USA Staffing
Reporting and Analytics

Applicant Flow Data Workgroup
April 20, 2023

We will start at approximately 2:03 to allow time for people to sign in

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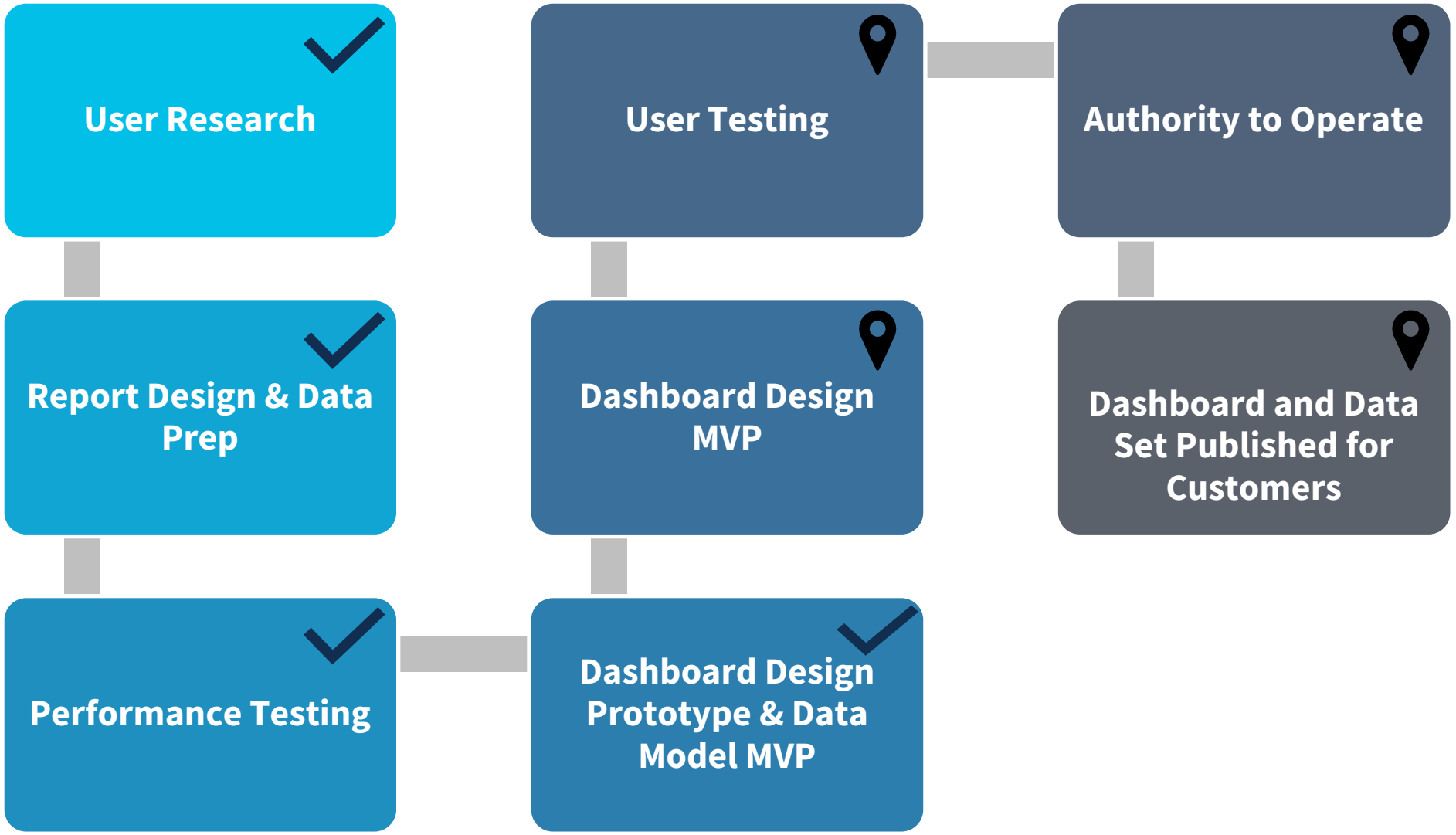
Agenda

1. Power BI Update
2. Cognos Performance Metrics
3. Cognos Training Program
4. Modifications to Reports and Data Models
5. Cognos Tip
6. Open Demonstration and Q&A

