



USA Staffing[®]
Great Government Starts Here[®]

USA Staffing Reporting & Analytics

Applicant Flow Data Workgroup Meeting

September 13, 2018



OPM HR SOLUTIONS
by government, for government

U.S. Office of Personnel Management
1900 E Street, NW, Washington, DC 20415

Agenda

- **Program Updates**
 - Upgrade AFD redevelopment
 - USA Staffing versions – Legacy and Upgrade
 - MD-715 2.0
- **Modifications to Reports/Data Models**
 - Applicant Flow Data Analytics
 - Data model
 - Reports



- **Open Q&A/Demo**
- **Potpourri**
- OPM Research Summit - SEC

USA Staffing • 2

Upgrade AFD redevelopment



Upgrade AFD Development Complete

This new data structure and series of reports will improve your quality of life as an AFD analyst in three meaningful ways:

1. Full datasets with more attributes
2. More frequent data
3. Simplified data model



1. Full Datasets: Legacy Business Rules

The **Legacy dataset does not include records for all applications in a vacancy**; only individuals who were referred on a certificate and/or provided demographic data will be represented by a row in the dataset Examples



Asian,
Female



Intellectual
Disability



No Info



Provided

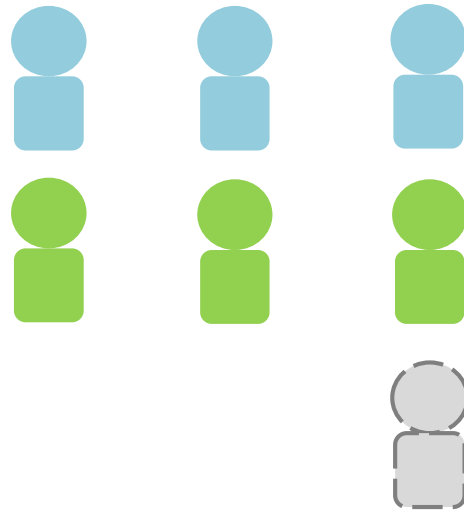
Individuals who did not provide demographic info and only made it to the applied or qualified phase **will not be in the dataset**





Individuals who did not provide demographic info but were referred or selected **will be in the dataset**



