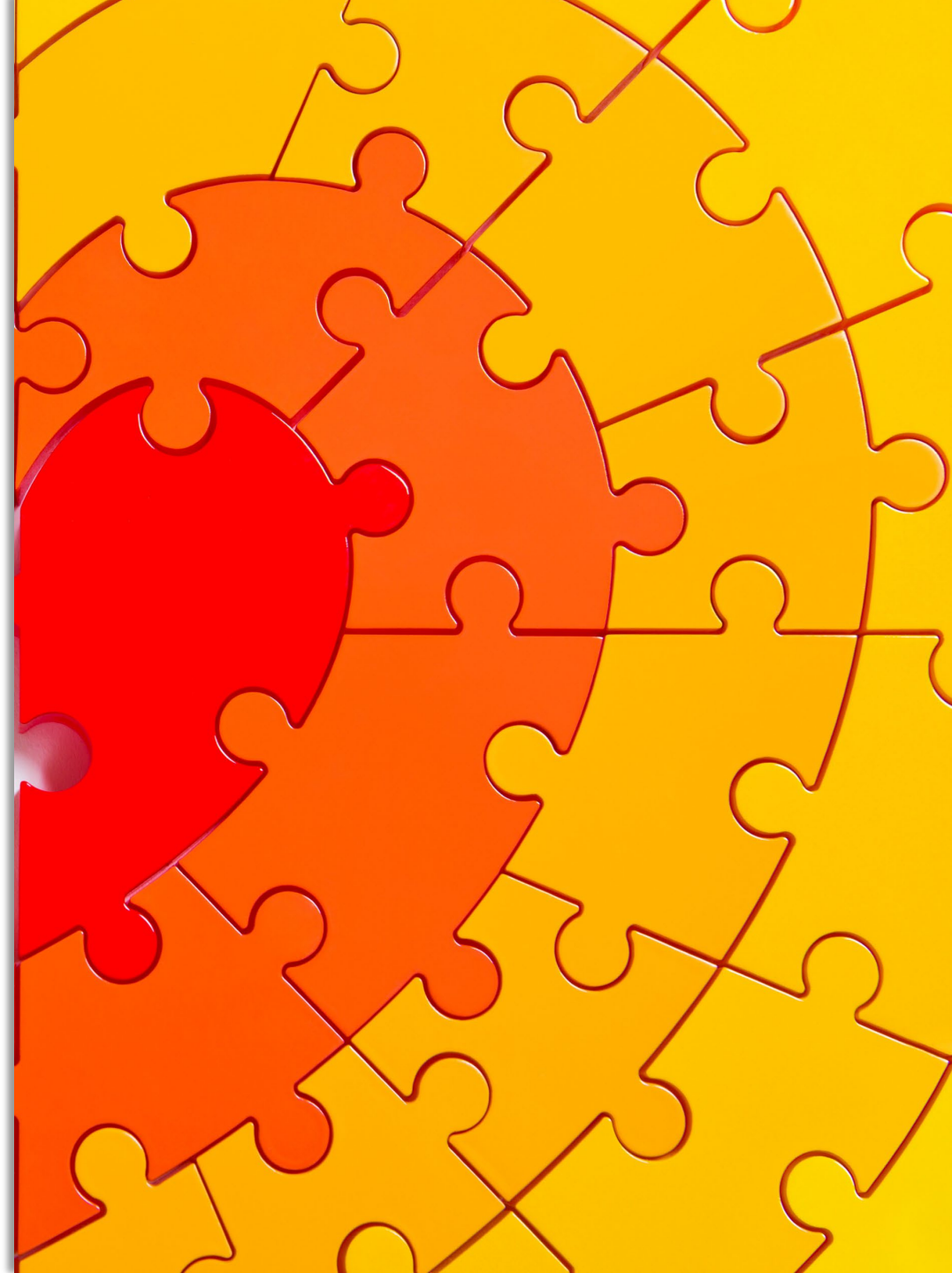
Copilot's predicted rankings

1. Sweater Weather by The Neighborhood
2. Wake Me Up When September Ends by Green Day
3. Cardigan by Taylor Swift
4. Autumn Leaves by Ed Sheeran
5. California Dreamin' by The Mamas and The Papas
6. The Boys of Fall by Kenny Chesney

Icebreaker: What's the best fall song?

Our actual rankings

1. Wake Me Up When September Ends by Green Day
2. California Dreamin' by The Mamas and The Papas
3. Sweater Weather by The Neighborhood
4. Autumn Leaves by Ed Sheeran
5. The Boys of Fall by Kenny Chesney
6. Cardigan by Taylor Swift



MHP Assessment Requirements

“Agencies will immediately phase out the use of self assessments (e.g., occupational questionnaires (also known as assessment questionnaires or AQs in USA Staffing)) for rating or ranking. **Self-assessments may only be used for minimum qualification and eligibility determinations...** Any further use of self-assessments for ranking candidates in connection with any job vacancy, other than seasonal work or positions graded at GS-01 through GS-04, or equivalent, will require express permission from OPM with an explanation of the compelling need for the use of a self-assessment.”

“Every hiring process across the competitive service, or that is otherwise subject to competitive hiring processes must include **at least one technical or alternative assessment before issuance of the certificate.**”

System Showcase: Screen-out Questionnaires

Blanca Santiago

Themes from Survey (as of 10/23/25)

Priority 1 – Multiple Hurdles & Manual Assessments

- How to implement/manage multiple hurdles.
- Walk-throughs for manual assessments.
- Examples of second hurdle assessments (structured resume reviews, interviews, job knowledge tests).

Priority 2 – USA Hire & Assessment Alternatives

- Updates on USA Hire integration with new merit hiring policy.
- New USA Hire assessments.
- Examples of multi-grade and licensure-specific assessments.
- How USA Hire fits with other assessment tools.

Priority 3 – Best Practices & Guidance

- JOA best practices.
- Competencies vs. KSAs usage.
- Documentation for compliance with new guidelines.
- Tips for successful assessment creation.
- Example libraries/templates to reduce time-to-hire.

Priority 4 – SES & Specialized Assessments

- SES-specific assessment examples.
- Specialized occupational series templates.

**Want to be
included in the
next Assessment
Workgroup?**

**Contact your
USA Staffing
Account Manager**