Power BI Update

Power BI Implementation Milestones



User Testing and Release

Next Steps

What we have completed

- Power BI agency access testing with users at 136 Staffing Organizations (as set up in USAS)
- Successful cross cloud collaboration configuration and production tenant testing with IT representatives from DOJ
- Completed updates to User License (UL) visuals adding drill through for user details
- Conducted initial Power BI Report Consumer training for Account Managers

Next Steps

- Power BI agency access testing for the remaining ~40 Staffing Organizations
- Cross cloud collaboration configuration with remaining GCC High and Azure GOV tenants
- Complete data pipeline work to allow regular UL data refreshes
- Collect user feedback via session with Account Managers
- Release User License Power BI app and job aid to onboarded customers and collect feedback
- Release Power BI Pro license job aid to assist in decision-making

Power BI Pro Licenses

- **Power BI Pro** is an individual per-user license that allows users to publish content to share with other users in the Power BI Service
- In order to control program costs and accommodate training and support needs, Cognos Report Authors will not automatically be converted to Power BI Pro users
- To assist in the decision-making process, we will be releasing a job aid to help identify which reporting users will likely need a Pro license
- At a later date, Account Managers will facilitate submitting a list of reporting users who will require Power BI Pro licenses

Cognos Performance Metrics

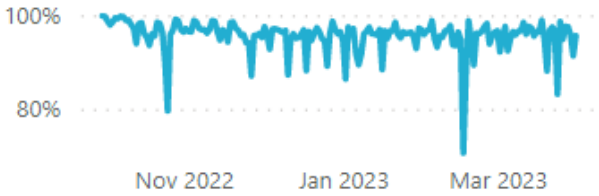
FY23 All Reports

Cognos Total Runs

1,909,047

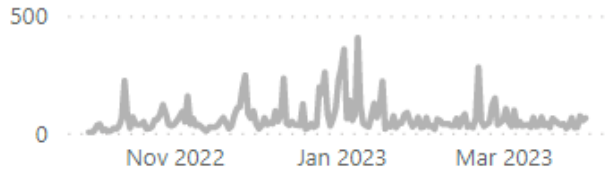
Avg. Success Rate

96.48%

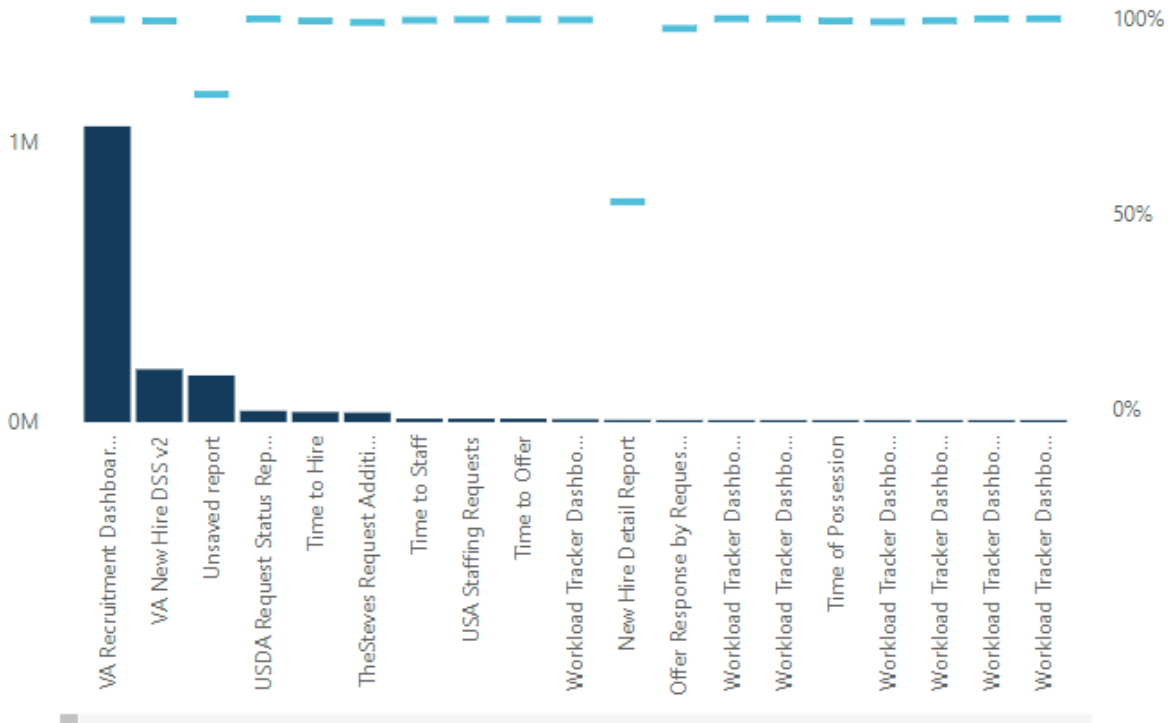


Avg. Runtime (Sec)

42.53



Cognos Total Runs and Cognos Success Rate



Report name	Cognos Total Runs	Cognos Success Rate	Avg Runtime
VA Recruitment Dashboard DSS v1	1,054,365	99.68%	6.27
VA New Hire DSS v2	188,519	99.41%	4.79
Unsaved report	166,473	80.60%	11.94
USDA Request Status Report - Certificate V3	40,172	99.92%	30.52
Time to Hire	36,052	99.38%	20.29
TheSteves Request Additional Information Report	34,027	99.03%	2.21
Time to Staff	12,286	99.58%	7.87
USA Staffing Requests	12,284	99.72%	2.16
Time to Offer	12,277	99.76%	2.37
Workload Tracker Dashboard - Qualification Analysis Phase	10,092	99.67%	8.67
New Hire Detail Report	8,013	53.14%	319.88
Offer Response by Request Number	6,818	97.43%	3.12
Workload Tracker Dashboard - RequestsAnnouncementsCerts	5,986	99.98%	9.73
Workload Tracker Dashboard - NewHireCertSelections	5,979	99.98%	7.30
Time of Possession	4,448	99.37%	83.04
Workload Tracker Dashboard - Interviews and	4,058	99.19%	9.55
Total	**1,909,047**	**96.48%**	**42.53**

