SPECIAL EDITION:

APPLICANT FLOW DATA WAREHOUSE

USA Staffing

Reporting and Analytics Release Notes

Stage Release Date: May 20, 2022

Production Release Date: May 20, 2022

Reporting and Analytics

The Applicant Flow Data Warehouse (AFDW) is the new data warehouse for applicant flow and demographic data. At maturity, it will contain the same data available through the Applicant Flow Data Analytics data package as well as most of the enhancement requests related to applicant flow data. The AFDW is based on the same tables used by the Hiring Data Warehouse (HDW) and is therefore structured to improve performance and will be loaded at regular intervals. Details about the data now available through the AFDW are provided in these Release Notes.

- Data Structure:
    - Query subjects are organized into folders by topic (e.g., Announcement Information, Application Information, Application Metrics, Vacancy Information) to make it as easy as possible to locate the data needed for reports.
    - Data is optimized for improved performance. Rather than using views to act as an intermediary between the USA Staffing database and the Applicant Flow Data Analytics data package available in Cognos, the AFDW has built tables that load data periodically from the USA Staffing database. The AFDW Cognos model pulls directly from the AFDW tables.
    - The AFDW model will eventually include two separate namespaces – Vacancy and Application Rating Combination. Each namespace will contain the same data about announcements and vacancies, but metrics and application data will vary based on the granularity of the data. Data from different namespaces *cannot* be combined into a single query or list in Cognos. The initial release of the AFDW only includes the Vacancy namespace.
        - Vacancy namespace: Application data is at the vacancy level. This is similar to the current Applicant Flow Data Analytics reporting capabilities.
            - First iteration of the AFDW – see Stage and Production release dates on the cover page of this document.
            - If a vacancy is released for multiple rating combinations (series-grade-specialty combinations), it is not be possible to identify which rating combination(s) an applicant wishes to be considered for.
            - Milestones in the staffing process (applied, qualified, etc.) indicate if an applicant did or did not make it to/through that milestone for at least one rating combination (e.g., for a vacancy released at the GS-5 and GS-7 grade levels, if an applicant was referred for GS-5 but not GS-7, they would be identified as a referred application).
        - Application Rating Combination namespace:
            - Second iteration of the AFDW – Stage and Production release dates are TBD.
            - Provides the capability to differentiate which rating combination(s) an applicant wishes to be considered for.
            - Milestones in the staffing process (applied, qualified, etc.) indicate if an applicant did or did not make it to/through that milestone for each rating combination (e.g., for a vacancy released at the GS-5 and GS-7 grade levels, if an applicant was referred for GS-5 but not GS-7 they would be identified as referred for GS-5 and not referred for GS-7).
- Table Loading:
    - Like the HDW, the AFDW uses a rolling snapshot process to load the tables that are used for reporting. The AFDW is scheduled to begin the update process every 8 hours (actual load times vary, therefore specific times cannot be provided for when data is refreshed) though some exceptions may apply.
    - The rolling snapshot process is outlined using the figures below. Key notes about snapshots:
        - A snapshot is a read only, static copy of the AFDW Parent, also known as the collection of tables that make up the AFDW.
        - An individual Cognos report uses the newest snapshot that exists at the time the user clicks "Run" or the time the report is scheduled to begin.
        - Once all reports using an older snapshot have completed, the snapshot is removed. This process prevents interruption of running reports.

