



USA Staffing®

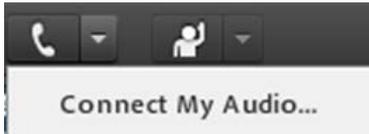
Great Government Starts Here®

August 8, 2019

The Advisory Board meeting will begin shortly.



Please log in to Adobe Connect prior to calling in so your name is tied to your phone number.



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Agenda

1. September System Downtime
2. Legacy Decommissioning
3. Better Assessments for Better Candidates – Defense Logistics Agency
4. FY20 USA Hire Pricing
5. Cognos Reports – National Institutes of Health
6. New and Upcoming Functionality
7. Onboarding Record Close Out
8. New and Updated Resources
9. Upcoming Events
10. CIO Council Code Challenges

Questions?

Use the Q&A feature in Adobe to ask questions during the meeting.



Confirmed: September 7-9 Downtime

Presenter: Bridget Dongarra, USA Staffing Program Manager

- ▶▶▶ OPM plans to implement electrical power system improvements at its primary data center in Macon, GA. These upgrades will result in increased efficiency, safety, capacity, and most importantly, fully redundant emergency power operability to enable maximum uptime.
- ▶▶▶ USAJOBS, USA Staffing, and USA Hire will be unavailable beginning at **12:01 AM EDT on Saturday, September 7th**, and will be back online no later than **7:00 AM EDT on Monday, September 9th**.
- ▶▶▶ We recommend that no job announcements and no USA Hire assessment windows be scheduled to close between September 7th and September 9th.

We appreciate your patience as OPM takes these steps to improve the OPM electrical power system in an efficient, safe, and timely manner to help ensure reliable services to our customers for years to come.



Legacy Decommissioning Plans

Legacy Onboarding Manager will be shut down as soon as all eOPF Transmissions are complete and verified.

Legacy HR User Accounts



- We will delete all **Legacy user accounts** with the exception of one or two per office by September 30, 2019.
- Please provide the name(s) of the remaining users to your Account Manager by August 14, 2019.
- The one or two remaining users will be responsible for retrieving any Legacy data for their office(s).



DEFENSE LOGISTICS AGENCY

THE NATION'S COMBAT LOGISTICS SUPPORT AGENCY



**Better Assessments for
Better Candidates**

Sarah Evans, HR Specialist
August 8, 2019



WARFIGHTER FIRST



DLA Strategic Plan 2018-2026



People & Culture – the secret sauce to DLA; indispensable to mission success

DLA's ability to attract, develop, and retain a diverse, skilled, and agile workforce is vital to our continued success

Objectives - People:

- Develop Leaders
- **Resource the Enterprise**
- Manage the Talent
- Sustain our People

Objectives - Culture:

- Fortify the Culture
- Perform and Reward
- Build Connections
- Protect the Workforce



Refreshed Hiring Process - Improved Candidate Assessments



New process provides:

- More rigorous, competency-based assessment strategy
- Higher quality assessment process (increased validity)
- Seamless application process
- More balanced candidate evaluations
- More reliable, precise referral lists → better merit-based distinctions

New approach includes supervisory and non-supervisory positions

Strengthen and grow DLA's high performing talent pool via a more robust candidate assessment strategy



Refreshed hiring process with improved candidate assessments

Assesses
technical
competencies

Refined assessment
questionnaires



Assesses
general
competencies

Situational Judgment Test
(supervisory positions)
USA Hire Assessment
(non-supervisory positions)

Better merit-based distinctions / more transparent, balanced process



SSJT Critical Competencies





USA Hire Critical Competencies



Reasoning

Reading

**Decision-
Making**

Mathematics

**Occupational
Interaction**



Results Overview



- Enterprise-wide participation
- Position coverage:
 - 100% GS supervisory coverage
 - 60% GS non-supervisory coverage
- Evaluation findings demonstrate:
 - A more rigorous, accurate applicant evaluation process
 - A “whole person”, competency-based assessment
 - More normal distribution of ratings without extremes
 - Candidates have the right technical / general skills
 - Selectees performing well in job; managers would select again
 - ~90% of workforce agrees general competencies are important for the job (DLA Culture/Climate Survey)
- Abandonment rate averages 35%
 - By-product of a more rigorous applicant assessment process





Take-aways



- Change management
 - *Early and ongoing workforce communications are important!*
- Leverage subject matter experts to develop and validate assessment/competency libraries
- Ensure job announcements *fully* explain all steps in the process
 - Update announcement templates as necessary
- Be an active stakeholder of the process
 - Regularly discuss issues with your HR representatives
- Continually evaluate the process
 - Both raw data and perceptual feedback are critical
 - Take action on the evaluation results



QUESTIONS?