Data Source: USAJOBS

Data Through: March 2023

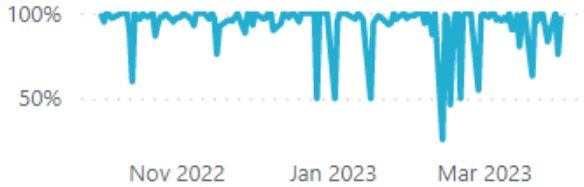
FY23 AFDW Reports

Cognos Total Runs

8,879

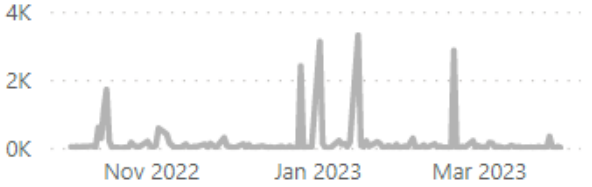
Avg. Success Rate

94.84%

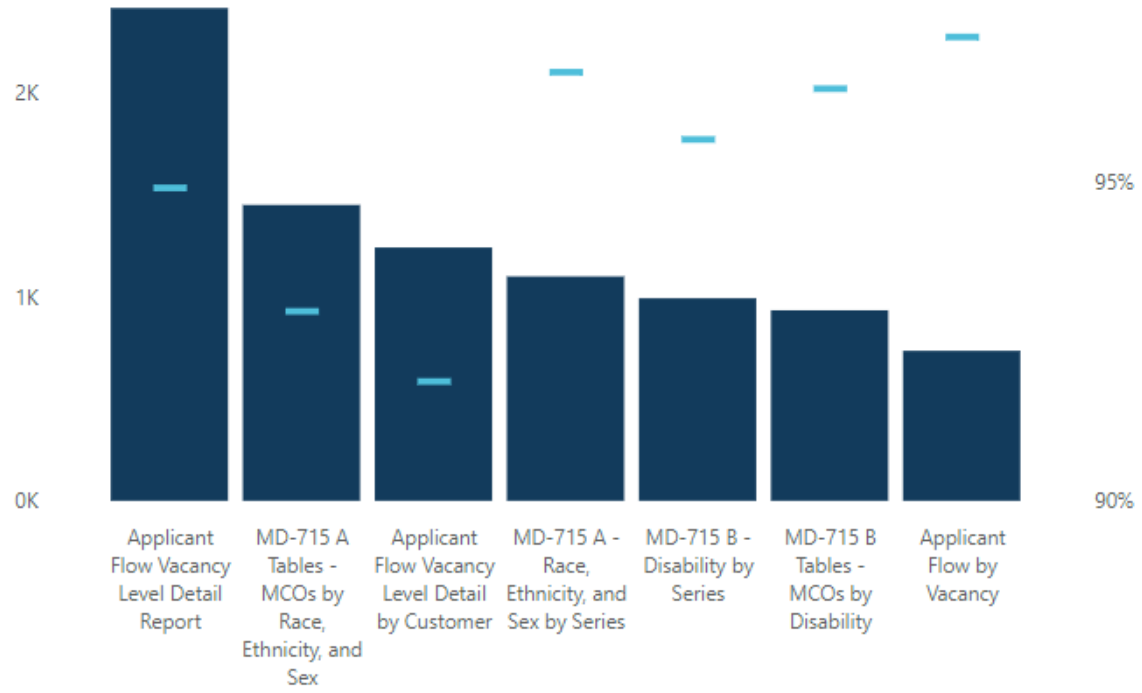


Avg. Runtime (Sec)

63.44



Cognos Total Runs and Cognos Success Rate



Report name	Cognos Total Runs	Cognos Success Rate	Avg Runtime
Applicant Flow Vacancy Level Detail Report	2,418	94.91%	165.78
MD-715 A Tables - MCOs by Race, Ethnicity, and Sex	1,452	92.98%	7.78
Applicant Flow Vacancy Level Detail by Customer	1,243	91.87%	66.84
MD-715 A - Race, Ethnicity, and Sex by Series	1,101	96.73%	13.83
MD-715 B - Disability by Series	994	95.67%	9.08
MD-715 B Tables - MCOs by Disability	935	96.47%	47.38
Applicant Flow by Vacancy	736	97.28%	1.11
Total	**8,879**	**94.84%**	**63.44**

Data Source: USAJOBS Data Through: March 2023

Cognos Training Program

Online Cognos Consumer Training

Now Available!

- New online training follows the format of the live, instructor-led training
- Includes:
  - Overview of USA Staffing data and Cognos
  - Running and subscribing to reports
  - Overview of popular reports
- Self-paced training takes approximately 4 hours to complete
- Pre-requisite: Human Resources, Reports Only, or Applicant Flow Data Only user account set up at least 24 hours in advance
- Links to the training are available on the Reporting and Analytics page and the User Training page of the USA Staffing Resource Center: https://help.usastaffing.gov/ResourceCenter

Available Trainings

	Report Consumer Training	Report Author Training	Advanced Author Forum
