



USA Staffing[®]
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**SPECIAL EDITION:
HIRING DATA WAREHOUSE**

USA Staffing
**Reporting and Analytics
Release Notes**

Stage Release Date: TBD

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The Hiring Data Warehouse (HDW) is the new data warehouse for USA Staffing data. At maturity, it will contain the same data available through the Staffing Reports data package. The HDW is structured to improve performance, remove the need for joining between Cognos namespaces, and will be loaded at regular intervals. Details about the data now available through the HDW are provided in these Release Notes.

- Data Structure:
 - The HDW is organized into a single namespace for all data. This differs from Staffing Reports, which contains 12 separate namespaces. The advantage of a single namespace is that query items throughout the HDW can be put into a single report object (e.g., list, visualization) without the need to create a join.
 - Query subjects are organized into folders and sub-folders by topic (e.g., Announcements, Applicants, Certificates, Vacancies) to make it as easy as possible to locate the data needed for reports.
 - Data is optimized for improved performance. Rather than using views to act as an intermediary between the USA Staffing database and the Staffing Reports data package available in Cognos, the HDW has built tables that load data periodically from the USA Staffing database. The HDW Cognos model pulls directly from the HDW tables.
- Table Loading
 - The HDW uses a rolling snapshot process to load the tables that are used for reporting. The full HDW is currently updated approximately every 8 hours, with the potential for increased frequency following analysis of the trends for table load time.
 - The rolling snapshot process is outlined using the figures below. Key notes about snapshots:
 - A snapshot is a read only, static copy of the HDW Parent, also known as the collection of tables that make up the HDW.
 - An individual Cognos report uses the newest snapshot that exists at the time the user clicks “Run” or the report is scheduled to begin.
 - Once all reports using an older snapshot have completed, the snapshot is removed. This process prevents interruption of running reports.

