

QUALITY GROUP FACTORS IN AVUE: KSAs/COMPETENCIES

The KSA “multiple guess” section in AVUE is a tricky place. If you apply to more than one position with the Forest Service/federal govt. during your career, you will probably run across some pretty obscure statements – including a few that seem as though they have nothing to do with the position to which you are applying. However, it is absolutely crucial that you take this section seriously! This is the section that can make or break your chances of getting onto the Quality list.

The first trick is to think outside-of-the-box and make each obscure statement relevant to your own experience. The next hurdle is determining which of the options are the “best” -or- which demonstrates the most complex experience level. Just like any problem, it is often easiest to break these statements into manageable parts. I suggest finding the keywords that indicate the complexity level and then comparing those keywords to one another.

For example, one statement might say that you “Drafted portions of policy or procedural statements...” whereas the next one says, “Wrote documents and reports...” Even though they seem like they are talking about two different things (policy/procedural statements vs. documents/reports), writing a complete document/report is probably considered more complex an activity than drafting a portion of a statement.

The following table shows how to pull the keywords out of the statements, how to break the statements down into a simple form and then how you might think about them in terms of your own experience...

<p style="text-align: center;">A KSA “multiple guess” in AVUE... <i>(emphasis added)</i></p>	<p style="text-align: center;">How you might interpret the KSA...</p>	<p style="text-align: center;">How to make it apply to you...</p>
<ul style="list-style-type: none"> ○ <u>Performed well-established</u> forestry technician support work where the parameters for the <u>tasks were clearly established</u>, but the candidate was <u>still required to select</u> the priority order of tasks to be accomplished. 	<p>This statement indicates that you can complete routine tasks as assigned, but that you can also make an independent decision to figure out how to get the job done. <i>(Not quite as complex)</i></p>	<p>You can stack sticks according to specs. & determine where to put the next pile without being told.</p>
<ul style="list-style-type: none"> ○ <u>Conducted complete tests or evaluations</u> in a forestry technician position that <u>entailed complicating and interacting factors</u>, concepts, or conditions. <u>Independently identified</u> the actions to be taken in accomplishing technician support work in the forestry area. 	<p>This statement shows that you can execute a task that may be convoluted or requires you to consider a bunch of options in order to get the job done. It also states that you are capable of making decisions on your own.</p>	<p>You can walk onto a unit, evaluate how much work it'll take to build the piles, give a briefing, line folks out and do a little problem-solving if needed...</p>
<ul style="list-style-type: none"> ○ Performed <u>tasks with clear and specified objectives</u> in forestry technician support that involved the investigation of a <u>limited number</u> of variables in accordance with approaches that were structured by others. 	<p>This statement indicates that you are able to complete tasks when the expectations and instruction are clear. <i>(Least complex of the choices.)</i></p>	<p>You can stack sticks with the best of them!</p>
<ul style="list-style-type: none"> ○ Experience, education, or training less than the levels described above. ○ None of the above. 		