Who?	• New USA Staffing reports users	• New report authors	• Experienced report authors
What?	• How to navigate to and run reports	• How to get started building reports	• Open forum for authors to ask questions
Time?	• ~4 hours	• 1 ½ days	• 1 hour
When?	• Anytime!	• One session per month (Starting in June)	• The first Thursday of each month at 11:00 AM EDT
How?	• https://lcms.usalearning.net/lcms/CustomerExtractions/launch/1380/Course4466/Launch.html	• Contact your USA Staffing Account Manager to sign-up.	• All report authors are welcome. Questions can be submitted in advance

Upcoming Trainings

	Report Author Training	Advanced Author Forum
Dates	Wednesday, April 19 10:00 AM – 3:00 PM EDT + Thursday, April 20 10:00 AM – 3:00 PM EDT Wednesday, June 21 10:00 AM – 3:00 PM EDT + Thursday, June 22 10:00 AM – 3:00 PM EDT	Thursday, April 6 11:00 AM – 12:00 PM EDT Thursday, May 4 11:00 AM – 12:00 PM EDT Thursday, June 1 11:00 AM – 12:00 PM EDT Thursday, July 6 11:00 AM – 12:00 PM EDT
How to Register	Contact your USA Staffing Account Manager.	No registration required. Questions can be submitted in advance. USAStaffingData@opm.gov

Modifications to Reports and Data Models

Sprint 40 deployed to Production on February 1st

Sprint 42 deployed to Production on March 1st

Sprint 43 deployed to Production on March 15th

****Only sprints that had AFD-related updates are listed***

Data Model Changes

Applicant Flow Data Warehouse

Application Ratings – deployed February 1st
A new query subject and query items were added to enable reporting on application ratings by rating combination.