Fig. 1

Table Loading – Rolling Snapshots

1 Data pulled using SSIS ETL

3 Cognos connects to Snapshot as data source

SSIS ETL

AFDW Parent

Snapshot 1

Cognos

Data from USA Staffing interface

2 Snapshot created

Fig. 2

Table Loading – Rolling Snapshots

4 SSIS ETL updates AFDW Parent based on Staffing Tenant databases
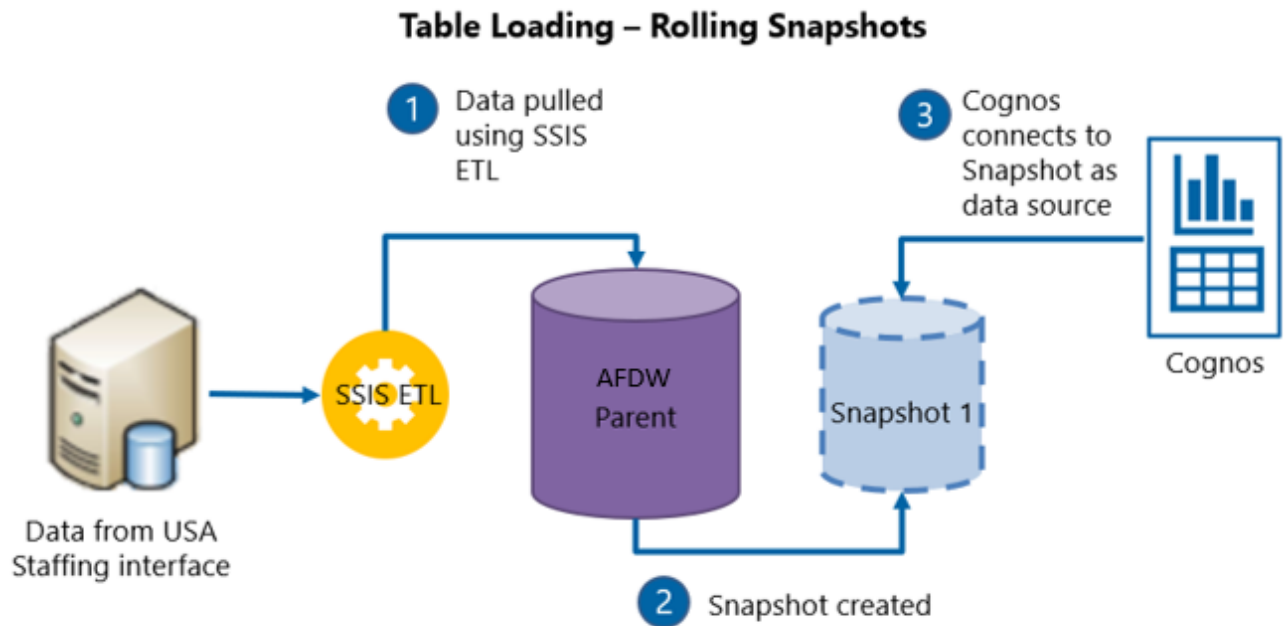
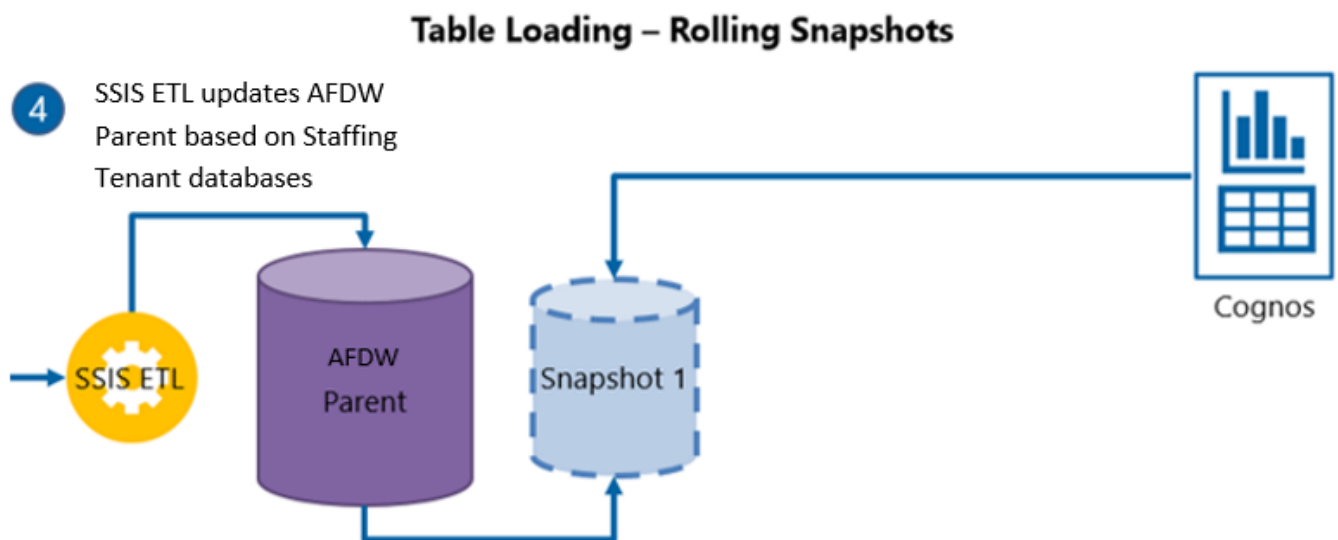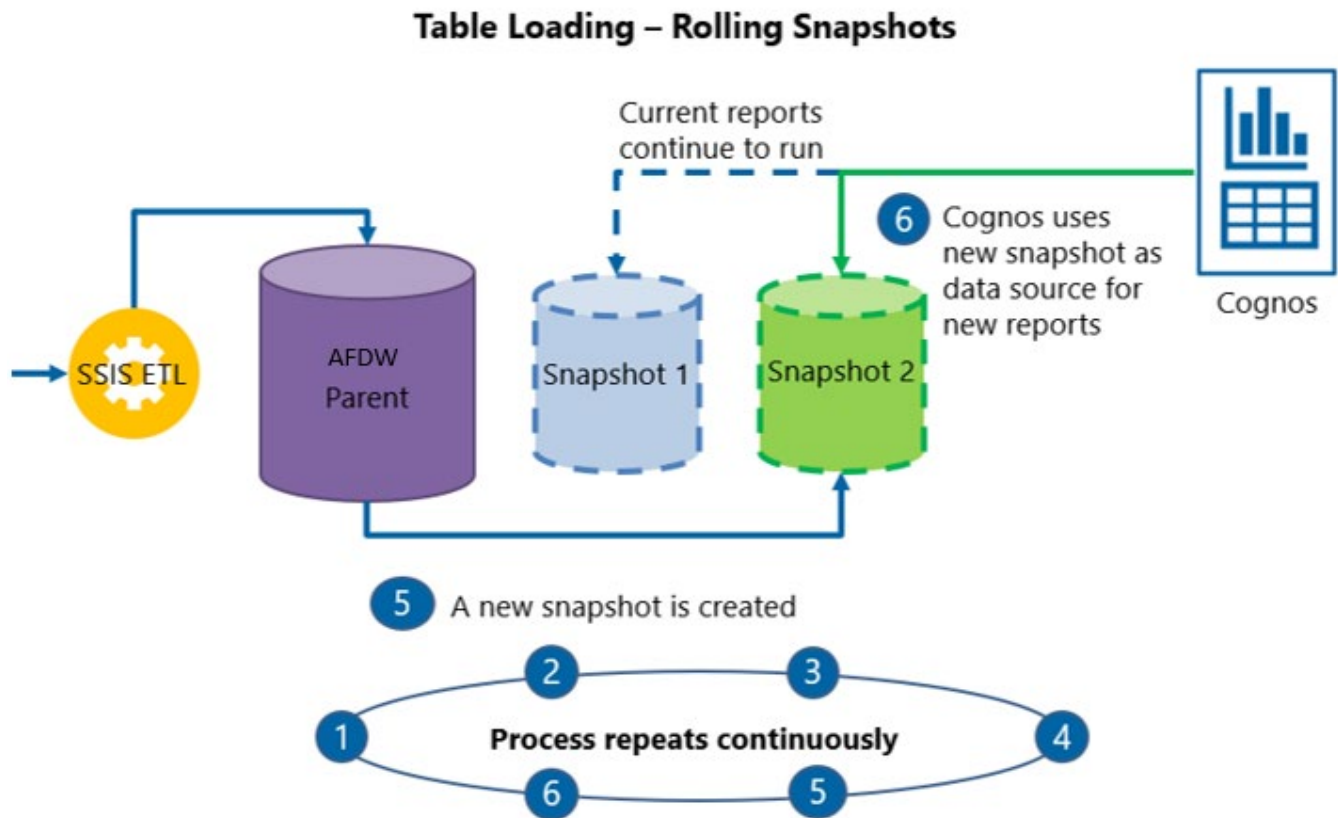SSIS ETL