Fig. 1

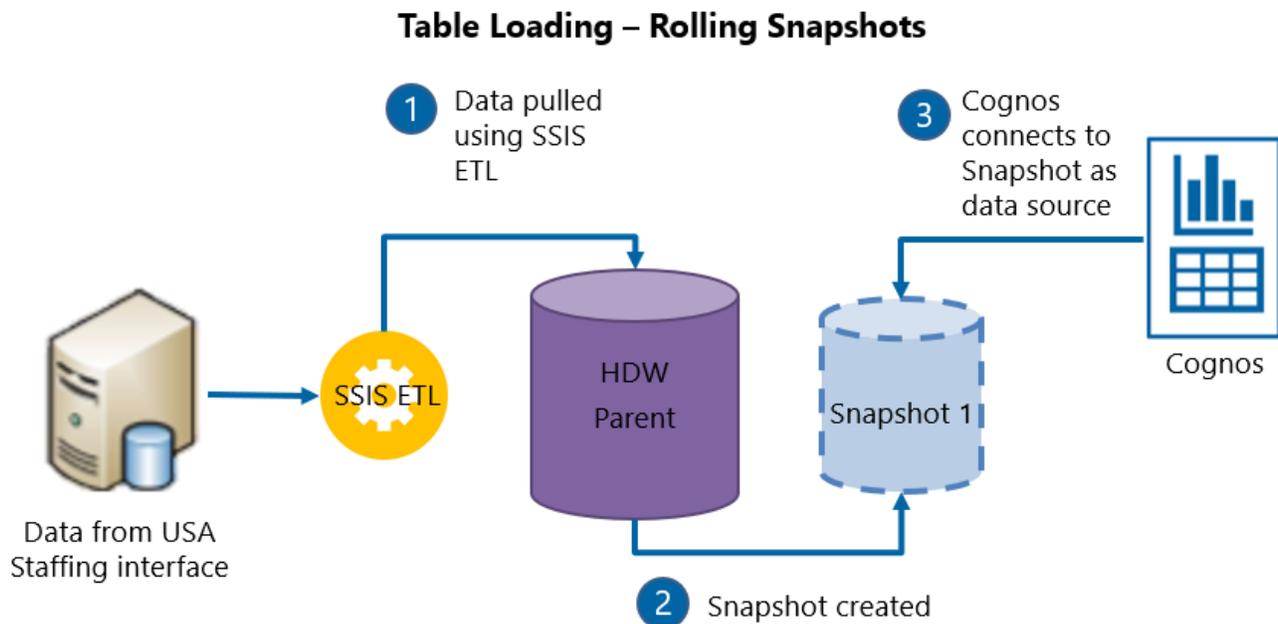


Fig. 2

Table Loading – Rolling Snapshots

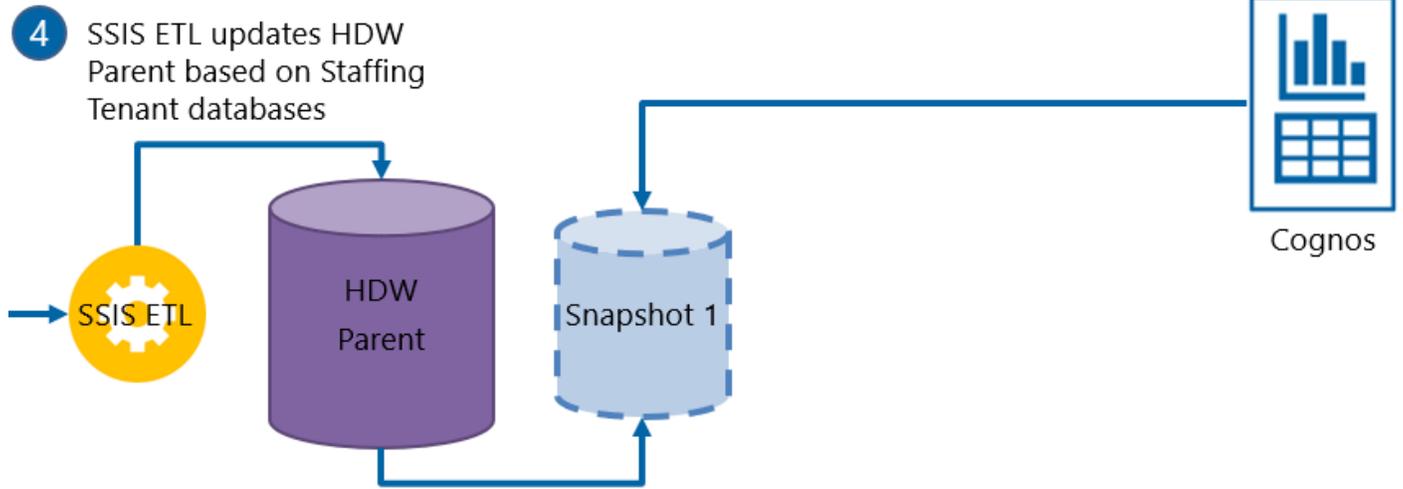
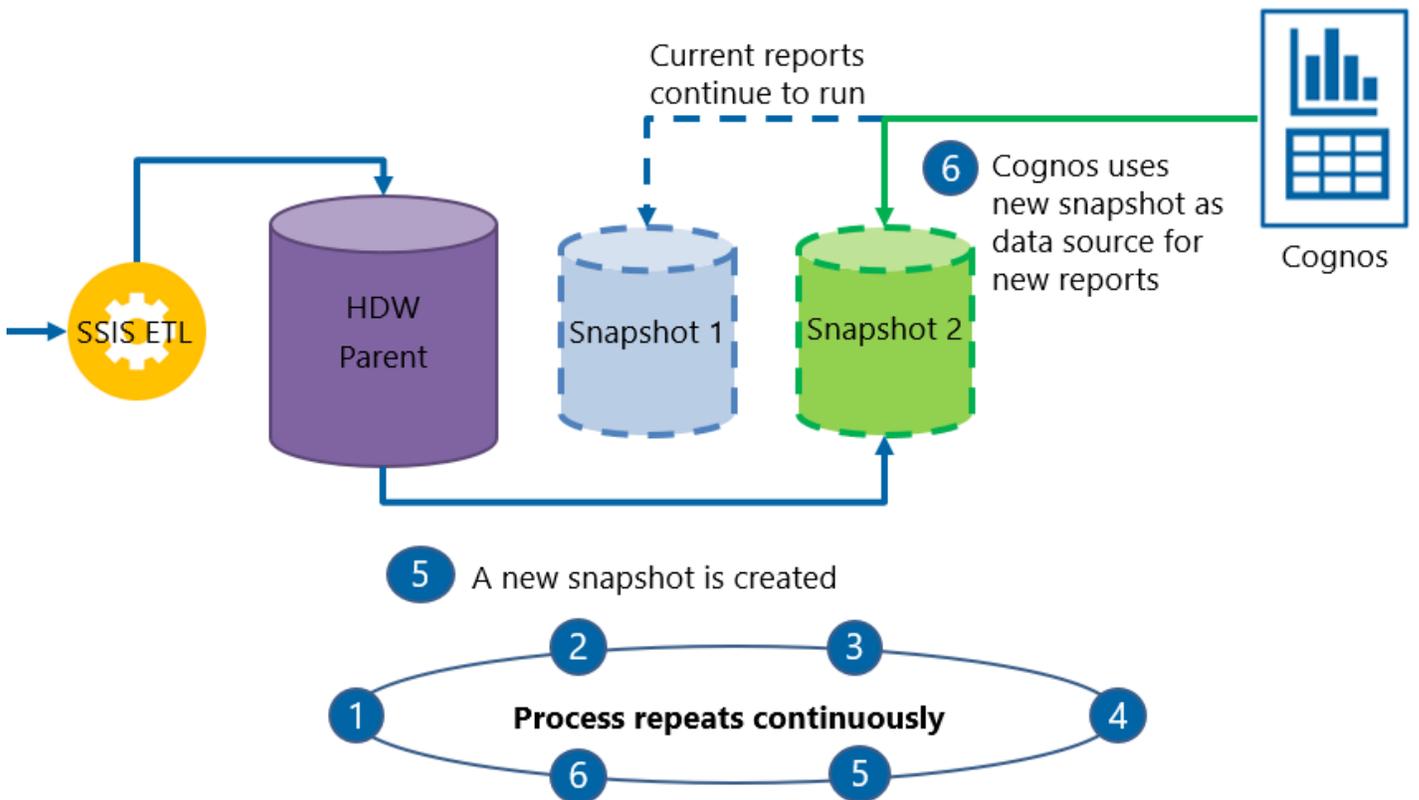