Application Rating Combination namespace > Application Information

- Application Rating query subject
  - [Application Rating Combination].[Application Rating].[Application Augmented Rating]
  - [Application Rating Combination].[Application Rating].[Application Display Rating]
  - [Application Rating Combination].[Application Rating].[Application Final or Display Rating]
  - [Application Rating Combination].[Application Rating].[Application Final Rating]
  - [Application Rating Combination].[Application Rating].[Application Grade]
  - [Application Rating Combination].[Application Rating].[Application Override?]
  - [Application Rating Combination].[Application Rating].[Application Qualification Override?]
  - [Application Rating Combination].[Application Rating].[Application Rating Availability Status]
  - [Application Rating Combination].[Application Rating].[Application Rating Category]
  - [Application Rating Combination].[Application Rating].[Application Rating Creation Date/Time]

Data Model Changes

Applicant Flow Data Warehouse

Application Rating Combination namespace > Application Information

- Application Rating query subject (continued)
  - [Application Rating Combination].[Application Rating].[Application Rating Last Modified Date/Time]
  - [Application Rating Combination].[Application Rating].[Application Rating Notification Message]
  - [Application Rating Combination].[Application Rating].[Application Rating Notification Message Code]
  - [Application Rating Combination].[Application Rating].[Application Rating Override?]
  - [Application Rating Combination].[Application Rating].[Application Series]
  - [Application Rating Combination].[Application Rating].[Application Series Title]
  - [Application Rating Combination].[Application Rating].[Application Specialty]

Data Model Changes

Applicant Flow Data Warehouse

Application Recruitment Sources – deployed February 1st
A new query subject and query items were added to enable reporting on the recruitment sources of applications in response to the USAJOBS item to collect information about how the applicant heard about the job.

Application Rating Combination namespace > Application Information

- Application Recruitment Source query subject
  - [Application Rating Combination].[Application Recruitment Source].[Recruitment Source Comment]
  - [Application Rating Combination].[Application Recruitment Source].[Recruitment Source Item]
  - [Application Rating Combination].[Application Recruitment Source].[Recruitment Source Response]

Data Model Changes

Applicant Flow Data Warehouse

Application Metric Dates – deployed February 1st
A new query subject and query items were added to enable reporting on the various date types associated with the date on which applications were last submitted.

Application Rating Combination namespace > Application Metrics

- Application Metric Date query subject
  - [Application Rating Combination].[Application Metric Date].[Application Calendar Month]
  - [Application Rating Combination].[Application Metric Date].[Application Calendar Month Number]
  - [Application Rating Combination].[Application Metric Date].[Application Calendar Year]
  - [Application Rating Combination].[Application Metric Date].[Application Fiscal Month]
  - [Application Rating Combination].[Application Metric Date].[Application Fiscal Quarter]
  - [Application Rating Combination].[Application Metric Date].[Application Fiscal Year]

Data Model Changes

Applicant Flow Data Warehouse

Application Rating Combination namespace

Disability – deployed March 1st

A new query subject and query items were added to enable reporting on the applicant responses to disability demographics questions.