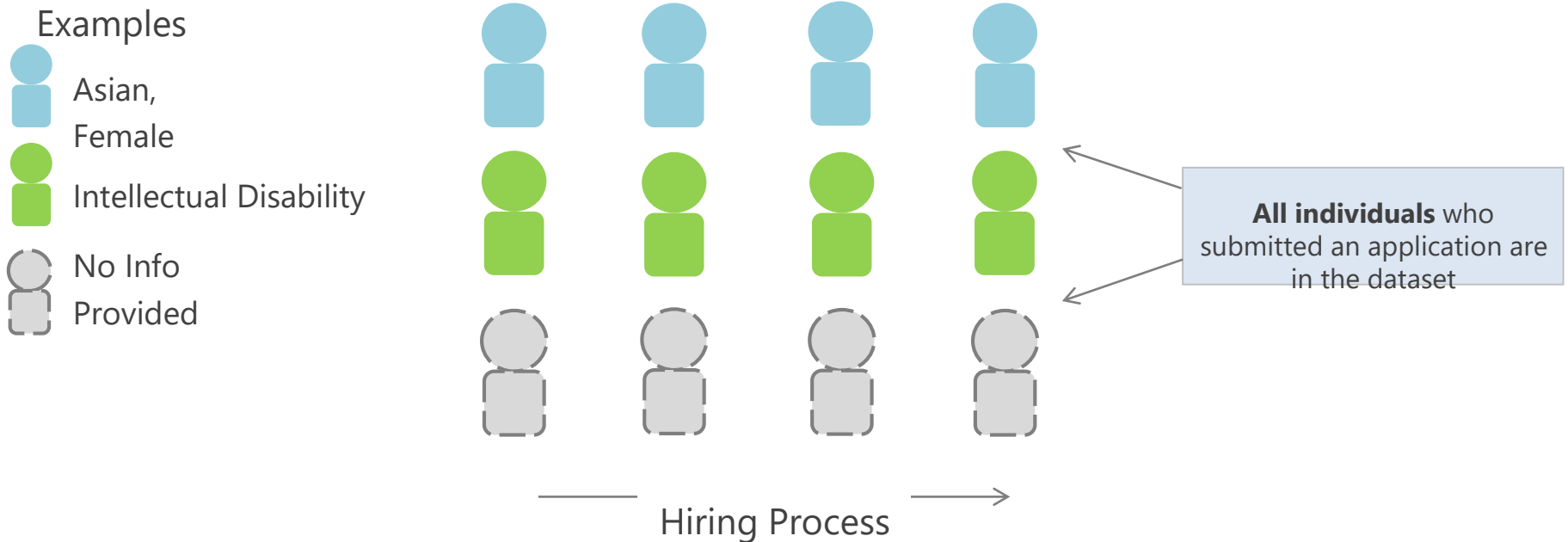


Applied Qualified Referred Selected
————— Hiring Process —————>



1. Full Datasets: New Upgrade Business Rules

The Upgrade dataset includes all individuals who applied for the vacancy, regardless of their disclosure of demographic information or how far they made it in the application process



Applied Qualified Referred Selected

2. More frequent data

Legacy:

- RNO by Certificate – Monthly
- RNO by Vacancy - Quarterly

Upgrade:

- Applicant Flow Data Analytics - Nightly



Access to more current data allows analysts to be more responsive to requests for information. Analysts will no longer have to wait up to three months for data that otherwise met the business requirements for release

3. Simplified data model

Legacy:

- RNO by Vacancy
- RNO by Certificate
- MD-715
- AFD Summary

Upgrade:

Applicant Flow Data Analytics



Legacy offered several separate data models structured differently to meet similar needs. One data model in Upgrade simplifies reporting and mitigates some user error

3. Simplified data model - Data loading

Legacy:

Data is loaded each time a vacancy all certificates audited. This can several times over the life of a vacancy

Upgrade:

Data is made available when vacancies has meet the inclusion criteria and hidden occur when criteria is not met



Date Entered January
Vacancy 12345 was fully audited in December 2017

and was loaded in January 2017 with 50 applications

Date Entered
Another certificate was issued for Vacancy 12345 in April

Visible Vacancy 12345 was fully audited (and Announcement was not open) in December 2017 and the vacancy, including the 50

February and it is audited a few days later. The same 50 applications are loaded with the quarterly load in April.

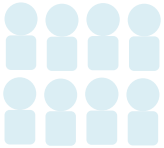


Total Applications in the Legacy Dataset for Vacancy 12345



applications were made visible to users the next day

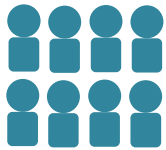
Not
Visible



When the other certificate was issued in February, the vacancy

was hidden the next day

When the certificate is audited, the vacancy will be made visible again to users.



**Total Applications in the
Upgrade Dataset for
Vacancy 12345**



USA Staffing Versions

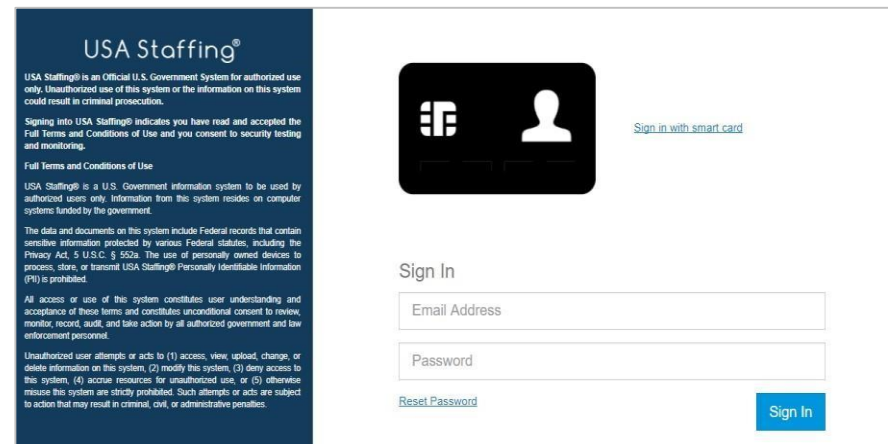


Legacy and Upgrade USA Staffing

Agencies are currently using two different versions of USA Staffing; AFD is available in each version



USA Staffing Legacy



USA Staffing Upgrade



Agencies no longer post announcements All current and future announcements will be through Legacy, but there was activity in FY posted via the Upgrade 2018

Upgrade or Legacy?