AFDW Parent

Snapshot 1

Cognos

Fig. 3

Applicant Flow Data Warehouse

- Vacancy namespace
  - Announcement Information folder
    - Announcement query subject: enables reporting on details related to an announcement.
      - 'Announcement Close Date': The calendar date that an announcement closed.
      - 'Announcement Hiring Paths': Concatenated field showing all hiring paths that are associated with an announcement.
      - 'Announcement Last Modified Date/Time': The timestamp of the last time an announcement was last modified.
      - 'Announcement Locations': Concatenated field showing all locations (city, state, country or city, country) that are associated with an announcement.
      - 'Announcement Number': The unique identifying number associated with an announcement.
      - 'Announcement Open Date': The calendar date that an announcement opened.
      - 'Announcement Released Date/Time': The date/time of the most recent change to the release status of an announcement (i.e., released, updated, or removed) on USAJOBS.
      - 'Announcement Released?': Flag indicating if the announcement has been released to USAJOBS.
      - 'Announcement Status': The current status of an announcement as determined by the system and based on whether the announcement is released and if it is between the open and close dates.
      - 'Application Limit': The maximum number of applications an announcement can collect before being automatically closed on the date the maximum number is reached.

- 'Application Limit Set?': Flag indicating if the announcement is set to automatically close on the date a specified number of applications is received.
- 'External Contact Email': The email address of the point of contact outside of the organization that is responsible for answering questions about the announcement.
- 'External Contact ID': The unique identifier assigned to the point of contact outside the organization that is responsible for answering questions about the announcement.
- 'External Contact Name': The last name, first name of the point of contact outside the organization that is responsible for answering questions about the announcement.
- 'Internal Contact Email': The email address of the point of contact within the organization that is responsible for answering questions about the announcement.
- 'Internal Contact ID': The unique identifier assigned to the point of contact within the organization that is responsible for answering questions about the announcement.
- 'Internal Contact Name': The last name, first name of the individual within the organization that is responsible for answering questions about the announcement.
- 'Maximum Salary': The maximum salary associated with the position being posted to USAJOBS.
- 'Minimum Salary': The minimum salary associated with the position being posted to USAJOBS.
- 'Not to Exceed': Description of the special duration of the appointment type.
- 'Salary Type': The frequency of salary payment.
- 'Total Openings': The number of position openings associated with the announcement.
- 'USAJOBS Control Number': The USAJOBS provided announcement control number.
- 'USAJOBS Job Status': The current status of the announcement and staffing process as shown in USAJOBS.
- 'USAJOBS Job Status Last Modified Date/Time': The timestamp of the last time the USAJOBS Job Status was modified.
- 'Who May Apply': Description of the types of candidates that may apply for a job posting.
- 'Who May Apply Override Text': A description of the type of candidates that may apply for a job posting, as entered by an HR Specialist.
- Announcement Location query subject: enables reporting on the locations associated with an announcement.
  - 'Announcement Location City': The city of the location for which a position is announced.
  - 'Announcement Location Country': The country of the location for which a position is announced.
  - 'Announcement Location County': The county of the location for which a position is announced.
  - 'Announcement Location Description': The city, state, country or city and country of the location for which a position is announced.
  - 'Announcement Location Duty Station Code': The duty station code for the location for which a position is announced.
  - 'Announcement Location Label': The text description of the announcement location to provide additional information, as entered by a user.
  - 'Announcement Location Openings': When the number of vacancies is set by location, the number of position openings for a location for which a position is announced.
  - 'Announcement Location State': The state of the location for which a position is announced.
  - 'Announcement Location State Abbreviation': The abbreviation of the state of the location for which a position is announced.