Application Metrics folder

- Disability query subject
  - [Application Rating Combination].[Disability].[01 – Do Not Wish to Identify Indicator]
  - [Application Rating Combination].[Disability].[02 – Developmental Disability Indicator]
  - [Application Rating Combination].[Disability].[03 – Traumatic Brain Injury Indicator]
  - [Application Rating Combination].[Disability].[05 – No Disability Indicator]
  - [Application Rating Combination].[Disability].[06 – Disability or Other Condition Not Listed Indicator]
  - [Application Rating Combination].[Disability].[13 – Speech Impairment Indicator]
  - [Application Rating Combination].[Disability].[19 – Deaf or Serious Difficulty Hearing Indicator]
  - [Application Rating Combination].[Disability].[20 – Blind or Serious Difficulty Seeing Indicator]
  - [Application Rating Combination].[Disability].[31 – Missing Extremities Indicator]
  - [Application Rating Combination].[Disability].[40 – Significant Mobility Impairment Indicator]
  - [Application Rating Combination].[Disability].[41 – Spinal Abnormalities Indicator]
  - [Application Rating Combination].[Disability].[44 – Non-Paralytic Orthopedic Impairment Indicator]
  - [Application Rating Combination].[Disability].[51 – HIV Positive/Aids Indicator]
  - [Application Rating Combination].[Disability].[52 – Morbid Obesity Indicator]
  - [Application Rating Combination].[Disability].[59 – Nervous System Disorder Indicator]
  - [Application Rating Combination].[Disability].[60 – Partial or Complete Paralysis Indicator]
  - [Application Rating Combination].[Disability].[80 – Cardiovascular or Heart Disease Indicator]

Data Model Changes

Applicant Flow Data Warehouse

Application Rating Combination namespace

Disability (continued)

Application Metrics folder

- Disability query subject
  - [Application Rating Combination].[Disability].[81 – Depression, Anxiety, or Other Psychiatric Disorder Indicator]
  - [Application Rating Combination].[Disability].[82 – Epilepsy or Other Seizure Disorders Indicator]
  - [Application Rating Combination].[Disability].[83 – Blood Diseases Indicator]
  - [Application Rating Combination].[Disability].[84 – Diabetes Indicator]
  - [Application Rating Combination].[Disability].[85 – Orthopedic Impairment Disorder Indicator]
  - [Application Rating Combination].[Disability].[86 – Pulmonary or Respiratory Conditions Indicator]
  - [Application Rating Combination].[Disability].[87 – Kidney Dysfunction Indicator]
  - [Application Rating Combination].[Disability].[88 – Cancer Indicator]
  - [Application Rating Combination].[Disability].[90 – Intellectual Disability Indicator]
  - [Application Rating Combination].[Disability].[91 – Significant Psychiatric Disorder Indicator]
  - [Application Rating Combination].[Disability].[92 – Dwarfism Indicator]
  - [Application Rating Combination].[Disability].[93 – Significant Disfigurement Indicator]
  - [Application Rating Combination].[Disability].[94 – Learning Disability or ADD/ADHD Indicator]
  - [Application Rating Combination].[Disability].[95 – Gastrointestinal Disorders Indicator]
  - [Application Rating Combination].[Disability].[96 – Autoimmune Disorder Indicator]
  - [Application Rating Combination].[Disability].[97 – Liver Disease Indicator]
  - [Application Rating Combination].[Disability].[98 – History of Alcoholism or Drug Addiction Indicator]
  - [Application Rating Combination].[Disability].[99 – Endocrine Disorder Indicator]

Data Model Changes

Applicant Flow Data Warehouse

Application Rating Combination namespace

Ethnicity and Race – deployed March 1st

A new query subject and query items were added to enable reporting on the applicant responses to race and ethnicity demographics questions.

Application Metrics folder

- Ethnicity and Race query subject
  - [Application Rating Combination].[Ethnicity and Race].[American Indian or Alaska Native Indicator]
  - [Application Rating Combination].[Ethnicity and Race].[Asian Indicator]
  - [Application Rating Combination].[Ethnicity and Race].[Black or African American Indicator]
  - [Application Rating Combination].[Ethnicity and Race].[Hispanic or Latino Indicator]
  - [Application Rating Combination].[Ethnicity and Race].[Native Hawaiian or Other Pacific Islander Indicator]
  - [Application Rating Combination].[Ethnicity and Race].[White Indicator]

Data Model Changes

Applicant Flow Data Warehouse

Application Rating Combination namespace

Sex – deployed March 1st

A new query subject and query items were added to enable reporting on the applicant responses to the sex demographics question.

Application Metrics folder

- Ethnicity and Race query subject
  - [Application Rating Combination].[Sex].[Female Indicator]
  - [Application Rating Combination].[Sex].[Male Indicator]

Data Model Changes

Applicant Flow Data Warehouse

Application Rating Combination namespace

Rating Combination Metrics – deployed March 1st

A new query subject and query items were added to enable reporting on the flow of applications through the staffing process by rating combination (pay plan-series-grade-specialty).