Depending on which version was used by your agency in FY 2018, **you may have to gather data from both Upgrade and Legacy AFD**

- AFD will reside with whichever system was utilized to post the vacancy announcement. For example, if the vacancy was posted through Legacy USA Staffing, it will only be available through Legacy AFD



- Agencies which posted vacancy announcements in both versions of USA Staffing during the time period will need to gather AFD from both Legacy and Upgrade
- The same vacancy cannot exist in both versions of USA Staffing (Legacy and Upgrade), so no need to worry about duplicate vacancies when combining Legacy and Upgrade data

12 12



MD-715 2.0



EEOC Notice



U.S. Equal Employment Opportunity Commission

EEO Community,

The FY 2018 MD-715 report is due on February 28, 2019. This report will include **all** of the new MD-715 2.0 Part forms; however, the workforce data tables will **not** be in the MD-715 2.0 format. The A tables will be in the same format as the FY 2017 tables, while the B tables will include the four new Targeted Disability headings. You can find an example of the new B table headings on FedSEP's Guidance page in a document titled "FY 2018 B Tables". We will include the MD-715 2.0 tables in the FY 2019 MD-715 report. We apologize for any inconvenience this change has caused. If you have any questions, please contact Lori Grant at lori.grant@eeoc.gov.

Each agency that certified its FY 2017 MD-715 report in FedSEP has, or will soon, receive a feedback letter from EEOC concerning the Affirmative Action Plan. We do not expect agencies to correct program deficiencies by September 30, 2018. Rather, agencies must provide EEOC with an update on their plan to address the deficiencies.

Lastly, please remember that September 30th is the last day to certify your agency's FY 2017 MD-715 report in FedSEP.

