# SME Resume Review as an Alternative Assessment and Upcoming Q&A Sessions

## SME Resume Review option as an alternative assessment is now available for use.

[Executive Order 13932](https://trumpwhitehouse.archives.gov/presidential-actions/executive-order-modernizing-reforming-assessment-hiring-federal-job-candidates/), issued June 26, 2020, requires agencies to expand the use of skill- and competency-based assessments in the federal hiring process. The EO states that agencies may no longer solely rely on the candidates’ self-reporting assessment results, but instead must supplement that assessment with other tools in order to create a multiple hurdle approach to evaluating candidates during the selection process.

To meet the directive, DOI issued [Personnel Bulletin 20-21](https://www.doi.gov/sites/doi.gov/files/elips/documents/personnel-bulletin-20-21-requirements-for-assessment-practices-during-the-selection-process.pdf) and in April 2021 developed a framework around the use of USA Hire as our first new assessment approach.

IBC is excited to announce that framework has been developed to allow the use of SME resume review as another alternative assessment to strengthen hiring practices and meet the requirements of EO 13932 and PB 20-21.

## Do you have questions about the new SME Resume Review assessment option?

Representatives from IBC’s Human Resources Operations Division will host two 1-hour Q&A sessions to answer your questions. Use the link below to submit your questions in advance:

[Submit Questions](https://forms.office.com/Pages/ResponsePage.aspx?id=urWTBhhLe02TQfMvQApUlGf4lVkZbfxNtYDFX2GvsltUNkpPMDJXTDVEMUJKNFpUVTBPV0dERVlDWC4u)

## Thursday, January 13, 2022

1:00 p.m. - 2 p.m. MT

3 p.m. - 4 p.m. ET

[Join Via Teams](https://teams.microsoft.com/l/meetup-join/19%3Ameeting_NGYwNzc5MDktODllMC00MzcwLWE5ZTktYzEyYzJiOGI0MTUy%40thread.v2/0?context=%7b%22Tid%22%3a%220693b5ba-4b18-4d7b-9341-f32f400a5494%22%2c%22Oid%22%3a%22a6c430d9-b0cc-459d-b96e-309ff8a885cb%22%7d)

[Add the event to your calendar](https://content.govdelivery.com/attachments/USDOIIBC/2022/01/04/file_attachments/2037203/SME-Resume-Review-Q%26A-Session-%231.ics)

## Thursday, January 20, 2022

9:00 a.m. - 10 a.m. MT

11 a.m. - 12 p.m. ET

[Join Via Teams](https://teams.microsoft.com/l/meetup-join/19%3Ameeting_NTE3NWViOWQtZDJkNi00MmVmLWFmYjMtOWEzMThlOTc1NzIz%40thread.v2/0?context=%7b%22Tid%22%3a%220693b5ba-4b18-4d7b-9341-f32f400a5494%22%2c%22Oid%22%3a%22a6c430d9-b0cc-459d-b96e-309ff8a885cb%22%7d)

[Add the event to your calendar](https://content.govdelivery.com/attachments/USDOIIBC/2022/01/04/file_attachments/2037204/SME-Resume-Review-Q%26A-Session-%232.ics)

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## Questions?

If you have questions related to SME resume review or alternative assessments, please contact your [servicing HR Specialist](https://ibc.doi.gov/HRD/hr-services-contacts) or the POC listed on the vacancy announcement to which you are applying.

## Resources

* [Executive Order 13932 – Modernizing and Reforming the Assessment and Hiring of Federal Job Candidates](https://trumpwhitehouse.archives.gov/presidential-actions/executive-order-modernizing-reforming-assessment-hiring-federal-job-candidates/)
* [Personnel Bulletin (PB) 20-21 – Requirements for Assessment Practices During the Selection Process](https://www.doi.gov/sites/doi.gov/files/elips/documents/personnel-bulletin-20-21-requirements-for-assessment-practices-during-the-selection-process.pdf)
* [Assessments page on IBC Customer Central](https://ibc.doi.gov/HRD/hiring-assessments)