Rating Combination Metrics folder

- Applicant Flow query subject
  - [Application Rating Combination].[Applicant Flow].[Entered On Duty Indicator]
  - [Application Rating Combination].[Applicant Flow].[Not Referred – Not Qualified Indicator]
  - [Application Rating Combination].[Applicant Flow].[Not Referred – Qualified Indicator]
  - [Application Rating Combination].[Applicant Flow].[Qualified Indicator]
  - [Application Rating Combination].[Applicant Flow].[Referred Indicator]
  - [Application Rating Combination].[Applicant Flow].[Selected Indicator]
  - [Application Rating Combination].[Applicant Flow].[Sent Official Offer Indicator]
  - [Application Rating Combination].[Applicant Flow].[Sent Tentative Offer Indicator]

Data Model Changes

Applicant Flow Data Warehouse

Application Rating Combination and Vacancy namespaces

Vacancy Assessments and Remote Job – deployed March 15th

New query items were added to enable reporting on additional details about the assessments used for a vacancy and the vacancy remote job flag.

Application Rating Combination namespace > Vacancy Information folder

- Vacancy query subject
  - [Application Rating Combination].[Vacancy].[Multiple Hurdles?]
  - [Application Rating Combination].[Vacancy].[SME Evaluation Used?]
  - [Application Rating Combination].[Vacancy].[Vacancy Remote Job?]

Vacancy namespace > Vacancy Information folder

- Vacancy query subject
  - [Vacancy].[Vacancy].[Multiple Hurdles?]
  - [Vacancy].[Vacancy].[SME Evaluation Used?]
  - [Vacancy].[Vacancy].[Vacancy Remote Job?]

Data Model Changes

Applicant Flow Data Warehouse

Vacancy namespace

Application Location Label – deployed March 15th
A new query item was added to enable reporting on the label associated with a location for which an application was submitted.

Application Information folder
- Application Location query subject
  - [Vacancy].[Application Location].[Application Location Label]

Cognos Tip

Data Relationships and Metrics

Application Rating Combination Namespace

We have completed development of the application rating combination namespace, which provides the capability to distinguish which rating combination(s) (pay plan-series-grade-specialty) an applicant wishes to be considered for and to identify applicant progress through each key milestone in the staffing process for each rating combination.

The AFDW Data Relationships and Metrics Job Aid is available on the Reporting and Analytics page of the USA Staffing Resource Center provides details about how information in the AFDW will be organized, considerations for determining which namespace to use for reports, and guidance on how to use metrics within each namespace.

AFDW Data Relationships and Metrics Job Aid
https://help.usastaffing.gov/ResourceCenter/images/1/15/AFDW_-_Data_Relationships_and_Metrics_Job_Aid_09.06.22.pdf

Applicant Flow Data Warehouse Namespaces

A **namespace** is a distinct collection of query subjects, with **defined relationships between query subjects**. Within a namespace, query items may be used within the same query or report object (e.g., list, chart). **Across namespaces, query items may not be used within the same query or report object** because there are no pre-defined relationships between namespaces or the underlying query subjects.

Vacancy

- Identifies applicant progress through key milestones **across all rating combinations**
- Includes built-in metrics to show applicant flow at the vacancy level. These metrics can be used with vacancy level or higher data items, and will automatically aggregate to the lowest level included in the query.

Application Rating Combination

- Identifies applicant progress through key milestones **at each rating combination**
- Includes built-in metrics to show applicant flow at the rating combination level. These metrics must be used with rating combination query items (Application Series, Application Grade, Application Specialty). Metrics may also be used with higher level data items and will automatically aggregate.

Both namespaces include the same information about announcements and vacancies to eliminate the need to use data from more than one namespace in a single query or report object.

