



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

December 29, 2021

## Memorandum for Heads of Executive Departments and Agencies

From: Kiran A. Ahuja,  
Director

Subject: Updated Interim Guidance - E.O. 13932; Modernizing and Reforming the Assessment and Hiring of Federal Job Candidates

On June 26, 2020, [Executive Order \(EO\) 13932 - Modernizing and Reforming the Assessment and Hiring of Federal Job Candidates](#) was issued. The EO reminded agencies of their legal obligation to use valid, competency-based assessments and directed them to scale back reliance upon educational qualifications as a substitute for competencies in the Federal hiring process. The EO directed the following:

1. In assessing candidates, agencies are directed to refrain from relying solely on candidate self-assessments of their qualifications (e.g., occupational questionnaires). Applicants are to clear other assessment hurdles in order to be considered qualified in examinations and thus eligible for preference and referral.
2. Agencies are also directed to continually evaluate the effectiveness of different assessment strategies to ensure the quality and integrity of their hiring process.

As you may recall, on May 7, 2021, OPM issued interim guidance authorizing an extension of the implementation of the EO until December 31, 2021. We are pleased that many agencies have made some great progress this year implementing the EO. OPM has been tracking agency progress on the use of additional assessments for competitive announcements through the [Hiring Assessment and Selection Outcome Dashboard](#).

In addition, earlier this year, as part of the OMB Passback, agencies shared their planned assessment strategies with OPM and the Office of Management and Budget (OMB) outlining how they will work toward compliance with this EO. Lastly, we are finalizing the guidance for this EO, which will be issued soon.

In order to continue to partner with agencies and facilitate the requirements outlined in the EO, I am authorizing an additional extension for the implementation of the above requirements. This additional time should allow you to fully implement your agency assessment strategies. By **May 30, 2022**, agencies need to comply with these requirements in at least 50% of the instances in which they assess individuals for jobs. By **December 31, 2022**, they should be at full compliance. OPM will work with your agency Assessment leads and hold quarterly meetings to check on your progress.

If there are any questions about the strategies detailed above, please contact Kimberly Holden or April Davis at [Assessment\\_Informaton@opm.gov](mailto:Assessment_Informaton@opm.gov).

Cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, HR Directors and Chief Executive Officer Councils