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14

14

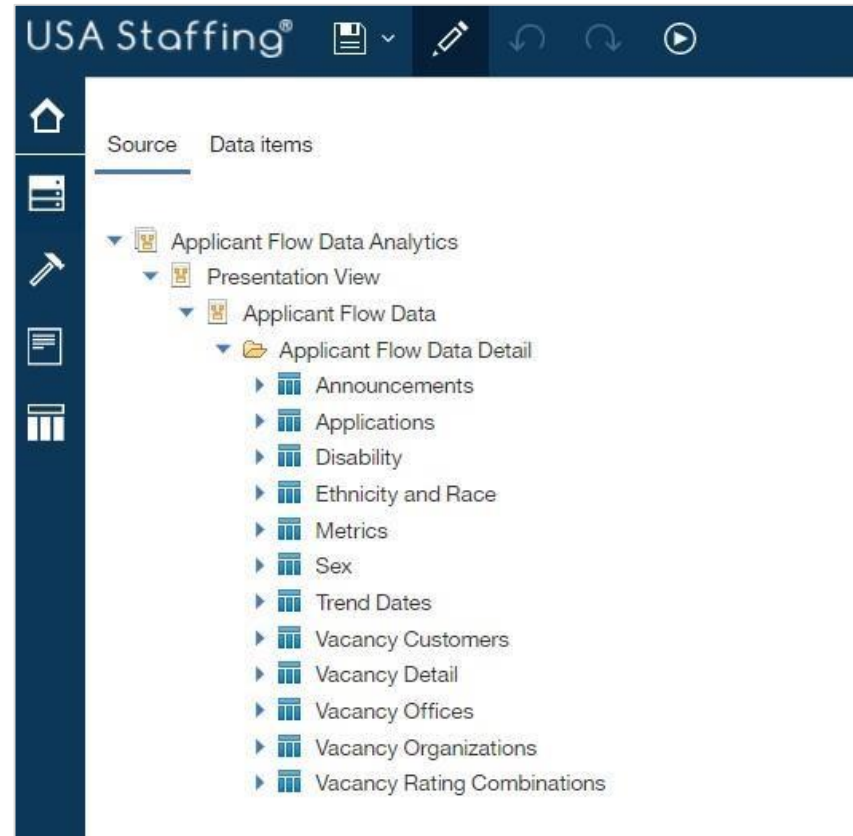


Applicant Flow Data Analytics



AFD Analytics Model

- The only source for Applicant Flow Data derived from the Upgrade version of USA Staffing
- Based on Vacancies where all certificates have been audited and the Announcement is not currently Open • Updated nightly
- Location: USA Staffing Packages and Folders > Applicant Flow Data > **Applicant Flow Data Analytics**
- A data dictionary is available on the USA Staffing Resource Center:
[https://help.usastaffing.gov/USASUpgResCtr/index.php/Reports and Analytics](https://help.usastaffing.gov/USASUpgResCtr/index.php/Reports%20and%20Analytics)



Reports

Currently Available • MD-715 2.0

- MD-715 A6 – Mission Critical Occupations Distribution by Race, Ethnicity, and Sex
- MD-715 B6 – Mission Critical Occupations Distribution by Disability
- **General Analysis**
 - Applicant Flow Data Detail Report (A job aid is available on the Resource Center: https://help.usastaffing.gov/ResourceCenter/index.php/Reports_and_Analytics)

Planning/Requirements Gathering • MD-715 2.0

- A7, A8, B7, B8



- **General Analysis**
- Applicant Flow Data Summary Report/Dashboard

17
17

Call to Action

Our next AFD Workgroup meeting will be **Wed,**
Oct 3rd from 1:30-3pm ET



***Prior to our next meeting**, work with this new data
and send any questions or comments to

USASTaffingData@opm.gov

The purpose of our next meeting is to gather your
feedback so that we can make changes and develop
training materials

18

18

Open Q&A/Demo



Potpourri



OPM Research Summit – Call for Proposals





THE 3RD ANNUAL OPM RESEARCH SUMMIT
IN COLLABORATION WITH
**AMERICAN UNIVERSITY SCHOOL
OF PUBLIC AFFAIRS**

AMERICAN UNIVERSITY
WASHINGTON, DC
DATE: TUESDAY, DECEMBER 18, 2018

CALL FOR SUBMISSIONS

Summit Theme:

The Future of Federal Work:
Theory, Policy, Adaption, and
Challenge

Summit Tracks:

- Talent Management
- Talent Analytics
- Upskilling & Reskilling

Important Dates:

Submission Deadline:
Thursday, October 11, 2018

Acceptance Notification:
Monday, November 5, 2018

Open Registration:
Friday, November 9, 2018

Finalized presentation:
(including all internal approvals)
Thursday, November 30, 2018

Submit Proposals:

For questions and proposal
submission, please email
ResearchSummit@opm.gov

**The Future of Federal Work:
Theory, Policy, Adaption, and Challenge**

New technologies hold the promise of greater productivity, improved performance, and increased efficiencies. Yet, automation enabled by technology also raises complicated questions about the broader impact on hiring, jobs, skills, and the overall nature of work itself.

We invite proposals for papers on the Future of Federal Work, presenting innovations with respect to both theory and practice. The Research Summit provides a forum for the presentation of high-quality research covering all aspects of human capital management, including theory, design, analysis, implementation, evaluation, and experience.

Specific topics to be explored within each track include:

- The impact of current and emerging technologies, including automation, artificial intelligence (AI), and disruptive learning on Federal Human Capital Management practices and policies,
- The models that are being incorporated within other sectors, and how those models will work within the Federal space, and
- Actionable recommendation for government agencies.

Proposing a panel discussion on using Applicant Flow Data (AFD) in federal agencies. AFD can inform:

- Talent Management and/or
- Talent Analytics

"Panel discussions provide an opportunity for public discussion amongst a selected group of panelists.

A good topic and compelling panelists that bring differing perspectives and are confident in making clear arguments in a live situation are central to being selected.

Panels should be comprised of :

- *three to five individuals,*
- *a discussant,*
- *and the participating audience."*

Proposal Due Date: October 11, 2018
Interested?

Reach out after this call to:

hennenm@sec.gov or (202) 551-8885



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/USA_Staffing_Upgrade_Resource_Center

Cognos Report Author Training Sessions

An overview of USA Staffing data with practical exercises in running standard reports and developing custom reports in Cognos. Contact your Account Manager if you are interested in scheduling a session for the report authors in your organization



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**