FY20 USA Hire Pricing

Standard Assessments

- 8% of annual USA Staffing agreement for 20 or more licensed USA Staffing users.
- \$10,000 per year for 19 or fewer licensed USA Staffing users.
- Pricing assumes using USA Staffing as the primary Talent Acquisition System.
- Additional pricing options can be provided by request to USAHire@opm.gov.

Premium Assessments

- 1801 and 1802 job series will be Premium Assessments, due to extraordinarily high applicant volumes.
- Pricing available upon request to USAHire@opm.gov.



National Institutes of Health
Office of Management

Office of Human Resources

NIH Cognos Reports

Presented by:

Tom Corbley, Mike D'Andrea, Brendan
Gaughan, Sandra Munoz-Cintron

August 8, 2019

NIH Cognos Report Authors Team

Sharlis Anthony, Tom Corbley, Mike D'Andrea, Brendan Gaughan, Krystal Johnson, Sandra Munoz-Cintron, Alex Trader

The NIH Cognos Report Authors have developed dozens of tools to **help HR Specialists maximize their USA Staffing experience using data**, from workload management to strategic planning.

- Applicant rosters
- Preference Eligible and Non-Competitive Applicant reports
- Reports to facilitate the sharing of certificates and recruitments throughout the agency
- HR Specialist, Assistant, Team Lead, and Branch Chief dashboards
- Geographic Recruiting Trends reports
- Many more!

NIH Cognos Report Authors Team

Sharlis Anthony, Tom Corbley, Mike D'Andrea, Brendan Gaughan, Krystal Johnson, Sandra Munoz-Cintron, Alex Trader

Our team is composed of recruitment and staffing professionals who have experience with Global Recruitments (i.e., high volume recruitment at NIH), Delegated Examining, Merit Promotion, Special Hiring Programs, HR analytics, as well as a Cognos developer who works with the team and other recruitment & staffing specialists across the organization to gather requirements and develop reports.

NIH Qualifications History Report

USA Staffing® NIH Qualifications History Report

Prompt Page
NIH Qualifications History Report

Enter VIN
•

Current Date Minus x Months (NOTE: Enter -6 for Last 6 Months, for example)
•

Agency
• Vacancy Staffing Organization Name ▾

Cancel Finish

NIH Qualifications History Report

NIH Qualifications History Report

VIN: 10409256

Agency: National Institutes of Health

Application Last Submitted Date: From Current Date to: -24 Months Before Current Date

