



NATIONAL GUARD BUREAU

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ARNG-HRR

25 May 2017

MEMORANDUM FOR NG J1 RRF (All-Entire RRF)

SUBJECT: SMOM 17-045, Implementation of the Work Preference Assessment (WPA) Special Purpose Test

1. Implementation of the Work Preference Assessment (WPA) Special Purpose Test.
The purpose of this message is to announce the introduction of the Army's Work Preference Assessment (WPA) Special Purpose Test. It will be available to commence administration to Army applicants beginning June 1, 2017.
 - a. Background: WPA was developed to measure the "Fit" between person and MOS/Army environment. It is research only and will have no impact on applicants who process at the MEPS. The data collected will be used to analyze the predictive validity and classification potential of the test. There is no intent for WPA to tell an applicant what to do or make decisions for them. Rather, if validated for use at some future time, it is designed to help them make better choices.
 - b. Applicants that take the WPA will not receive a score and the system does not have the ability to print a score report (the research is completely seamless to the applicant and the guidance counselors at the MEPS).
 - c. WPA will only be administered at the MEPS.
 - d. All applicants who take the ASVAB or PiCAT confirmation at the MEPS must take the WPA. Applicants who are already ASVAB qualified upon arrival at the MEPS will not be administered the WPA.
 - e. Army has the lead for the WPA study for DoD. The Army Research Institute (ARI) is Army's lead agency for this study.
2. The WPA measures respondents' preferences for performing different kinds of work or working in different kinds of environments. The 60 item test takes about 15 minutes to complete on the CAT-ASVAB platform. The WPA is used for research and data collected will be used to analyze the predictive validity and classification potential of the test; therefore, applicants taking the test will not receive a score nor does the system provide the ability to print a score report.
3. The WPA will only be administered to applicants who are not already ASVAB qualified. This means it will only be administered to applicants who test in the MEPS for

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their initial aptitude qualification, including PiCAT vTest. MET site testers, to include iCAT, applicants using a student test, or applicants who retest on the ASVAB do not take WPA. WPA will be selected from the test delivery screen like any other special test.

4. The point of contact for this operational message is the ARNG ARISS Functionals: Mr. Ronnie Mitchum at (502) 626-4361 or ronnie.l.mitchum2.civ@mail.mil, or Mr. Russell Beausoleil at (502) 626-1117 or russell.e.beausoleil.civ@mail.mil.



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