

Military Personnel Policy (Accession Policy)

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Prioritization of Recommendations

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Prioritization of Recommendations



- TOR: Provide prioritization of actionable, germane recommendations on how to enhance the testing program
- Recommendations across two years/four sessions
 - December 2022
 - August 2023
 - December 2023
 - June 2024
- DoD has received the recommendations and is in the process of execution/implementation
- DoD will provide updates at the next full session

Recommendation Categories



- General Research
- Program Support (Manpower, Funding, Systems)
- Laws and Policies
- Gaps in Constructs
- Methodological
 - ASVAB
 - Special Purpose Tests
- Continue Updates on DoD Critical Issues and Items of Interest to Members

Examples (not all inclusive)



- General Research
 - Evaluation of stakeholder perceptions and education on impact of balancing priorities.
 - Continued use of the TOA as an organizing framework for validity.
 - Ensuring adequate representation of all critical groups when conducting focus groups.
 - Monitor developments in generative artificial intelligence to determine if it will be a useful tool at some point in the future, to include virtual proctoring.
 - How NextGen ASVAB, Critical Thinking, and Complex Reasoning Tests align with common high school curricula.
- Program Support (Manpower, Funding, Systems)
 - Pending current meeting.
- Laws and Policies
 - Pending current meeting.
- Gaps
 - Consider alternative instruments other than TAPAS to assess compatibility.

Examples (not all inclusive)



- Methodological
 - ASVAB
 - Norming - Methodology used for re-norming the ACT and SAT should be considered as plans to re-norm the ASVAB are developed.
 - Device Expansion – Focus on differential analyses, as well as interaction effects that may impact dropping items from tests and/or evolving technologies (hardware and software).
 - Adverse Impact – Inclusion of examinee’s first language into the analyses.
 - Differential Prediction - Using performance measures that are broader and more direct than job knowledge tests, clustering related jobs or sorting jobs into technical and non-technical positions, using multilevel modeling as an analytic approach, and effect of native language.
 - Form equating - Examining the potential bias that could arise from the pool-specific scale transformation when estimating applicants’ abilities at the individual level.

Examples (not all inclusive)



- Methodological
 - Special Purpose Tests
 - Complex Reasoning
 - Including non-English speakers into the analyses.
 - Continue expanding the item bank.
 - Computational Thinking
 - Including non-English speakers into the analyses.
 - Consider removing EDPT from further research on computational thinking.
 - TAPAS - synthetic validity approach should be explored as a way to make the most of the available data given variability and sparseness.

Examples (not all inclusive)



- Continue Updates on DoD Critical Issues and Items of Interest to Members
 - Regular updates on Accession Policy's activities, including the challenges it faces in accomplishing its mission.
 - Information on the efforts to detect and manage multidimensionality in data from CAT-ASVAB forms.
 - Continued updates on ASVAB CEP modernization efforts.



DISCUSSION

- Prioritization of Categories
- Prioritization within Categories

Prioritization of Recommendations should be Recorded in the Biennial Report