Run: Jul

Last Name	First Name	Applicant ID	VIN	Announcement Number	Application #	Application Final or Display Rating	Application Grade	Application Series	Application Specialty	Vacancy Display Type	Vacancy USAJOBS Job Title	Notes
DOE	JANE	36545	10091823	NIH-NIAID-DH-18-10091823	ADXA2-KJOG	ELTE	13	0610	Clinical Research	DH	Nurse (Clinical Research)	providing leadership in comprehensive nursing setting; preventative and therapeutic health care sero and families--positions dated 3/14/16, 8/1/07, 1/15/11 and 6/2/12
			10069609	NIH-CC-DH-18-10069609	AGZDA-LBZU	ELRV	13	0610	CLINICAL	DH	NURSE (CLINICAL NURSE)	
			10105712	NIH-NHLBI-DH-18-10105712	AYXIQ-5SYF	IQSE	13	0610		DH	Nurse (Research Specialist)	IQSE: Applicant does not possess qualifying experience at the GS 12 or GS 13 level in specialized or a clinical research environment for blood, heart, or pulmonary patients.
			10217800	NIH-NCI-DH-18-10217800	AMIU5-4V2P	IQSE	13	0610		DH	Nurse (Consultant)	DD214 Provided.
			10217800	NIH-NCI-DH-18-10217800	AMIU5-4V2P	IQSE	13	0610		DH	Nurse (Consultant)	NQ/IQSE-Meets AOC US Citizen/Vet. Meets basic requirements. MSN UNIV of Phoenix 2009; VA sta provided. Does not meet additional requirement. Lacks specialized experience such as performing the following: conducting clinical trials, executing clinical protocols, formulating and implementing research
			10241157	NIH-CC-DH-18-10241157	AWN6M-1V7F	ELRV	13	0610		DH	Nurse (Educator)	Nurse (Educator)
		10518675	NIH-SR-DH-19-10518675	AGGSR-EZZQ	IQSE	13	0610		DH	Nurse (Research Specialist)	Nurse (Research Specialist)	
		39633	10069609	NIH-CC-DH-18-10069609	AVVE1-D1LV	ELRV	13	0610	CLINICAL	DH	NURSE (CLINICAL NURSE)	
			10138431	NIH-SR-DH-18-10138431	AKB3C-ZLAX	ELPD	13	0610		DH	Nurse (Specialist Research)	2016 - present. Previous NIH GS-610-13 Need SF-50s *Need official transcripts BS-2006*
		43336	10291027	NIH-CC-DH-18-10291027	AGGR7-TGRT	ELTE	13	0610	Informatics	DH	Nurse (Consultant - Informatics)	
			10428123	NIH-NCI-DH-19-10428123	A38A7-KOTK	IQID	13	0610		DH	Nurse (Educator)	NQ/IQID. Meets AOC US Citizen. You are ineligible because you do not meet the minimum educator experience requirements for this series/specialty/grade combination. Unofficial transcripts with no con Do not meet the additional requirement and specialized experience of planning, directing, executing a educational activities directed toward professional development of nursing staff; designing, implement learning experiences for all staff levels to acquire, maintain, or increase their nursing knowledge and Park Univ Degree Link - Not listed in Resume/ID and VA Lic/NQ - Resume does not indicate experier conducting requirement studies to identify nursing informatics user needs; developing the business ru of computer applications or systems that support the work processes of patient care ; developing poli n procedures related to nursing information systems implementation, use, and maintenance; evaluation
		10495208	NIH-CC-DH-19-10495208	AYLB5-LEW1	IQSE	13	0610		DH	Supervisory Nurse (Consultant - Informatics)	Supervisory Nurse (Consultant - Informatics)	
		10558890	NIH-CC-DH-19-10558890	A96XX-117W	IQGL	13	0610		DH	Service Educator	Nurse (Educator)	
		47521	10105712	NIH-NHLBI-DH-18-10105712	A7XIX-959I	IQSE	13	0610		DH	Nurse (Research Specialist)	
			10138431	NIH-SR-DH-18-10138431	A7SNT-9MOD	ELTE	13	0610		DH	Nurse (Specialist Research)	
54111	10091823	NIH-NIAID-DH-18-10091823	AHCAN-IBMC	ELTE	13	0610		DH	Nurse (Clinical Research)	Candidate has work experience collaborating with a multidisciplinary research study team that include director, nurse manager, physicians, clinical support staff and infusion nurses. Work with the study sponsor, Principal investigators, infusion nurses and clinical staff in achieving the objectives of each research protocol. Assist the Oncology research office to manage all aspects of over 50 active		

14.00 x 8.50 in

NIH Applicant Roster with Notes Report

Prompt Page: NIH Applicant Roster with Notes Report

Please enter VIN, Pay Plan, Series, Grade, or USAJOBS Title (or part of one of these)

Search String
Type one or more keywords separated by spaces.
 Search

Options [Ⓜ]

- Starts with any of these keywords
 - Starts with the first keyword and contains all of the remaining keywords
 - Contains any of these keywords
 - Contains all of these keywords
- Case insensitive

Results:

[Select all](#) [Deselect all](#)

Insert

Remove

Choice:

[Select all](#) [Deselect all](#)

Report Format

Excel or Excel Data ▼

The Excel or Excel Data format is designed for exporting for manipulation purposes. This format is ideal for sorting and filtering applicant data in Excel or Excel Data formats. Please note that there will be multiple rows if multiple applicant notes are entered for the same applicant.

The PDF format is designed for exporting into PDF or for viewing in Excel. This format is not ideal for sorting and filtering. In this view, applicant notes are combined into one cell if exported to Excel.

Note: Do not export PDF format to Excel Data. Applicant notes will be lost.

After running either report, you will still need to export it to your desired format.

Prompt Page NIH Qualifications History Report

Enter VIN

•

Current Date Minus x Months (NOTE: Enter -6 for Last 6 Months, for example)

