## USA Hire and Alternative Assessments

**Beginning Monday, April 19, IBC will implement the online assessment program USA Hire for the majority of IBC vacancies.**

[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 acquired USA Hire, an OPM-developed suite of assessment tools available for use across the Department. USA Hire measures general competencies identified by government-wide job analysis to be critical to several dozen occupational series and grade levels throughout the federal government.

IBC has developed a framework around the use of USA Hire as our first new assessment approach to strengthen hiring practices and meet the requirements of EO 13932 and PB 20-21.

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## Questions?

* If you have questions related to USA Hire or alternative assessments, please contact your [servicing HR Specialist](https://ibc.doi.gov/HRD/hrod-org-chart-and-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)
* [In HR Quarterly Newsletter - November 2020](https://www.doi.gov/sites/doi.gov/files/inhr-quarterly-newsletter-nov-2020.pdf) – View page 9 to read more about USA Hire and what it means for you.
* [Assessments page on IBC Customer Central](https://ibc.doi.gov/HRD/hiring-assessments) – Visit our new Assessments page for the most up-to-date information and resources related to the EO, PB and USA Hire.