USA Staffing

Reporting and Analytics Release Notes

Stage Release Date: April 8, 2020

Production Release Date: April 15, 2020

Reporting and Analytics

Hiring Data Warehouse

The Hiring Data Warehouse (HDW) was deployed to the Production environment on Wednesday April 1, 2020. Full details about the data structure, table loading, data items available, and standard reports available for the HDW were provided in the Special Edition Reporting and Analytics Release Notes.

The current Stage release includes everything that was deployed to the Production environment as well as the new query subjects, query items, and reports below.

- Assessment Packages folder
  - Assessment Information sub-folder
    - Assessment query subject: enables reporting on details related to an assessment.
      - 'ACWA Assessment?': Flag indicating if an assessment is an ACWA assessment.
      - 'Assessment Close Date': The final date on which an applicant can complete an external assessment.
      - 'Assessment Creation Date': The date the assessment was created.
      - 'Assessment ID': The unique ID number if an assessment within an assessment package.
      - 'Assessment Name': The name of an assessment within an assessment package.
      - 'Assessment Number of Competencies Rated': The number of competencies rated on an assessment for a rating combination.
      - 'Assessment Open Date': The first date on which an applicant can complete an external assessment.
      - 'Assessment Owner': The name of the individual who created the assessment.
      - 'Assessment Rating Method': The rating method used by an assessment (e.g., Weight Based).
      - 'Assessment Scoring Method': The scoring method used by an assessment (e.g., Competency Level).
      - 'Assessment Type': The type of assessment (e.g., Questionnaire, External Assessment).
      - 'Assessment Uses Equal Weighting?': Flag indicating if an assessment equally weights the competencies assessed.
      - 'Contains Rating?': Flag indicating if the assessment contains rating criteria.
      - 'Contains Screen-Out?': Flag indicating if an assessment contains screen-out criteria.
    - Assessment Competencies query subject: enables reporting on the competencies evaluated on an assessment.
      - 'Assessment Competency Definition': The definition of the competency used on an assessment.
      - 'Assessment Competency ID': The unique ID number of a competency used on an assessment.
      - 'Assessment Competency Source': The source of the competency used on an assessment.
      - 'Assessment Competency Title': The title of the competency used on an assessment.
      - 'Assessment Competency Type': The type of competency (technical or general) used on an assessment.
    - Assessment Competency Rating Combinations query subject: enables reporting on the pay plan, series, and grade(s) that each competency applies to when scoring an assessment.
      - 'Assessment Competency Rating Combination': The concatenated series and grade for which a competency is used as rating criteria on an assessment.

- 'Competency Is Rated?': Flag indicating if a competency is rated on an assessment for a rating combination.
- 'Competency Proportional Weight': The proportional weight of a competency used as rating criteria for a rating combination on an assessment.
- 'Number of Rated Items': The number of items rated by a competency for a rating combination on an assessment.
  - Assessment Items query subject: enables reporting on the items included on an assessment.
    - 'Assessment Item ID': The unique database identifier for an assessment item.
    - 'Assessment Item Number': The number corresponding to the order in which assessment items appear to an applicant.
    - 'Assessment Item Rating Scale': The name of the rating scale (e.g., General Schedule, Item-Specific Response Options, Yes/No) used for multiple choice response types for an assessment item.
    - 'Assessment Item Required?': Flag indicating whether or not a response to the assessment is required in order for an applicant to complete their application.
    - 'Assessment Item Response Type': The type of response allowed for the assessment item (e.g., Multiple Choice – Multiple Select, Multiple Choice – Single Select, Narrative Textbox).
    - 'Assessment Item Text': The text of an assessment item.
    - 'Assessment Item Used for Screen-Out?': Flag indicating whether or not an assessment item is associated with any screen-out criteria.
    - 'Linked Competency': The title of the competency an assessment item is intended to measure.
  - Assessment Responses query subject: enables reporting on the response options associated with each item on an assessment.
    - 'Assessment Response Base Value': The starting, or unweighted, point value of a response option on an assessment.
    - 'Assessment Response Option': The response option (e.g., A, B, C, D) selected by an applicant for a multiple choice item on an assessment.
    - 'Assessment Response Text': The text of a response option provided by an applicant for an item on an assessment.
- Assessment Package Information sub-folder
  - Assessment Package query subject: enables reporting on the details related to an assessment package.
    - 'Assessment Package Complete?': Flag indicating if the assessment package is in a complete status.
    - 'Assessment Package ID': The unique ID number of an assessment package.
    - 'Assessment Package Is Template?': Flag indicating if the assessment package is a template.
    - 'Assessment Package Last Modified Date/Time': The date/time the assessment package was last modified.
    - 'Assessment Package Source Owning Office': The office that owns the assessment package template that was used as the source for an assessment package.
    - 'Assessment Package Source Template Name': The name of the assessment package template in the library that was used as the source for an assessment package.
    - 'Assessment Package Status': Description of the status of the Assessment Package (e.g., complete, incomplete).
    - 'Assessment Not Required?': Flag indicating if an assessment is not required.
  - Assessment Package Rating Combinations query subject: enables reporting on the pay plan, series, and grade(s) an assessment package applies to when evaluating applicants.

- 'Assessment Package Category Assignment Based on Augmented Ratings?': Flag indicating if category assignment is based on augmented rating for a rating combination.
- 'Assessment Package Category Assignment Based On GS-9+ Professional/Scientific Rules?': Flag indicating if category assignment is based on the GS-9+ Professional/Scientific rules for a rating combination.
- 'Assessment Package Grade': The grade of a rating combination to which an assessment package may be applied.
- 'Assessment Package Rating Combination': The concatenated series, grade, and specialty to which an assessment package may be applied.
- 'Assessment Package Rating Combination Used?': Flag indicating if the rating combination is evaluated by the assessment package.
- 'Assessment Package Series': The series of a rating combination to which an assessment package may be applied.
- 'Assessment Package Specialty': The specialty of a rating combination to which an assessment package may be applied.

Hiring Data Warehouse Reports

- Delegated Examining Audit Report: Tabular data displaying Delegated Examining Unit activity, including selected applications when applicable.
  - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse
- Referrals by Certificate Report: Tabular report displaying details about one or more certificates, to include details about referred applications.
  - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse

Time to Hire

- Time to Hire namespace
  - Metrics folder
    - Time to Hire Metrics Dates query subject: new data items were added to the Time to Hire Metrics Dates query subjects to enable reporting on additional dates in the staffing process.
      - 'Announcement Released Date': the date of the most recent change to the release status of an announcement (i.e., released, updated, or removed) on USAJOBS.
      - 'Complete Assessment Package Date': Date the Complete Assessment Package task is completed.
      - 'Formal Offer Accepted Date': The date the formal offer was accepted by the selectee.
      - 'Max Certificate Review Returned Date': The latest date the certificate review was returned/completed by the Reviewer.
      - 'Min Certificate Review Sent Date': The earliest date the certificate review was sent to the Reviewer(s).

Reports

- New Hire Detail Report (COVID-19): This new report displays a list of new hires by organization, office, and/or customer, specifically for new hires from vacancies tagged with the COVID-19 Mission Critical Occupation tag.
  - Team Content > USA Staffing Packages and Reports > Staffing Reports > Staffing > Other
- Request, Vacancy, Announcement, Certificate Log (COVID-19): This new report displays request, vacancy, announcement, and certificate numbers as well as milestone dates in the staffing process for vacancies tagged with the COVID-19 Mission Critical Occupation tag.
  - Team Content > USA Staffing Packages and Reports > Staffing Reports > Staffing > Other