Fig. 3

Table Loading – Rolling Snapshots



Hiring Data Warehouse

- Announcements folder
 - Announcement Information sub-folder
 - Announcement query subject: enables reporting on details related to an announcement.
 - 'Announcement Close Date': The calendar date than an announcement closed.
 - 'Announcement Last Modified Date/Time': The timestamp of the last time an announcement was last modified.
 - 'Announcement Number': The unique identifying number associated with an announcement.
 - 'Announcement Open Date': The calendar date that an announcement opened.
 - 'Announcement Released Date/Time': The date/time of the most recent change to the release status of an announcement (i.e., released, updated, or removed) on USAJOBS.
 - 'Announcement Released?': Flag indicating if the announcement has been released to USAJOBS.
 - 'Announcement Status': The current status of an announcement as determined by the system and based on whether the announcement is released and if it is between the open and close dates.
 - 'Announcement Template': The name of the template storing the text accompanying each section of the announcement.
 - 'Application Limit': The maximum number of applications an announcement can collect before being automatically closed on the date the maximum number is reached.
 - 'Application Limit Set?': Flag indicating if the announcement is set to automatically close on the date a specified number of applications is received.
 - 'External Contact Email': The email address of the point of contact outside of the organization that is responsible for answering questions about the announcement.
 - 'External Contact ID': The unique identifier assigned to the point of contact outside the organization that is responsible for answering questions about the announcement.
 - 'External Contact Name': The last name, first name of the point of contact outside the organization that is responsible for answering questions about the announcement.
 - 'Internal Contact Email': The email address of the point of contact within the organization that is responsible for answering questions about the announcement.
 - 'Internal Contact ID': The unique identifier assigned to the point of contact within the organization that is responsible for answering questions about the announcement.
 - 'Internal Contact Name': The last name, first name of the individual within the organization that is responsible for answering questions about the announcement.
 - 'Linked USAJOBS Control Number': The USAJOBS announcement control number for an announcement that is linked to or associated with the announcement.
 - 'Maximum Salary': The maximum salary associated with the position being posted to USAJOBS.
 - 'Minimum Salary': The minimum salary associated with the position being posted to USAJOBS.
 - 'Not to Exceed': Description of the special duration of the appointment type.
 - 'Salary Type': The frequency of salary payment.
 - 'Total Openings': The number of position openings associated with the announcement.
 - 'USAJOBS Control Number': The USAJOBS provided announcement control number.
 - 'Who May Apply': Description of the types of candidates that may apply for a job posting.
 - 'Who May Apply Override Text': A description of the type of candidates that may apply for a job posting, as entered by an HR Specialist.
 - Announcement Locations query subject: enables reporting on the locations associated with an announcement.