- Appointment Type query subject: enables reporting on the appointment types associated with an announcement.
  - 'Appointment Type': Identifies the type of appointment (e.g., permanent, temporary, term).
- Hiring Path query subject: enables reporting on the hiring paths associated with an announcement.
  - 'Hiring Path Description': The description of the group(s) of job seekers who are eligible to apply for a position.
  - 'Hiring Path Name': The group(s) of job seekers who are eligible to apply for a position (e.g., The Public, Federal Employees – Competitive Service, Veterans).
- Work Schedule query subject: enables reporting on the work schedules associated with an announcement.
  - 'Work Schedule': Identifies the type of work schedule (e.g., full time, part time, intermittent, shift work, job sharing) for the position announced.
- Application Information folder
  - Application query subject: enables reporting on details related to an applicant's application to a vacancy and a summary of each applicant's responses to the demographic questions.
    - 'Applicant Unique Identifier': A randomly generated series of numbers or characters used to uniquely identify an individual applicant record across all vacancies an applicant has applied to.
    - 'Application Unique Identifier': A randomly generated series or numbers and/or letters used to uniquely identify an individual's application to a specific vacancy.
    - 'Application Eligibility End Date': The last day that an application may be considered for a given position, based on the vacancy period of eligibility.
    - 'Application Eligibility Start Date': The first day that an application may be considered for a given position, based on application submission and the vacancy period of eligibility.
    - 'Application Expired?': Flag indicating whether or not an application is expired, based on whether or not the application eligibility end date has passed.
    - 'Application Last Modified Date/Time': The timestamp of the last time an application was last modified.
    - 'Application Last Submitted Date/Time': The date/time of the last time an application was submitted.
    - 'Application Re-Rated?': Flag indicating if an application was re-rated at any rating combination.
    - 'Application Status': The status of a job application within the hiring process.
    - 'Claimed Eligibilities': The concatenated eligibilities claimed by an application.
    - 'Disability Codes': The concatenated codes for the disabilities/serious health conditions disclosed in an application.
    - 'Disability Indicator': Metric indicating whether an application disclosed one or more disabilities/serious health conditions as defined in MD-715 reporting (i.e., 0 if not, 1 if yes). This indicator uses criteria consistent with the MD-715 B tables, wherein individuals disclosing the SF-256 disability codes 02, 03, and 06-99 will show as 1 (yes).
    - 'Disability Omitted Indicator': Metric indicating whether an application did not respond to the disability question in their applicant profile in USAJOBS (i.e., 0 if not, 1 if yes).
    - 'Disability Responses': The concatenated disabilities/serious health conditions disclosed in an application.
    - 'Eligibility Adjudications': The concatenated adjudication status (Claimed, Not Qualified, Qualified) of the eligibilities claimed by an application.
    - 'Eligible Series': For interdisciplinary vacancies, the occupational series for which an application is eligible for referral. For single series vacancies, this field will be null.

- 'Ethnicity and Race Category': The categorization of applicant ethnicity and race responses utilized for MD-715 reporting.
- 'Override?': Flag indicating if an application's qualifications and/or rating was manually overridden at any rating combination.
- 'Qualification Override?': Flag indicating if an application's qualification was manually overridden from qualified to not qualified at any rating combination.
- 'Rating Override?': Flag indicating if an application's rating was manually overridden to adjust the applicant's score at any rating combination.
- 'Record Status Code': The status code of an application within the hiring process (e.g., AA, AC, HH).
- 'Record Status Code Description': The status of an application within the hiring process.
- 'Sex Response': The sex disclosed in an application.
- 'Targeted Disability Indicator': Metric indicating whether an application disclosed one or more targeted disabilities/serious health conditions as defined in MD-715 reporting (i.e., 0 if not, 1 if yes).
- 'Veterans Preference Adjudicated': A code indicating the category of veterans preference an applicant is entitled to based on completion of the adjudication process for a vacancy.
- 'Veterans Preference Adjudicated Description': A description of the category of veterans preference an applicant is entitled to based on completion of the adjudication process for a vacancy.
- 'Veterans Preference Claimed': A code indicating the category of veterans preference an applicant is claiming when submitting an application for a vacancy.
- 'Veterans Preference Claimed Description': A description of the category of veterans preference an applicant is claiming when submitting an application for a vacancy.
- Application Eligibility query subject: enables reporting on the eligibilities claimed by an applicant as well as the adjudication status of the claimed eligibilities.
  - 'Claimed Eligibility': A specific job requirement that may be considered during the referral process that the applicant has claimed to meet.
  - 'Claimed Eligibility Label': An abbreviated version or code for an eligibility claimed by an applicant.
  - 'Claimed Eligibility Type': The type of eligibility (e.g., Current Agency Employee, Transfer) claimed by an applicant.
  - 'Eligibility Adjudication': The status or result of the adjudication process for an applicant's claimed eligibility (e.g., Claimed, In Process, Eligible, Ineligible).
- Application Location query subject: enables reporting on the location(s) an applicant is applying to/for in an announcement.
  - 'Application Location City': The city of the location for which an application was submitted.
  - 'Application Location Country': The country of the location for which an application was submitted.
  - 'Application Location County': The county of the location for which an application was submitted.
  - 'Application Location Description': The city, state, country or city and country of the location for which an application was submitted.
  - 'Application Location Duty Location Code': The duty station code for the location for which an application was submitted.
  - 'Application Location State': The state of the location for which an application was submitted.
  - 'Application Location State Abbreviation': The abbreviation for the state of the location for which an application was submitted.

