USA Staffing
Reporting & Analytics

Applicant Flow Data Workgroup Meeting

May 23, 2017

Agenda

- **Program updates**
  - USAJOBS changes

- **Modifications to reports/data models**
  - USA Staffing Upgrade - Applicant Flow Data Analytics

- **Future development plans**

- **Open Q&A/Demo**

Program Updates

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USAJOBS Changes

In Fall 2016, USAJOBS modified the language in the USAJOBS Profile and Application with the goal of increasing the response rate to demographic questions

Previous language
"I volunteer to provide my demographic information to help determine if the government's equal employment opportunity efforts are reaching all segments of the population"

51%

Announcements Closed between
Jan 1, 2016 – March 31, 2016

Current language
"I do not volunteer to provide my demographic information to help improve the hiring process
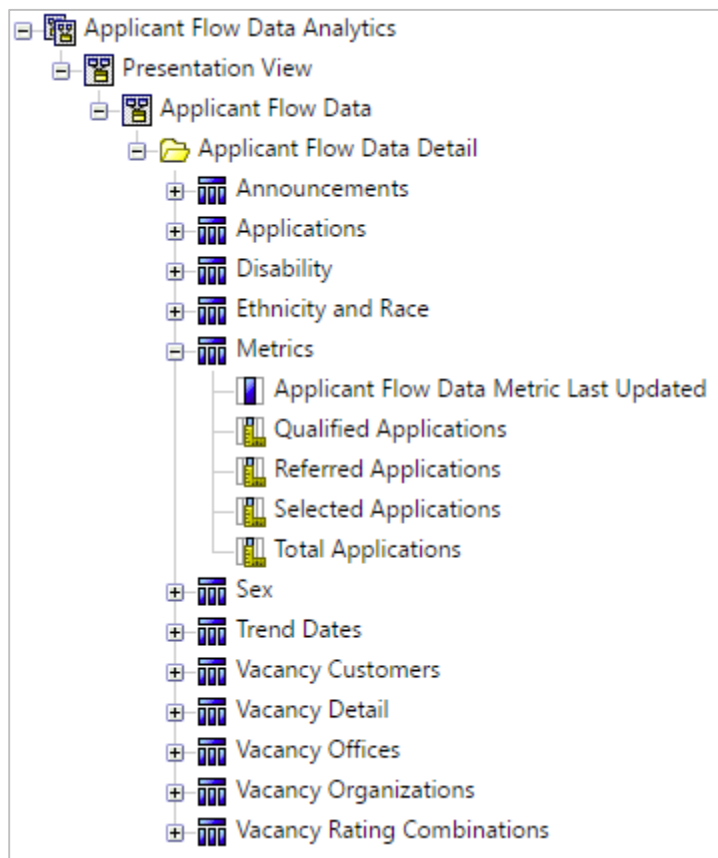
77%

Announcements Closed between
Jan 1, 2017 – March 31, 2017

Modifications to Reports/Data Models

Data models

USA Staffing Upgrade – Applicant Flow Data Analytics

- New data model sourced from the Data Warehouse based on USA Staffing Upgrade Data

- Data loaded nightly for all vacancies where all certs were audited in the previous day

- All application records are included

- The current AFD model for the USA Staffing Upgrade ("Applicant Flow Data") will be removed

- **Deployment:** Stage (live), Production (June 3)

Reports

USA Staffing Upgrade

- **Summary Reports** - Count and percentage of applicants at each stage in the hiring process by Sex Response, and Ethnicity and Race Category

  - Vacancy Organization Summary Report - *Available July/Aug (est)*

  - Vacancy Office Summary Report - *Available July/Aug (est)*

  - Vacancy Customer Summary Report - *Available July/Aug (est)*

  - Vacancy Number Summary Report - *Available July/Aug (est)*

  - A7 and B7 templates - *Available July/Aug (est)*

- **Detail Report** – Demographic responses and hiring milestone data at the application-level

  - Vacancy Application Detail Report – *Available July (est)*

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Reports – Vacancy Summary to Detail

Vacancy Organization Summary Report
Click on an Organization Name to see results by Vacancy Number

Vacancy Organization Name	Sex Response	Ethnicity and Race Category	Total Applications	Qualified Applications	Qualified %
OPM Reimbursable	Female	Black or African American	1	1	1.3%
		Hispanic or Latino	2	0	0.0%
		White	1	0	0.0%
	Male	2 or More Races	1	1	1.3%
		Asian	1	0	0.0%

Vacancy Number Summary Report
Click on a Vacancy Number to see the demographic responses for all applications in a vacancy

Vacancy Organization Name	Vacancy Number	Announcement Close Date	Sex Response	Ethnicity and Race Category	Total Applications
OPM Reimbursable	123212	2/15/2017	Female	Black or African American	1
				Hispanic or Latino	2

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Reports – Vacancy Summary to Detail

Vacancy Application Detail Report

The Vacancy Application Detail Report displays application demographic responses and hiring milestone data at the application level.

- Vacancy Organization Name
- Vacancy Office Name
- Vacancy Customer Name
- Vacancy Number
- Vacancy Pay Plan Series Grade
- Vacancy USAJOBS Job Title
- Vacancy Type
- Announcement Number
- Announcement Close Date
- Announcement Type
- Announcement Who May Apply Name
- Announcement Who May Apply Override
- Application Last Submitted Date
- Application Record Status Code
- Application Qualified Indicator
- Application Referred Indicator

- Application Selected Indicator
- Application Claimed Veterans Preference Description
- Application Adjudicated Veterans Preference Description
- Sex Response
- Ethnicity and Race Category
- Hispanic or Latino Indicator
- American Indian or Alaska Native Indicator
- Asian Indicator
- Black or African American Indicator
- Native Hawaiian or Other Pacific Islander Indicator
- White Indicator
- Disability Indicator
- Targeted Disability Indicator

Future development plans

In Planning

- **Legacy Data Restructure:** Restructure legacy data based on the same model and business rules just completed for Upgrade

- **Executive Dashboard:** Dashboard developed in Cognos to show trends, metrics, contextual information

- **Benchmarking Data:** Make civilian labor force, federal workforce, and other benchmarking data available for reporting

- **Assessment data:** Include assessment information to inform adverse impact analyses

- **Recruitment source data:** Add data related to how applicants heard about the job

- **Additional hurdles:** Develop new hiring process milestones, including if an applicant was interviewed

Open Q&A/Demo

Resources

Reporting and Analytics Strategy and Consulting

Discuss your organization's reporting and analytics needs and identify a strategy to build reports and analytical projects. Consult and provide guidance to your organization's report authors in developing USA Staffing Cognos reports and dashboards

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 us if you are interested in scheduling a session for the report authors in your organization

IBM Cognos Report Author Training

Listing of paid training opportunities sponsored by IBM Cognos
http://www-01.ibm.com/software/analytics/training-and-certification/

Contact:	**Help:**
Caleb Judy	**Upgrade:** Contact the USA Staffing point person at your agency
Program Analyst (Data Analytics)	
USA Staffing, Product Development Branch	**Legacy:** Submit a Help Desk ticket at
caleb.judy@opm.gov	https://eshelp.opm.gov