- 'Announcement Location City': The city of the location for which a position is announced.
 - 'Announcement Location Country': The country of the location for which a position is announced.
 - 'Announcement Location County': The county of the location for which a position is announced.
 - 'Announcement Location Description': The city, state, country or city, and country of the location for which a position is announced.
 - 'Announcement Location Duty Station Code': The duty station code for the location for which a position is announced.
 - 'Announcement Location State': The state of the location for which a position is announced.
 - 'Announcement Location State Abbreviation': The abbreviation of the state of the location for which a position is announced.
- Appointment Types query subject: enables reporting on the appointment types associated with an announcement.
 - 'Appointment Type': Identifies the type of appointment (e.g., permanent, temporary, term).
- Work Schedules query subject: enables reporting on the work schedules associated with an announcement.
 - 'Work Schedule': Identifies the type of work schedule (e.g., full time, part time, intermittent, shift work, job sharing) for the position announced.
- Announcement Questionnaire Information sub-folder
 - Announcement Items query subject: enables reporting on the items contained in the announcement questionnaire.
 - 'Announcement Item Header': The title of an announcement questionnaire item.
 - 'Announcement Item ID': The unique database identifier for an announcement questionnaire item.
 - 'Announcement Item Required?': Flag indicating whether or not a response to the announcement questionnaire item is required in order for an applicant to complete their application.
 - 'Announcement Item Response Type': The type of response allowed for the announcement questionnaire item (e.g., Calendar, Multiple Choice – Multiple Select, Yes/No).
 - 'Announcement Item Text': The text of an announcement questionnaire item.
 - 'Announcement Item Used for Screen-Out?': Flag indicating whether or not an announcement questionnaire item is associated with any of the screen-out criteria.
 - 'Section Title': The name of the section of an announcement questionnaire.
 - Announcement Response Options query subject: enables reporting on the response options associated with items contained in the announcement questionnaire.
 - 'Announcement Response Option': The response option (e.g., A, B, C, D) associated with a multiple choice item on an announcement questionnaire.
 - 'Announcement Response Text': The text of a response option associated with an item on an announcement questionnaire.
- Applicants folder
 - Applicant Information sub-folder
 - Applicant query subject: enables reporting on details related to an applicant.
 - 'Applicant Address City': The city of an applicant's address.
 - 'Applicant Address Country': The country of an applicant's address.
 - 'Applicant Address Line 1': The first line of the street address (house number and street) of an applicant.

