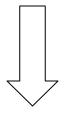
JOB ANALYSIS RESULTS



Specialized Experience Document and support definitions of specialized experience contained JOAs

Selective Factors Document and support the use of selective factors

Assessment Criteria Guide the development of valid, job-related assessment criteria used to rank applicants

The Uniform Guidelines on Employee Selection Procedures (29 CFR, part 1607) contain specific guidance on developing valid applicant assessment tools that are based on job-related criteria.