



USCIS Predictive Hiring Assessments

General Facts on Assessments

- To comply with [Executive Order 13932 on Assessing and Hiring Job Candidates in Federal Agencies](#), USCIS uses a two-part assessment system made up of predictive assessments and technical assessments for the application process to all positions at the agency.
 - 1) The **technical assessment** measures your experience with the specific skills needed for each job; you must take a technical assessment for each position you apply for.
 - 2) The **predictive assessment** measures your cognitive ability and soft skills, such as interpersonal skills, problem solving, attention to detail, and oral communication, against the critical job skills needed to be successful in government positions.

Predictive Assessments: General Facts

- Your score from the predictive assessments will remain on file for one year, allowing you to apply for multiple positions without having to retake the assessments.
- The predictive assessments use a variety of question formats including videos, timed sections, and narrative questions that are consistent and objective across all candidates.
- Organizational psychologists designed the assessments using professional standards that are used both in the federal government and private industry. Predictive assessment are used by 75% of Fortune 500 companies as part of the selection process.
- To measure candidates accurately, neither you nor the hiring office can see your assessment scores. Scores cannot be obtained through a Freedom of Information Act (FOIA) request.

Completing the Predictive Assessment

- There are two versions of the predictive assessment: **one for non-supervisory positions** and **one for supervisory positions**. The non-supervisory assessment takes approximately one hour to complete, and the supervisory assessment takes approximately one and a half hours to complete.
- The predictive assessment has **timed sections**; be sure to read the instructions carefully so you are not surprised by timed sections.



- The predictive assessment is not a pass or fail test; you may not be able to answer every question during the timed portion.
- Scores are used to rank candidates only and your score does not eliminate you from consideration.
- The weight given to your overall score can change from announcement to announcement, depending on the position applied for.
- Sample questions from the assessments are below:

SAMPLE QUESTION

S2. Premises: If Mr. Brown receives his supervisor's approval, the new work schedule goes into effect immediately. The new schedule calls for Ms. Oliver's work hours to be 8:30 a.m. to 5:00 p.m. Ms. Oliver's workday begins at 8:00 a.m.

Conclusion: Mr. Brown has not yet obtained his supervisor's approval.

- Necessarily true.
- Probably, but not necessarily, true.
- Indeterminable, cannot be determined.
- Probably, but not necessarily, false.
- Necessarily false.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. I often love to watch team games.	<input type="radio"/>				
2. I prefer friends who are lively.	<input type="radio"/>				

- You must finish both the technical assessment and the predictive assessment as part of a completed application.
- After completing the assessments, you must return to the application in your browser to complete your application. You will not be considered for the position you are applying for if you do not finish the assessment or fail to submit your application before the announcement closing date.

Predictive Assessments: Benefits

- Predictive assessments help eliminate bias in hiring decisions by providing consistent unbiased information about each candidate.
- Predictive assessments help ensure that you have the necessary skills for the position for which you are applying.



- By using assessments, the agency benefits by hiring employees who are a good fit for their jobs and avoids the cost of hiring employees who are not a good fit.

Predictive Assessments: Reasonable Accommodations

- You can find instructions for requesting a reasonable accommodation in the job announcement.
- You must make a reasonable accommodation request before you start the assessment.
- You must submit supporting documentation during the application for a medical or non-medical reasonable accommodation.
- If approved, generally your request will extend the time you have to complete the timed portions of the assessment, but will not exclude you from having to complete the assessment nor extend the amount of time that the job announcement is open to you. If you apply for a reasonable accommodation, you must complete the rest of the application and submit it before the job announcement closing date.

Contact

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