•

Agency

• National Institutes of Health ▼

NIH Applicant Roster with Notes Report

NIH Applicant Roster with Notes Report

VIN(s): 12345

App ID	Last Name	First Name	Application Note	VIN	Gr	Series	Specialty	Ann. Number	USAJobs Job Title	Fin. Rating	Cm Vet Pref	Adj. Vet Pref	Override?	Reviewed	Followup
123				12345	15	0601	Health Scientist Administrator (Program Officer)	NIH-GR-MP-19-12345	Health Scientist Administrator (Program Officer)	100	NV		Yes	Yes	No
456			Candidate has insufficient publications to demonstrate that they are a leader in a research capacity, current position is in an administrative/regulatory context-- candidate does not manage scientific laboratory	12345	15	0601	Health Scientist Administrator (Program Officer)	NIH-GR-MP-19-12345	Health Scientist Administrator (Program Officer)	IQID	NV		Yes	Yes	No
789			NQ - Degree is not in a medical related field.	12345	15	0601	Health Scientist Administrator (Program Officer)	NIH-GR-MP-19-12345	Health Scientist Administrator (Program Officer)	IQED	NV		Yes	Yes	No
101112				12345	15	0601	Health Scientist Administrator (Program Officer)	NIH-GR-MP-19-12345	Health Scientist Administrator (Program Officer)	100	NV		Yes	Yes	No
131415			NQ-15 - Current Health Science Policy Analyst GS-0601-14 with NIH; PhD in Demography, Demography (focused on the demography of health and aging, health disparities, Hispanic immigrant health, and health economics), Sociology of Gender, Work, and Family (focused on gender, labor force inequality, and caregiving practices), University of Maryland 2005; resume does not demonstrate on year of independent health research and one year of health research program administration	12345	15	0601	Health Scientist Administrator (Program Officer)	NIH-GR-MP-19-12345	Health Scientist Administrator (Program Officer)	IQED	NV		Yes	Yes	No
161718			NQ-15; does not have experience in the following: 2. establishing criteria and standards for others to follow in planning, reviewing, and evaluating research projects and initiating action among a variety of governmental and nongovernmental interests to bring research deficiencies, inadequacies, and new developments into sharper focus in order to redirect research efforts.	12345	15	0601	Health Scientist Administrator (Program Officer)	NIH-GR-MP-19-12345	Health Scientist Administrator (Program Officer)	IQSE	NV		Yes	Yes	No
1920			Candidate only has 3 publications and information about previous research positions is sparse. Kevin - candidate has the specialized experience; I do not see the 1 year of independent health research experience; I would NQ	12345	15	0601	Health Scientist Administrator (Program Officer)	NIH-GR-MP-19-12345	Health Scientist Administrator (Program Officer)	IQID	NV		Yes	Yes	No
2122				12345	15	0601	Health Scientist Administrator (Program Officer)	NIH-GR-MP-19-12345	Health Scientist Administrator (Program Officer)	100	TP	TP	Yes	Yes	No
232425			NQ - Appointed to GS-0601-14/3 w NIAID on 9/16/2018 thus does not meet TIG for the GS-15.	12345	15	0601	Health Scientist Administrator (Program Officer)	NIH-GR-MP-19-12345	Health Scientist Administrator (Program Officer)	IATG	NV		Yes	Yes	No

Run Date: Aug 8, 2019 1:04:55 PM Page 1 of 1

NIH HR Specialist Cognos Home Page

USA Staffing® Run NIH HRS Home Page

NIH HR Specialist Home Page

Note: It might take a few moments to load the HRS and/or Manager Dashboards.

NIH Report Links

Favorite Reports	Links
HRS Dashboard	Number and % of Yet/Non-Yet Certs
Manager Dashboard	USA Staffing SharePoint Site
New Hire Orientation Report	CSD User Resources SharePoint
NIH Applicant Roster Report	CSD Custom Cognos Reports Guide
NIH Applicant Roster with Notes Report	CSD Guide for creating Req. Vac. Ann.
NIH Applicant History Report	USAS Onboarding SharePoint Site
NIH Narrative Assessment Questions Report	Cognos Reports Decision Tree
NIH Shared Certificate Report	

New Report Available: NIH Qualifications History Report

Allows you to see the Application Notes History for all applicants who have applied to a particular VIN. Great for doing quals. Select the Maroon link above or the NIH Report Links to access this report.

NIH HR Specialist Cognos Dashboard

HR Specialist Dashboard Aug 8, 2019 6:21:36 AM

HR Specialist: Trader, Alex

Your USA Staffing login must be current for all links to work.
 You may have to wait 20+ seconds for New Hires tab to appear.

Select HRS:

- Summary
- Surge Hiring
- Workload-Notes PEs
- Cert Issue KPI
- Released to USAJOBS
- Other VINs
- Certificates
- Notifications
- New Hires End of Day
- MP Internal Movements

Summary (Note: A Blank Value Equals Zero)

Late Cert Reviews	4
Cert Reviews Due 2 Weeks	4
Disposition Not Sent (#VINs)	4
Pending New Hires (End of Day)	10
NH Forms Not Completed (End of Day)	91
Internal Movements Last 2 Months	
Cert Issue KPI	14.2