- Recruitment Source query subject: enables reporting on the responses provided by an applicant to the USAJOBS "How did you hear about this job?" question.
    - 'Recruitment Source Comment': The additional description of the applicant's "Other" response to the item in USAJOBS used to collect information about how the applicant heard about the job.
    - 'Recruitment Source Item': The text of the item in USAJOBS used to collect information about how the applicant heard about the job.
    - 'Recruitment Source Response': The text of the applicant's response to the item in USAJOBS used to collect information about how the applicant heard about the job.
  - Application Metrics folder
    - Applicant Flow query subject: enables reporting on precalculated metrics showing the flow of applications through the staffing process.
        - 'Entered on Duty Indicator': Metric indicating if an application was selected and has entered on duty for at least one rating combination for the vacancy (i.e., 0 if not, 1 if yes).
        - 'Not Referred – Not Qualified Indicator': Metric indicating whether an application was not referred for any non-cancelled certificate because the application was not qualified (i.e., 0 if qualified but not referred, 1 if not qualified and not referred).
        - 'Not Referred – Qualified Indicator': Metric indicating whether an application was not referred on any non-cancelled certificate but was qualified for at least one rating combination for a vacancy (i.e., 0 if not qualified and not referred, 1 if qualified but not referred).
        - 'Qualified Indicator': Metric indicating whether an application was qualified for at least one rating combination for a vacancy (i.e., 0 if not, 1 if yes).
        - 'Referred Indicator': Metric indicating whether an application was referred on at least one non-cancelled certificate for a vacancy (i.e., 0 if not, 1 if yes).
        - 'Selected Indicator': Metric indicating whether an application was selected (i.e., Audit Code = Selected) for at least one rating combination for the vacancy (i.e., 0 if not, 1 if yes).
        - 'Sent Official Offer Indicator': Metric indicating whether an application was sent an official job offer for at least one rating combination for the vacancy (i.e., 0 if not, 1 if yes).
        - 'Sent Tentative Offer Indicator': Metric indicating whether an application was sent a tentative job offer for at least one rating combination for the vacancy (i.e., 0 if not, 1 if yes).
    - Application Metric Date query subject: enables reporting on various date types associated with the date on which applications were last submitted.
        - 'Application Calendar Month': The name of the month of the calendar year (e.g., January, February) in which the application was last submitted.
        - 'Application Calendar Month Number': The number of the month of the calendar year (e.g., January = 1, February = 2) in which the application was last submitted.
        - 'Application Calendar Year': The calendar year (e.g., 2020) in which the application was last submitted.
        - 'Application Fiscal Month': The number of the month of the fiscal year (e.g., October = 1, November = 2) in which the application was last submitted.
        - 'Application Fiscal Quarter': The fiscal quarter (e.g., Q1, Q2) in which the application was last submitted.
        - 'Application Fiscal Year': The fiscal year (e.g., 2020) in which the application was last submitted.
    - Disability query subject: enables reporting on the response(s) provided by an applicant to the disabilities/serious health conditions item in their USAJOBS profile.

- '01 – Do Not Wish to Identify Indicator': Metric indicating whether an application indicated they do not wish to identify their disability or serious health condition (i.e., 0 if not, 1 if yes).
- '02 – Developmental Disability Indicator': Metric indicating whether an application disclosed a developmental disability (e.g., autism spectrum disorder) (i.e., 0 if not, 1 if yes).
- '03 – Traumatic Brain Injury Indicator': Metric indicating whether an application disclosed a traumatic brain injury (i.e., 0 if not, 1 if yes).
- '05 – No Disability Indicator': Metric indicating whether an application disclosed they do not have a disability or serious health condition (i.e., 0 if not, 1 if yes).
- '06 – Disability or Other Condition Not Listed Indicator': Metric indicating whether an application disclosed they have a disability or serious health condition that is not provided as an option on the form (i.e., 0 if not, 1 if yes).
- '13 – Speech Impairment Indicator': Metric indicating whether an application disclosed speech impairment (i.e., 0 if not, 1 if yes).
- '19 – Deaf of Serious Difficulty Hearing Indicator': Metric indicating whether an application disclosed deafness or serious difficulty hearing, benefiting from, for example American Sign Language, CART, hearing aids, a cochlear implant, and/or other supports (i.e., 0 if not, 1 if yes).
- '20 – Blind or Serious Difficulty Seeing Indicator': Metric indicating whether an application disclosed blindness or serious difficulty seeing even when wearing glasses (i.e., 0 if not, 1 if yes).
- '31 – Missing Extremities Indicator': Metric indicating whether an application disclosed missing extremities (arm, leg, hand, and/or foot) (i.e., 0 if not, 1 if yes).
- '40 – Significant Mobility Impairment Indicator': Metric indicating whether an application disclosed significant mobility impairment, benefiting from the utilization of a wheelchair, scooter, walker, leg brace(s), and/or other supports (i.e., 0 if not, 1 if yes).
- '41 – Spinal Abnormalities Indicator': Metric indicating whether an application disclosed spinal abnormalities, for example spina bifida or scoliosis (i.e., 0 if not, 1 if yes).
- '44 – Non-Paralytic Orthopedic Impairment Indicator': Metric indicating whether an application disclosed non-paralytic orthopedic impairments, for example chronic pain, stiffness, weakness in bones or joints, and/or some loss of ability to use part or parts of the body (i.e., 0 if not, 1 if yes).
- '51 – HIV Positive/Aids Indicator': Metric indicating whether an application disclosed HIV Positive/AIDS (i.e., 0 if not, 1 if yes).
- '52 – Morbid Obesity Indicator': Metric indicating whether an application disclosed morbid obesity (i.e., 0 if not, 1 if yes).
- '59 – Nervous System Disorder Indicator': Metric indicating whether an application disclosed a nervous system disorder, for example migraine headaches, Parkinson's disease, or multiple sclerosis (i.e., 0 if not, 1 if yes).
- '60 – Partial or Complete Paralysis Indicator': Metric indicating whether an application disclosed partial or complete paralysis (i.e., 0 if not, 1 if yes).
- '80 – Cardiovascular or Heart Disease Indicator': Metric indicating whether an application disclosed cardiovascular or heart disease (i.e., 0 if not, 1 if yes).
- '81 – Depression, Anxiety, or Other Psychiatric Disorder': Metric indicating whether an application disclosed depression, anxiety disorder, or other psychiatric disorder (i.e., 0 if not, 1 if yes).
- '82 – Epilepsy or Other Seizure Disorders Indicator': Metric indicating whether an application disclosed epilepsy or other seizure disorders (i.e., 0 if not, 1 if yes).
- '83 – Blood Diseases Indicator': Metric indicating whether an application disclosed blood disease, for example sickle cell anemia or hemophilia (i.e., 0 if not, 1 if yes).