Applicant Flow Metrics

Across Rating Combinations

Vacancy Namespace

Vacancy Number	Applied Indicator	Qualified Indicator	Referred Indicator	Selected Indicator
10672566	150	24	19	1

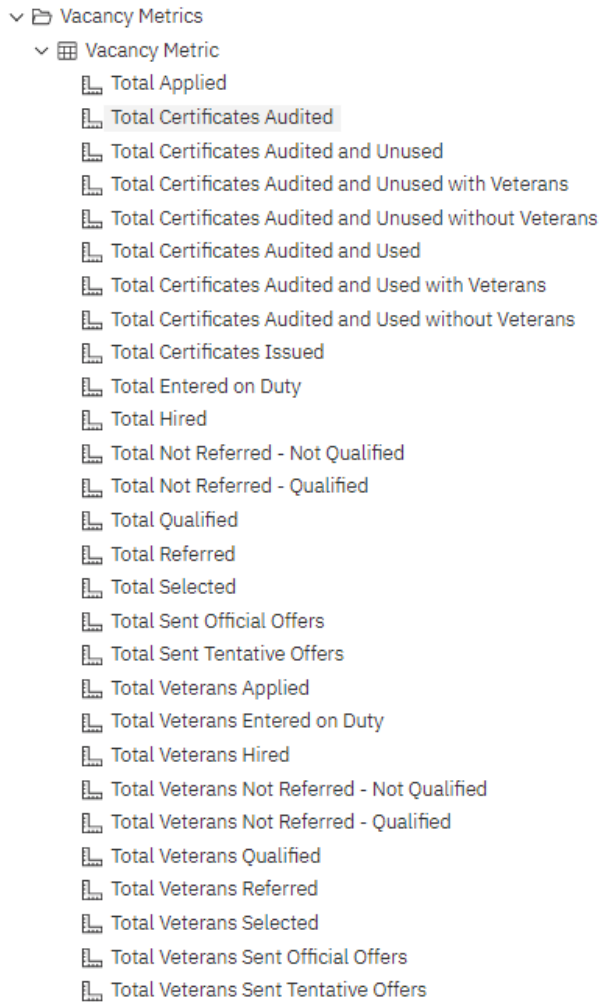
By Rating Combination

Application Rating Combination Namespace

Vacancy Number	Application Series	Application Grade	Application Specialty	Applied Indicator	Qualified Indicator	Referred Indicator	Selected Indicator
10672566	0962	6		104	12	9	0
10672566	0962	7		150	20	16	1

Vacancy Metrics

Both namespaces contain Vacancy Metrics to indicate certificate activity and the application flow totals (applied, qualified, referred, selected, etc.) across all rating combinations. These metrics are identical in both namespaces.



Application Flow Totals

Vacancy Number	Total Applied	Total Qualified	Total Referred	Total Selected
10672566	150	24	19	1

Certificate Activity

Vacancy Number	Total Certificates Issued	Total Certificates Audited	Total Certificates Audited and Used
10672566	8	8	1

Open Demonstration and Q&A

USA Staffing Reporting Upcoming Events and Releases

Events

April 4	Reporting and Analytics Workgroup
April 6	Advanced Author Forum
April 19-20	Cognos Report Author Training
April 20	Applicant Flow Data Workgroup
May 4	Advanced Author Forum
May 9	Reporting and Analytics Workgroup

Releases

April 5	Reporting Stage
April 12	Reporting Production
April 19	Reporting Stage
April 26	Reporting Production
May 5	Reporting Stage
May 12	Reporting Production
May 19	Reporting Stage
May 26	Reporting Production

The full USA Staffing Release Schedule and Release Notes can be found on the USA Staffing Resource Center.

Resources and Contacts

IBM Cognos Analytics User Guide

The official IBM user guide for Reporting via Cognos Analytics:
https://www.ibm.com/support/knowledgecenter/SSEP7J_11.0.0/com.ibm.swg.ba.cognos.ug_cr_rptstd.doc/ug_cr_rptstd.pdf?view=kc

USA Staffing Resource Center

Under the Reports and Analytics section, you'll find presentations from previous workgroup sessions and other resources: **https://help.usastaffing.gov/ResourceCenter/index.php?title=USA_Staffing_Resource_Center**

Need Help?

If you are experiencing issues accessing Cognos or need help to create or troubleshoot a report, submit a HelpDesk ticket through USA Staffing. If you are unable to submit a HelpDesk ticket, please contact us at **USAStaffingData@opm.gov**