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USA Staffing Reporting and Analytics Release Notes

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Reporting and Analytics



OPM HR SOLUTIONS
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Applicant Flow Data Warehouse

The Applicant Flow Data Warehouse (AFDW) enables reporting on applicant flow at the application level (i.e., across all rating combinations) within the Vacancy namespace. The next phase of the AFDW involves the development of a new namespace to enable reporting on applicant flow at the application rating combination level (i.e., pay plan-series-grade-specialty). Development of the Application Rating Combination namespace has begun, and the first few query subjects and associated query items (listed below) are available. Refer to the new AFDW Data Relationships and Metrics Job Aid, available on the Reporting and Analytics page of the USA Staffing Resource Center (https://help.usastaffing.gov/ResourceCenter/index.php/Reporting_and_Analytics) for additional 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.

- Application Rating Combination namespace
 - Vacancy Information folder
 - 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.
 - 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).

Reports

- **Applicant Flow Vacancy-Level Detail:** The Applicant Flow Vacancy-Level Detail report was updated. This report provides detailed data related to applicant responses to the 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. The report was modified to include an optional prompt for Application Last Submitted Date Range.
 - Team Content > USA Staffing Packages and Folders > Applicant Flow Data > Applicant Flow Data Warehouse

- **Applicant Scores by Assessment Report:** The Applicant Scores by Assessment Report was updated. This report provides tabular data identifying the scores an applicant received on each assessment completed for each rating combination to which they applied. The report was modified to include optional prompts for record status code and application rating notification message code. Additionally, a new page titled “Applicant Results” was added to include application ratings and application rating combination message data.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse > Assessment

- **Forms Management Report:** The Forms Management Report was updated. This report provides tabular data displaying new hires with incomplete forms and the next agency action that needs to be taken for each incomplete form. The report was modified to include an optional prompt for new hire status as well as to include new hire status as a column in the report output.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse > New Hire