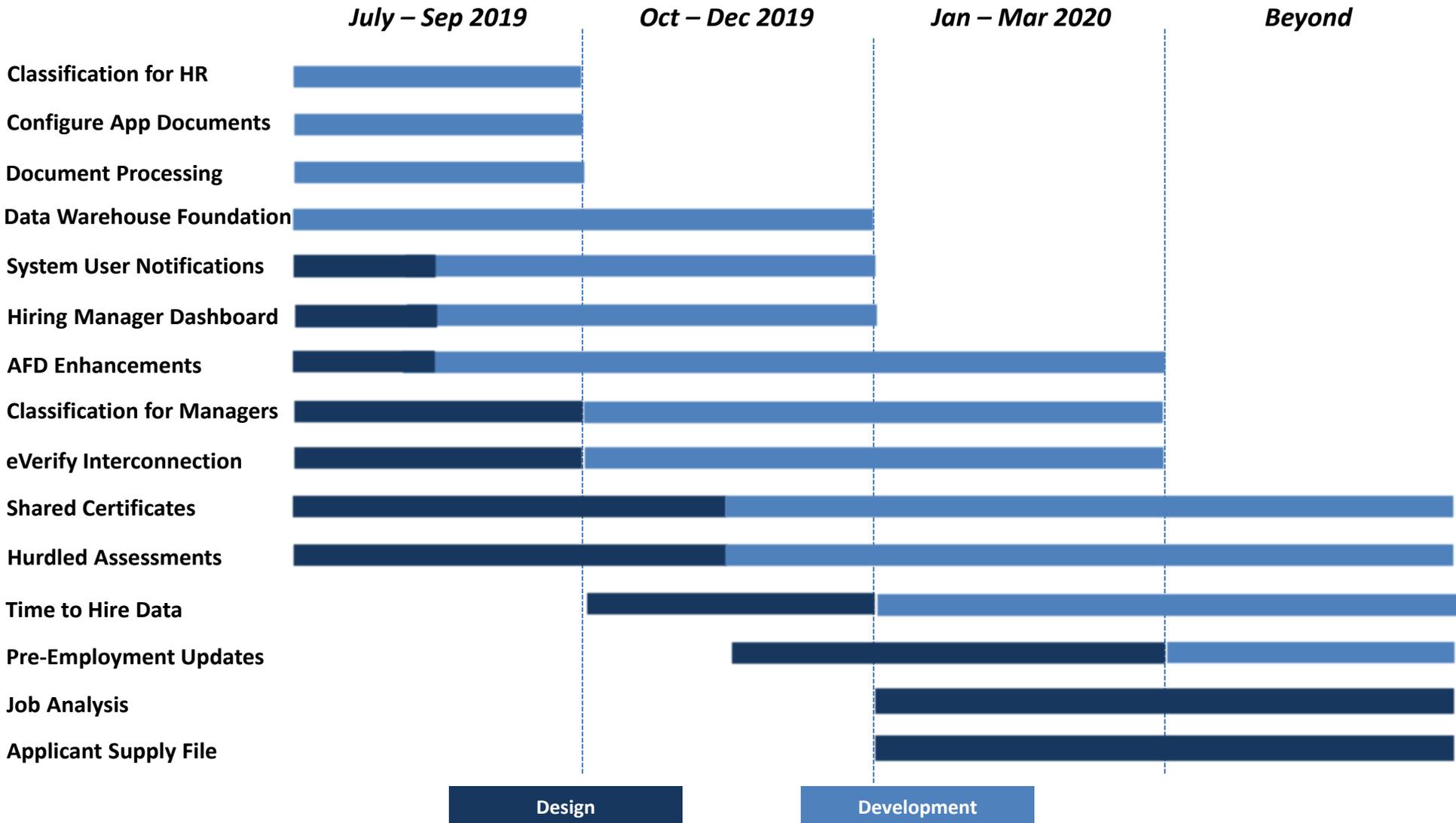


New and Upcoming Functionality

Presenter: Jennifer Reaves, USA Staffing Business Analyst



USA Staffing Feature Timeline





Upcoming Functionality

What We're Working on Now:

- Hiring Manager dashboard
- Hiring Manager access to position description library
- Applicant supporting document settings
- Reconfigure Position Settings page
- Additional filters for New Hire dashboard
- Usability improvements for managing New Hire tasks
- Differentiate reviews that are manually vs. automatically recalled

What's Coming Next:

- Narrative position descriptions
- Attachments to notification templates
- New hire tiles for Welcome page
- Hiring data warehouse



Feature Backlog and Glossary: <https://go.usa.gov/A3C3>



Upcoming Change for AFD User Profiles

The screenshot shows the 'USA Staffing' Administration interface for user 'Kristi Balant'. The 'User Information' section includes fields for Email Address, User Types, Position Title, First Name, Middle Initial, Last Name, Address 1, Address 2, Address 3, City, State, Zip Code, Country, Phone Number, Ext., Fax Number, Ext., Pay Plan, Grade, and Employee ID Number. The 'Account Details' section shows 'Date Account Created' (5/10/2016 14:19 EDT) and 'Date of Last Login' (Hiring Manager User: 8/9/2017 18:33 EDT, Human Resources User: 8/1/2019 18:34 EDT). A red box highlights the 'Applicant Flow Data Access' checkbox, which is currently checked. At the bottom right are 'Save', 'Cancel', and 'Retire' buttons.

