

# DEMONSTRATION ON RECRUITING AND ASSESSMENT

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**National Advisory Committee on Racial, Ethnic and other Populations**

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# 2018 End to End Evaluation

- **Recruitment**

- Total numbers of applicants
- Skills needs
- Diversity/workforce reflectiveness

- **Hiring Process**

- Portal format/order
- Drop-offs in process
- Cheating

# 2018 End to End Evaluation

- **Assessments**
  - Job-relatedness: missing skills
  - Language success

# Portal Layout

- Development – who, when consultations, review and validation
- Disparate impact evaluation – gender, race/ethnicity, disability, LGBTQ, age
- Accessibility – accommodations in process
- Placement issues – SSN Upfront
- Citizenship – effect of no or non-response

# Portal Layout

- Waiver
- Readability/comprehension

# Recruitment Plan

- Development – what, who, when, updates, consultations, review and validation
- Disparate impact evaluation – gender, race/ethnicity, disability, LGBTQ, age
- Citizenship

# Assessments

## (including English proficiency)

- Content
- Sole criterion? – specialized needs (language, etc.)
- Development – who, when, updates, review and validation
- Job-relatedness

# Assessments

## (including English proficiency)

- Disparate impact evaluation (both test and application) – gender, race/ethnicity, disability, LGBTQ, age
- Accessibility – accommodations in process
- Cheating concerns – audit

# Language

- Self-reporting – evaluation for effectiveness, disparate impacts
- No tests -- when determined, consideration of alternatives, outside validation, field evaluation and reaction
- ASL, Spanish, more prevalent languages