

# 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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## Event Kickoff (9 am – 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)

*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)

*Dr. Tracy Kantrowitz and Jeff Facticeau, SHL-PDRI; and Chris Daggett, Paid Lunch*

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)

*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)

*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) *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)

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