As of August 24th, 2019:

- When this checkbox is checked, HR Users and Reports Only users will be granted applicant flow data access for all offices to which the user is associated
- Applicant Flow Data users will continue to have access without this checked

Communicate when access should/should not be granted to Office Administrators responsible for creating accounts.



New Onboarding Reports

In response to the National Park Service onboarding presentation in the May Advisory Board meeting, **USA Staffing is adding the following standard reports to Cognos:**

- **New Hire Forms Management Report** – We will make the NPS “New Hire Benefit Forms – New Hire (End of Day) Custom Report” a standard report, accessible to all agencies. Instead of limiting the report to benefit forms, we will add a form name prompt to the report. This will allow users to select the specific onboarding forms they’d like to run the report for. The report includes the status of new hire forms and the next agency action that needs to be taken on them.
- **New Hire Detail Report** - We will modify the existing standard “New Hire Detail Report” to include the additional fields included in the NPS “Onboarding Requests Overview” report.

These forms will enter the development cycle at the end of August. We will notify you once they are available in Production.



Onboarding Record Close Out Recommendations

Presenter: Kelly Hobbs, USA Staffing Business Analyst



Documents Not Categorized

USA Staffing®

NEW HIRE: JOE DUPONT

Overview | Assignments | Questionnaires

JOE DUPONT
KELLY.HOBBS@OPM.GOV

Customer
Account Management Branch

New Hire Number
HOKLP-B750

Status Complete

Documents 3

Document Type	Document Name	Document Source	Received	Transmission Status	Scheduled Transmit Date	Status Date	Delete
No Document Type Selected	FakeResume	Application	3/20/2019 18:24 EDT	Ineligible for Transmission			
No Document Type Selected	Testdoc	Human Resources-from Application	8/7/2019 12:30 EDT	Ineligible for Transmission			
No Document Type Selected	Transcript	Human Resources-from Application	8/7/2019 12:31 EDT	Ineligible for Transmission			

Add Document

- **All documents** must be categorized in order to transmit to eOPF.
- The Transmit to eOPF tasks **will not** be assigned if the documents have not been categorized.
- A New Hire record will still change to a **Complete** Status when all other HR tasks have been completed regardless of whether the documents have been categorized or not.



Documents Categorized and Transmittable

The screenshot shows the USA Staffing web application interface for a new hire, Joe Dupont. The user is logged in as Kelly Hobbs (STG) - OPM. The interface includes a navigation bar with tabs for Overview, Assignments, and Questionnaires. The main content area displays the employee's information, including the Customer (Account Management Branch) and New Hire Number (HOKLP-B750). The 'Status' is shown as 'Active'. Below this, there are tabs for Manage Tasks, Documents, and Forms. The 'Documents' tab is active, showing a list of documents. One document, 'FakeResume', is highlighted in yellow and has a status of 'Ready to Transmit'. Two other documents, 'Testdoc' and 'Transcript', are listed with a status of 'Ineligible for Transmission'. An 'Add Document' button is visible at the bottom right of the document list.

Document Type	Document Name	Document Source	Received	Transmission Status	Scheduled Transmit Date	Status Date	Delete
DG 05	FakeResume	Application	3/20/2019 18:24 EDT	Ready to Transmit			
No Document Type Selected	Testdoc	Human Resources-from Application	8/7/2019 12:30 EDT	Ineligible for Transmission			
No Document Type Selected	Transcript	Human Resources-from Application	8/7/2019 12:31 EDT	Ineligible for Transmission			

- If transmittable forms or documents have been identified, the system will assign the appropriate **Transmit to eOPF** tasks and the New Hire record status will change to Active.



Tasks Dashboard

USA Staffing®

Staffing Classification Recruit Admin Reports Search

Go To

Kelly Hobbs (STG) - OPM

DASHBOARD

Welcome Tasks Requests Vacancies New Hires

Tasks (2)

Modify Filters Owner: Kelly Hobbs Status: Active Office: Program Office Type: Transmit Documents to eOPF Request Number, Vacancy Number Search

Task	Vacancy Number	Request Number	Status	Owner	Due	Created
Transmit Documents to eOPF for Charlotte D Austin		20190430-80563	Active	Kelly Hobbs	7/31/2019	5/2/2019
Transmit Documents to eOPF for Joe Dupont		20190227-25284	Active	Kelly Hobbs	11/5/2019	8/7/2019

- The **Transmit to eOPF** tasks can be tracked on the **Tasks Dashboard**.