- '84 – Diabetes Indicator': Metric indicating whether an application disclosed diabetes (i.e., 0 if not, 1 if yes).
- '85 – Orthopedic Impairment Disorder Indicator': Metric indicating whether an application disclosed orthopedic impairments or osteo-arthritis (i.e., 0 if not, 1 if yes).
- '86 – Pulmonary or Respiratory Conditions Indicator': Metric indicating whether an application disclosed pulmonary or respiratory conditions, for example tuberculosis, asthma, or emphysema (i.e., 0 if not, 1 if yes).
- '87 – Kidney Dysfunction Indicator': Metric indicating whether an application disclosed kidney dysfunction (i.e., 0 if not, 1 if yes).
- '88 – Cancer Indicator': Metric indicating whether an application disclosed cancer (present or past history) (i.e., 0 if not, 1 if yes).
- '90 – Intellectual Disability Indicator': Metric indicating whether an application disclosed an intellectual disability (i.e., 0 if not, 1 if yes).
- '91 – Significant Psychiatric Disorder Indicator': Metric indicating whether an application disclosed a significant psychiatric disorder, for example bipolar disorder, schizophrenia, PTSD, or major depression (i.e., 0 if not, 1 if yes).
- '92 – Dwarfism Indicator': Metric indicating whether an application disclosed dwarfism (i.e., 0 if not, 1 if yes).
- '93 – Significant Disfigurement Indicator': Metric indicating whether an application disclosed significant disfigurement, for example disfigurements caused by burns, wounds, accidents, or congenital disorders (i.e, 0 if not, 1 if yes).
- '94 – Learning Disability or ADD/ADHD Indicator': Metric indicating whether an application disclosed learning disability or attention deficit/hyperactivity disorder (ADD/ADHD) (i.e., 0 if not, 1 if yes).
- '95 – Gastrointestinal Disorders Indicator': Metric indicating whether an application disclosed gastrointestinal disorders, for example Crohn's Disease, irritable bowel syndrome, colitis, celiac disease, or dysphexia (i.e., 0 if not, 1 if yes).
- '96 – Autoimmune Disorder Indicator': Metric indicating whether an application disclosed autoimmune disorder, for example lupus, fibromyalgia, or rheumatoid arthritis (i.e., 0 if not, 1 if yes).
- '97 – Liver Disease Indicator': Metric indicating whether an application disclosed liver disease, for example hepatitis or cirrhosis (i.e., 0 if not, 1 if yes).
- '98 – History of Alcoholism or Drug Addiction Indicator': Metric indicating whether an application disclosed history of alcoholism or history of drug addiction (but not currently using illegal drugs) (i.e., 0 if not, 1 if yes).
- '99 – Endocrine Disorder Indicator': Metric indicating whether an application disclosed endocrine disorder, for example thyroid dysfunction (i.e., 0 if not, 1 if yes).
- Ethnicity and Race query subject: enables reporting on the responses provided by an applicant to the race and ethnicity items in their USAJOBS profile.
  - 'American Indian or Alaska Native Indicator': Metric indicating whether an application identifies as a person having origins in any of the original peoples of North or South America (including Central America), and who maintains tribal affiliation or community attachment (i.e., 0 if not, 1 if yes).
  - 'Asian Indicator': Metric indicating whether an application identifies as a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, or Vietnam (i.e., 0 if not, 1 if yes).
  - 'Black or African American Indicator': Metric indicating whether an application identifies as a person having origins in any of the black racial groups of Africa (i.e., 0 if not, 1 if yes).

