

# Best Practices for Modernizing Assessments



An event by the Office of Personnel Management & Office of Management and Budget  
October 29, 2020, 9 am – 4 pm

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## Morning Zoom Info

<https://opm.zoomgov.com/j/1618777630?pwd=VXVUMVV6MUF1aEkvN3FxDhZkI4dz09>

Passcode: Y\$Skq2+=bP

Webinar ID: 161 877 7630

Phone: 669 254 5252 (CA) or 646 828 7666 (NY) or 833 568 8864 (Toll-free)

## Event Kickoff (9 – 9:30 am)

**Keynote Address** – *Michael Rigas, Acting Director of the Office of Personnel Management (OPM) & Acting Deputy Director of Management at the Office of Management and Budget (OMB)*

**The Executive Order, Assessments, and Implementation** – *April Davis & Michael Blair, OPM*

## Best Practices for Using Assessments (9:30 – 10:45 am)

*Dr. Paul LeBlanc, Southern New Hampshire University; Dr. Lily Lamboy, Stripe; Dr. Joshua Allen, Walmart; and Bryan Hancock, McKinsey. Moderated by Dr. Sandra Nelson, OPM.*

Hear the high-level best practices for how to design and implement effective assessments, the role of assessments in predicting job performance, and the future of assessments.

## Break (10:45 – 11 am)

## Private Sector - Breakout Sessions

### Trends in Assessments (11 am – 12:30 pm)

**Zoom:** <https://opm.zoomgov.com/j/1618777630?pwd=VXVUMVV6MUF1aEkvN3FxDhZkI4dz09>

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*Dr. Charles Handler, RocketHire; Dr. Tim Lagan, Monster; Dr. Tim McGonigle, HumRRO; and David Annunziata and Dr. Joseph Abraham, PSI*

Hear about trends in the labor market and assessment strategies for acquiring talent.

### Focused Outcomes and Improved Workforce Quality (11 – 11:45 am)

**Zoom:** <https://opm.zoomgov.com/j/1611028524?pwd=Qm5vMC9kdEI3eDJxcmZRY0xaSEhudz09>

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Meeting ID: 161 102 8524

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*Dr. Tracy Kantrowitz and Jeff Facticeau, SHL-PDRI*

Learn how assessments can be used to increase the quality of a workforce to meet an objective and impact a business's bottom-line.

### **1000+ Candidates: Assessments and Applicant Engagement (11 – 11:45 am)**

**Zoom:** <https://opm.zoomgov.com/j/1609136838?pwd=NG1lY0FCeGJDSCtJWUFqckgya0xOQT09>

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Meeting ID: 160 913 6838

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*Kieran McDermott, Microsoft; Dr. Steven Jarrett, PSI*

How does the nature of assessments and the hiring process shift if a single job announcement receives 1000+ candidates? Learn specific ways to manage large applicant pools while still maintaining a fast hiring timeline (2 months or less).

### **Matching Assessments to Job Skills Needed (11:45 am – 12:30 pm)**

**Zoom:** <https://opm.zoomgov.com/j/1610555247?pwd=c2tqbM04SmM1dms0bG14SzlyUmdlUT09>

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Meeting ID: 161 055 5247

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*Christina Broussard, Indeed*

There are many forms of assessments. How do you decide which assessment will best identify what you need? Indeed.com shares how they match assessment to jobs to find the right people.

### **Innovations in Assessments (11:45 am – 12:30 pm)**

**Zoom:** <https://opm.zoomgov.com/j/1604231342?pwd=RkZ0NjEwcForTFJlV8vR2JlS0N0Zz09>

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Meeting ID: 160 423 1342

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*Dr. Nathan Mondragon and Dr. Allye Wehling, HireVue; Dr. Charles Scherbaum and Dr. Kenneth Paul Yusko, Sienna Consulting*

Assessments are evolving as the technology and workforce shifts. Hear about innovations in digital interview technology from HireVue and innovative pre-draft assessments for the NFL from Sienna Consulting.

### **Lunch Break (12:30 – 1 pm)**

### **Afternoon Zoom Info**

<https://opm.zoomgov.com/j/1618777630?pwd=VXVUMVV6MUF1aEkvN3FxDHlZkl4dz09>

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### **Federal Sector Keynote (1 – 1:15 pm)**

**Opening Remarks – Kimberly Holden, OPM**

### **Showcase: Assessments in Government Today (1:15 – 2:30 pm)**

*Sharon Wilborn, OPM; Stephanie Grosser, OMB; Janelle Luna, State Dept; Dr. Lycia Carter and Dr. Jeffrey Cucina, Customs and Border Protection*

Hear four ways that assessments are used in hiring practices across the federal government – USA Hire, SME-QA, the State Dept, and CBP.

**Break** (2:30 – 2:45 pm)

## **Federal Sector - Breakout Sessions**

**Agency Roundtable** (2:45 – 4 pm)

**Zoom:** <https://opm.zoomgov.com/j/1615666750?pwd=QTM4RDRIbVM5akZlY3VGaWR Rd2pjd z09>

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Meeting ID: 161 566 6750

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*Kerri Dunham, Consumer Financial Protection Bureau; Maribeth Weiss, Defense Finance Accounting Service; Anne Roemer, National Aeronautics and Space Administration; Dr. Delisa Walker Hall, US Secret Service; and Joe Giordano, US Digital Service. Moderated by Dr. Sandra Nelson, OPM.*

These agencies use assessments for a range of positions: finance professionals to astronauts to technologists to secret service personnel. They will share the successes and challenges of implementing these assessments in a moderated discussion.

**Merit System Principles & Assessments 101** (2:45 – 4 pm)

**Zoom:** <https://opm.zoomgov.com/j/1604833511?pwd=YW93ZHRHRHIMNGEvMk43THN1Z3dtd z09>

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Meeting ID: 160 483 3511

Phone: 669 254 5252 (CA) or 646 828 7666 (NY) or 833 568 8864 (Toll-free)

*Crystal Harris, Dr. Margaret Barton and Nicole McIntyre, OPM*

Merit System Principles (MSPs) are the foundation of fairness and equity in federal employment. Learn more about the MSPs, as well as fundamentals around use of assessments for hiring purposes.

**Agency Considerations for the EO's Implementation** (2:45 – 4 pm)

**Zoom:** <https://opm.zoomgov.com/j/1618777630?pwd=VXVUMVV6MUF1aEkvN3F xZDhiZkl4dz09>

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*Karen Lee and Nancy Letsinger, MITRE; April Davis, OPM*

MITRE will share their analysis on how to implement Executive Order 13932, including what questions to ask assessment providers, as well as cultural change, contracting, and technology variables to consider.