New Hire Dashboard

The screenshot shows the 'New Hires (1)' dashboard. At the top, there are navigation tabs for 'Welcome', 'Tasks', 'Requests', 'Vacancies', and 'New Hires'. A 'Create Request' button is in the top right. Below the tabs, there are filter buttons: 'Modify Filters', 'Status: Active', 'Process Owner: Kelly Hobbs', and 'eOPF Transmissions: Files Ready to Transmit'. A search bar with 'Name or Start Date' and a 'Search' button is also present. A 'Filters' dialog box is open, showing various filter options. The 'eOPF Transmissions' dropdown menu is highlighted with a yellow box, showing options: 'Files Ready to Transmit', 'Select eOPF Transmission Status', 'Files Ready to Transmit', 'Files Being Transmitted', and 'Files with Errors'. Below the filters, there are 'Apply' and 'Cancel' buttons. At the bottom, a table displays one record for 'Dupont, Joe' with columns for Name, Customer, Process Owner, Status, Start Date, Active Tasks, and Logged In.

Name	Customer	Process Owner	Status	Start Date	Active Tasks	Logged In
Dupont, Joe	Account Management Branch	Kelly Hobbs	Active	8/5/2019	2	Yes

- The **advanced filtering option** allows users to narrow new hire records by the following eOPF Transmission statuses to take appropriate action: Files Ready to Transmit, Files Being Transmitted, Files with Errors



Onboarding Record Close Out Recommendations

- Add a **custom task** to your New Hire or Vacancy **closeout checklist** to ensure that all documents have been categorized and/or transmitted to eOPF appropriately.
- Schedule **Custom Cognos Reports** to run periodically to view outstanding Transmit to eOPF tasks. For assistance building this custom report, please submit a Help Desk ticket.



USA Staffing Resource Center

Presenter: Shannon Hazelwood, USA Staffing Account Management Manager

Updated Resources

- Weight based rating method
- Hiring Manager Quick Reference Guide
- NOR Message Codes
- Onboarding Forms Available List
- USA Staffing Implementation Guide
- USA Staffing Permissions
- Feature Planning & Glossary

New Resources

- Onboarding Implementation Guide



USA Staffing Resource Center: <https://go.usa.gov/A3C3>



Consolidated Release Items

USA Staffing® Search USAS

HELP

- Navigation
 - Home
- Security and Privacy
 - Privacy Policy
 - Terms and Conditions of Use

Release Items

The Release Items outlined in this section include newly added functionality in USA Staffing. Examples of functionality found in this section can range from corrected issues within the system, changes that enhance the system's performance, enhancements made to the user experience specific to existing features based on feedback received, or new functionality that improves the system's already robust set of capabilities. A link to the corresponding help page will be listed with each item, if applicable.

- System Navigation - FY19
- Alert Items - FY19
- Dashboard Items - FY19
- Request Items - FY19
- Vacancy Items - FY19
- Assessment Package Items - FY19

- Compiles items by system area to help you quickly find when a specific feature was released.
- Published in Online Help
- Each item includes the production release number and release date
- All release items are searchable across time
- Please send feedback on this new format to your Account Manager.
- https://help.usastaffing.gov/USAS/index.php?title=Release_Items



System Issues Document

USA Staffing System Issues

This document outlines currently known system issues without a temporary alternate solution, other than those related to Cognos, 508 Compliance, and Applicant Flow Data. If a tentative date for resolution on Stage is known, that will be included. Keep in mind, even if a tentative resolution date is known this could be pushed back if internal testing indicates the issue is not resolved, development takes longer than expected, etc.

System Area	TFS Number	Issue	Environment (Stage, Production, or Both)	Tentative Resolution Date (if known)
Applicant	None			
Applicant List	None			
Application Manager	None			
Announcement	None			
Assessment	None			
Certificates	75348	When amending certificate, an application can be added again. Duplicate applications on a certificate causes the certificate to fail when loading.	Both	

- Outlines currently known system issues without a temporary alternate solution.
- If a tentative date for resolution on Stage is known, that will be included.
- Updated after each Production release.
- You can request a copy of this document from your Account Manager.