- 'Hispanic or Latino Indicator': Metric indicating whether an application identifies as a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race (i.e., 0 if not, 1 if yes).
- 'Native Hawaiian or Other Pacific Islander Indicator': Metric indicating whether an application identifies as a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific islands (i.e., 0 if not, 1 if yes).
- 'White Indicator': Metric indicating whether an application identifies as a person having origins in any of the original peoples of Europe, the Middle East, or North Africa (i.e., 0 if not, 1 if yes).
- Sex query subject: enables reporting on the response provided by an applicant to the sex item in their USAJOBS profile.
  - 'Female Indicator': Metric indicating whether an application identifies as a female (i.e., 0 if not, 1 if yes).
  - 'Male Indicator': Metric indicating whether an application identifies as a male (i.e., 0 if not, 1 if yes).
- Vacancy Information folder
  - Appointing Authorities query subject: enables reporting on the appointing authorities associated with a vacancy.
    - 'Appointing Authority': The name of the vacancy tag indicating the appointing authority of the vacancy.
  - Customer query subject: enables reporting on the customer(s) associated with a vacancy.
    - 'Agency Code': The code for the CPDF agency associated with the customer.
    - 'Agency Name': The name associated with the code identifying the agency and, where applicable, the administrative subdivision (i.e., subelement).
    - 'Customer Name': The hiring entity on whose behalf a job is posted.
    - 'Department Code': Government wide codes used to uniquely identify each federal entity.
    - 'Department Name': Name associated with the government wide code used to uniquely identify each federal entity.
  - Mission Critical Occupations query subject: enables reporting on the mission critical occupations associated with a vacancy.
    - 'Mission Critical Occupation': The name of the mission critical occupation tag associated with a vacancy.
  - Organization and Office query subject: enables reporting on the staffing organization and office associated with a vacancy.
    - 'Hiring Organization Name': The name of the organization in which a vacancy is being filled.
    - 'Staffing Office Code': The code associated with the office managing the staffing process.
    - 'Staffing Office Name': The name of the office managing the staffing process.
    - 'Staffing Organization Code': The code associated with the organization managing the staffing process.
    - 'Staffing Organization Name': The name of the organization managing the staffing process.
  - Position Description query subject: enables reporting on the position descriptions associated with a vacancy.
    - 'Vacancy Grade': The pay rate level as indicated on the position description associated with a vacancy.
    - 'Vacancy Pay Plan': The table or array of pay rates as indicated on the position description associated with a vacancy.

- 'Vacancy Position Description Number': The code identifying a position description associated with a vacancy.
- 'Vacancy Position Description Title': The job title of a position as indicated on the position description associated with a vacancy.
- 'Vacancy Series': The occupational code identifying the position as indicated on the position description associated with a vacancy.
- 'Vacancy Series Title': The title of the occupational series of a position as indicated on the position description associated with a vacancy.
- 'Vacancy Specialty': The specialty area of a position as indicated on the position description associated with a vacancy.
- Tenant query subject: enables reporting on the tenant, or group of organizations, in which the data is stored.
  - 'Tenant Code': The code defining the group of organizations and customers stored and secured separately from other USA Staffing agency data.
  - 'Tenant Name': The name defining the group of organizations and customers stored and secured separately from other USA Staffing agency data.
- Vacancy query subject: enables reporting details related to a vacancy.
  - 'ACWA Position?': Flag indicating if a vacancy is an Administrative Careers with America (ACWA) position.
  - 'Announcement Types': A concatenation of the announcement types into a single field for the associated announcement.
  - 'Interdisciplinary?': Flag indicating if the position is interdisciplinary.
  - 'Internal Merit Promotion?': Flag indicating if the vacancy announcement type includes Internal Merit Promotion.
  - 'Manual Assessment Used?': Flag indicating if a vacancy uses a manual assessment to evaluate applicants.
  - 'No Assessment Used?' Flag indicating if a vacancy did not use assessment to evaluate applicants.
  - 'Public?': Flag indicating if the vacancy announcement type includes Public (U.S. Citizens and Non-Citizens).
  - 'Questionnaire Used?': Flag indicating if a vacancy uses a questionnaire to evaluate applicants.
  - 'RNO Data Collected?': Flag indicating if the race, national origin, and other demographics data is requested from applicants to the vacancy.
  - 'Status?': Flag indicating if the vacancy announcement type includes Status (Federal/Veteran/Other Eligible).
  - 'USA Hire Used?': Flag indicating if a vacancy uses a USA Hire assessment to evaluate applicants.
  - 'Vacancy Appointing Authorities': The concatenated appointing authority tags associated with a vacancy.
  - 'Vacancy Creation Date': The date the vacancy was created.
  - 'Vacancy Job Title': The job title for the position as it appears on USAJOBS.
  - 'Vacancy Last Modified Date/Time': The timestamp of the last time a vacancy was modified.
  - 'Vacancy Mission Critical Occupations': The concatenated mission critical occupation tags associated with a vacancy.
  - 'Vacancy Number': The unique identifying number associated with a vacancy.
  - 'Vacancy Pay Plan-Series-Grade': The concatenated pay plan, series, and grade(s) associated with a vacancy.
  - 'Vacancy Status': The status of the vacancy as determined by the completion of tasks related to the vacancy.