USA Staffing Upcoming Events

August

- August 13-14:** Mixed Agency USA Staffing Training
- August 14:** Customer Sprint Review
- August 14-15:** Virtual Cognos Report Author Training - Beginners
- August 15:** Cognos Stage Release
- August 15:** Small Agency User Group Meeting
- August 20:** USA Hire Workgroup
- August 22:** Cognos Production Release
- August 24:** USA Staffing Production Release
- August 28-29:** Virtual Cognos Report Author Training – Advanced Users
- August 29:** Cognos Stage Release
- August 30:** USA Staffing Stage Release

September

- September 5:** Cognos Production Release
- September 10-11:** Mixed Agency USA Staffing Training
- September 11:** Virtual Cognos Report Author Training - Beginners
- September 12:** Cognos Stage Release
- September 19:** Cognos Production Release
- September 19:** Reporting & Analytics Workgroup
- September 21:** USA Staffing Production Release
- September 25:** Virtual Cognos Report Author Training – Advanced Users
- September 26:** Cognos Stage Release
- September 27:** USA Staffing Stage Release



CIO Council Code Challenges: HackerRank



CIO Council Code Challenges: How to participate



C O D E R	1	Access Code Challenge via CIO.gov <i>(Note: Pilot agencies will have link on agency website.)</i>	2	Log In and Complete Code Challenge	3	View pass/fail score on closing window and rate experience.
	A G E N C Y	1	Promote Code Challenge	2	Receive and Review results <i>(Note: Pilot agencies will have direct access to results; all other agencies access via CIO POC.)</i>	3



General questions and results:
feedback@cio.gov

Recruitment Guidance:
recruitment@opm.gov



CIO Council Code Challenges: Candidate Experience

CIO.GOV Core Computer Science Challenge 01h : 10m to test end 0/3 Attempted Gaurav Verma

Maximum Substring

For this challenge, a substring is defined as any contiguous group of one or more characters of a string. For example, the unique substrings of 'baca' are ['b', 'ba', 'bac', 'baca', 'a', 'ac', 'aca', 'c', 'ca']. The list in alphabetical order is ['a', 'ac', 'aca', 'b', 'ba', 'bac', 'baca', 'c', 'ca']. In this case, the maximum substring, alphabetically, is 'ca'. Given a string, determine its maximum substring.

Function Description
Complete the function `maxSubstring` in the editor below. The function must return the maximum substring in `s`.

`maxSubstring` has the following parameter(s):
`s`: a string

Constraints

- $1 \leq |s| \leq 100$
- all characters of `s` \in `ascii[a-z]`

Input Format for Custom Testing

Sample Case 0

Sample Input 0
ba

Sample Output 0
ba

Explanation 0
`s = "ba"`

We recommend you take a quick tour of our editor before you proceed. The timer will pause up to 90 seconds for the tour. [Start tour](#)

For help on how to read input and write output in C, [click here](#).

Original code C

Editor Mode: Emacs Normal Vim
Tab Spaces: 2 spaces 4 spaces 8 spaces
Intellisense: Enable Disable
Editor tour: Show tour

```

1 #include <stdio.h>
11
12 char* readline();
13
14
15 /*
16  * Complete the 'maxSubstring' function below.
17  *
18  * The function is expected to return a string.
19  * The function accepts STRING s as parameter.
20  */
21
22 /*
23  * To return the string from the function, you should either do static allocation or
24  * dynamic allocation
25  * For example,
26  * char* return_string_using_static_allocation() {
27  *     static char s[] = "static allocation of string";
28  *
29  *     return s;
30  * }
31  *
32  * char* return_string_using_dynamic_allocation() {
33  *     char* s = malloc(100 * sizeof(char));
34  *
35  *     s = "dynamic allocation of string";
36  *
37  *     return s;

```



CIO Council Code Challenges: Recruiter Experience



The screenshot displays the HackerRank interface for a candidate named Doc McConnell. The test is titled "CIO.GOV Core Computer Science Challenge" and was completed on Dec 10, 2018. The candidate's score is 12.5/130, which is 9.6%. A dropdown menu is open, showing various status options, with "Test Completed - Evaluation Reqd." selected. Below the summary, there is a "Tag Score" section with two bar charts showing performance across different categories.

Summary:

- Full name: Doc McConnell
- Email: malcolm.p.mcconnell@omb.eop.gov
- Test name: CIO.GOV Core Computer Science Challenge
- Taken on: Dec 10, 2018 12:11:21 pm
- Time taken: 0 min 7 sec / 75 min
- Invited by: Gaurav Verma

Score: 9.6% (12.5/130)

Status: Test Completed - Evaluation Reqd.

Tag Score:

Category	Score
Algorithms (0/50)	0
Core Skills (0/50)	0
Data Structures (0/50)	0
Easy (0/50)	0
Front-End Frameworks (12.5/75)	12.5
Greedy (0/50)	0
Medium (12.5/75)	12.5
Problem Solving (0/50)	0
React (12.5/75)	12.5
Strings (0/50)	0
Suffix Arrays (0/50)	0



Questions?

**For additional information, please contact
your Account Manager.**