- 'Vacancy Supervisory Position?': Flag indicating if the position is supervisory.
- 'Vacancy Telework Eligible': Flag indicating if the position is eligible for telework.
- 'Vacancy Type': The type of vacancy (Case Exam or Standing Register).
  - o Vacancy Metrics folder
    - ▪ Vacancy Metric query subject: enables the use of pre-calculated metrics for the most commonly used metrics related to the vacancy.
      - 'Total Applied': Metric indicating the total number of unique applications received for a vacancy.
      - 'Total Certificates Audited': Metric indicating the total number of audited certificates.
      - 'Total Certificates Audited and Unused': Metric indicating the total number of audited certificates without selections.
      - 'Total Certificates Audited and Unused with Veterans': Metric indicating the total number of audited certificates without selections that had veterans.
      - 'Total Certificates Audited and Unused without Veterans': Metric indicating the total number of audited certificates without selections that did not have veterans.
      - 'Total Certificates Audited and Used': Metric indicating the total number of audited certificates with selections.
      - 'Total Certificates Audited and Used with Veterans': Metric indicating the total number of audited certificates with selections that had veterans.
      - 'Total Certificates Audited and Used without Veterans': Metric indicating the total number of audited certificates with selections that did not have veterans.
      - 'Total Certificates Issued': Metric indicating the total number of certificates issued.
      - 'Total Entered on Duty': Metric indicating the total number of unique applications selected and entered on duty for at least one rating combination for the vacancy.
      - 'Total Hired': Metric indicating the total number of unique applications selected by the hiring manager (Audit Code = Selected) and audited by the HR Specialist as hired (Return Status = Hired) for at least one rating combination for the vacancy.
      - 'Total Not Referred – Not Qualified': Metric indicating the total number of unique applications not referred on any non-cancelled certificate because the application was not qualified for any rating combination for the vacancy.
      - 'Total Not Referred – Qualified': Metric indicating the total number of unique applications not referred on any non-cancelled certificate but were qualified for at least one rating combination for the vacancy.
      - 'Total Qualified': Metric indicating the total number of unique applications received for a vacancy that are qualified for at least one rating combination.
      - 'Total Referred': Metric indicating the total number of unique applications referred on at least one non-cancelled certificate for the vacancy.
      - 'Total Selected': Metric indicating the total number of unique applications selected by the hiring manager (Audit Code = Selected) for at least one rating combination for the vacancy.
      - 'Total Sent Official Offers': Metric indicating the total number of unique applications that were sent an official job offer for at least one rating combination for the vacancy.
      - 'Total Sent Tentative Offers': Metric indicating the total number of unique applications that were sent a tentative offer for at least one rating combination for the vacancy.
      - 'Total Veterans Applied': Metric indicating the total number of unique veteran applications received for a vacancy. If the vacancy is not set to collect veterans preference information, this metric will be 0.
      - 'Total Veterans Entered on Duty': Metric indicating the total number of unique veteran applications selected and entered on duty for at least one rating combination for the vacancy. If the vacancy is not set to collect veterans preference information, this metric will be 0.

- 'Total Veterans Hired': Metric indicating the total number of unique veteran applications selected by the hiring manager (Audit Code = Selected) and audited by the HR Specialist as hired (Return Status = Hired) for at least one rating combination for the vacancy. If the vacancy is not set to collect veterans preference information, this metric will be 0.
- 'Total Veterans Not Referred – Not Qualified': Metric indicating the total number of unique veteran applications not referred on any non-cancelled certificate because the application was not qualified for any rating combination for the vacancy.
- 'Total Veterans Not Referred – Qualified': Metric indicating the total number of unique veteran applications not referred on any non-cancelled certificate but were qualified for at least one rating combination for the vacancy.
- 'Total Veterans Qualified': Metric indicating the total number of unique veteran applications received for a vacancy that are qualified for at least one rating combination. If the vacancy is not set to collect veterans preference information, this metric will be 0.
- 'Total Veterans Referred': Metric indicating the total number of unique veteran applications referred on at least one non-cancelled certificate for the vacancy. If the vacancy is not set to collect veterans preference information, this metric will be 0.
- 'Total Veterans Selected': Metric indicating the total number of unique veteran applications selected by the hiring manager (Audit Code = Selected) for at least one rating combination for the vacancy.
- 'Total Veterans Sent Official Offers': Metric indicating the total number of unique veteran applications that were sent an official job offer for at least one rating combination for the vacancy.
- 'Total Veterans Sent Tentative Offers': Metric indicating the total number of unique veteran applications that were sent a tentative job offer for at least one rating combination for the vacancy.
  - Vacancy Metric Date query subject: enables reporting on various date types associated with the date on which the announcement was closed.
    - 'Announcement Closed Calendar Month': The name of the month of the calendar year (e.g., January, February) in which the announcement was closed.
    - 'Announcement Closed Calendar Month Number': The number of the month of the calendar year (e.g., January = 1, February = 2) in which the announcement was closed.
    - 'Announcement Closed Calendar Year': The calendar year (e.g., 2020) in which the announcement was closed.
    - 'Announcement Closed Fiscal Month': The number of the month of the fiscal year (e.g., October = 1, November = 2) in which the announcement was closed.
    - 'Announcement Closed Fiscal Quarter': The fiscal quarter (e.g., Q1, Q2) in which the announcement was closed.
    - 'Announcement Closed Fiscal Year': The fiscal year (e.g., 2020) in which the announcement was closed.

Reports

- **Applicant Flow Vacancy-Level Detail:** Tabular report that provides detailed data related to applicant responses to ethnicity/race, sex, and disability demographic questions in the USAJOBS job seeker profile as well as applicant progress through the staffing process at the vacancy level (i.e., across all rating combinations). Information gathered from this report can be aggregated to respond to MD-715 reporting requirements or to complete other Applicant Flow Data analyses.
  - Team Content > USA Staffing Packages and Folders > Applicant Flow Data > Applicant Flow Data Warehouse

- **MD-715 A Tables – MCOs by Race, Ethnicity, and Sex:** Tabular report that provides summarized applicant responses to ethnicity/race and sex demographic questions in the USAJOBS job seeker profile to respond to the MD-715 requirements for the "A" tables (Mission Critical Occupations Distribution by Race, Ethnicity, and Sex).
  - Team Content > USA Staffing Packages and Folders > Applicant Flow Data > Applicant Flow Data Warehouse

- **MD-715 B Tables – MCOs by Disability:** Tabular report that provides summarized applicant responses to disability questions in the USAJOBS job seeker profile to respond to the MD-715 requirements for the "B" tables (Mission Critical Occupations Distribution by Disability).
  - Team Content > USA Staffing Packages and Folders > Applicant Flow Data > Applicant Flow Data Warehouse