- 'Applicant Address Line 2': The second line of the street address (apartment, unit number, etc.) of an applicant.
- 'Applicant Address Line 3': The third line of the street address (apartment, unit number, etc.) of an applicant.
- 'Applicant Address State': The state of an applicant's address.
- 'Applicant Address State Abbreviation': The abbreviation of the state of an applicant's address.
- 'Applicant Address Zip Code': The zip code of an applicant's address.
- 'Applicant Citizenship': The applicant's country of citizenship.
- 'Applicant Email Address': The email address provided by the applicant.
- 'Applicant First Name': The first name of an applicant.
- 'Applicant ID': The unique identifying number associated with an individual applicant.
- 'Applicant Last Name': The last name of an applicant.
- 'Applicant Middle Name': The middle name of an applicant.
- 'Applicant Name': The first, middle, and last names of an applicant, displayed as Last, First Middle (e.g., Adams, John Quincy).
- 'Applicant Suffix': The suffix of an applicant's name (e.g., Jr., Sr., III).
- 'USAJOBS Profile ID': The unique identifying number associated with an applicant's USAJOBS profile.
- Applicant Phone Numbers query subject: enables reporting on applicants' phone numbers.
 - 'Applicant Phone Number': The phone number provided by an applicant.
 - 'Applicant Phone Type': The type of phone number (e.g., day, evening, mobile) provided by the applicant.
- Applications folder
 - Application Information sub-folder
 - Application query subject: enables reporting on details related to an applicant's application to a vacancy.
 - 'Application Eligibility End Date': The last day that an application may be considered for a given position, based on the vacancy period of eligibility.
 - 'Application Eligibility Start Date': The first day that an application may be considered for a given position, based on application submission and the vacancy period of eligibility.
 - 'Application Expired?': Flag indicating whether or not an application is expired, based on whether or not the application eligibility end date has passed.
 - 'Application External Assessment End Date': The end date of the time period during which an applicant is to complete an external assessment.
 - 'Application External Assessment Start Date': The start date of the time period during which an applicant is to complete an external assessment.
 - 'Application Last Modified Date/Time': The timestamp of the last time an application was last modified.
 - 'Application Number': The unique identifying number associated with an individual applicant's application to a specific vacancy.
 - 'Application Status': The status of a job application within the hiring process.
 - 'Conflict Resolved?': Flag indicating whether or not an application conflict has been resolved.
 - 'Conflict?': Flag indicating whether or not an application is in conflict with another application (e.g., multiple applications may have been received from the same individual).
 - 'Lowest Acceptable Grade': The lowest grade an applicant would accept for a vacancy.
 - 'Marked for Follow-Up?': Flag indicating whether or not follow-up is necessary to complete the application review process.

- 'Record Status Code': The status code of an application within the hiring process (e.g., AA, AC, HH).
- 'Record Status Code Description': The status of an application within the hiring process.
- 'USA Hire Completion Date/Time': The date/time when the applicant completed the USA Hire assessment(s).
- 'Veterans Document Submission Date': The date the veterans document was submitted.
- 'Veterans Preference Adjudicated': A code indicating the category of veterans preference an applicant is entitled to based on completion of the adjudication process for a vacancy.
- 'Veterans Preference Adjudicated Description': A description of the category of veterans preference an applicant is entitled to based on completion of the adjudication process for a vacancy.
- 'Veterans Preference Claimed': A code indicating the category of veterans preference an applicant is claiming when submitting an application for a vacancy.
- 'Veterans Preference Claimed Description': A description of the category of veterans preference an applicant is claiming when submitting an application for a vacancy.
- Application Locations query subject: enables reporting on the location(s) an applicant is applying to/for in an announcement.
 - 'Application Location City': The city of the location for which an application was submitted.
 - 'Application Location Country': The country of the location for which an application was submitted.
 - 'Application Location County': The county of the location for which an application was submitted.
 - 'Application Location Description': The city, state, country or city, and country of the location for which an application was submitted.
 - 'Application Location Duty Location Code': The duty station code for the location for which an application was submitted.
 - 'Application Location State': The state of the location for which an application was submitted.
 - 'Application Location State Abbreviation': The abbreviation for the state of the location for which an application was submitted.
- Certificates folder
 - Certificate Information sub-folder
 - Certificate query subject: enables reporting on details related to a certificate.
 - 'Certificate Amended?': Flag indicating if the certificate was amended.
 - 'Certificate Applicant List Name': Name of the applicant list the certificate was created from.
 - 'Certificate Audited By': The name of the USA Staffing user that audited the certificate.
 - 'Certificate Audited?': Flag indicating if the certificate was audited.
 - 'Certificate Cancelled': Flag indicating if the certificate was cancelled.
 - 'Certificate CTAP/ICTAP Well Qualified Score': The minimal score a CTAP/ICTAP applicant must receive to be considered well qualified under CTAP/ICTAP procedures.
 - 'Certificate Final Audit Complete Date/Time': The date/time the most recent audit of the certificate was completed.
 - 'Certificate Initial Audit Complete Date/Time': The date/time the certificate was first audited.
 - 'Certificate Issue Date/Time': The date/time an applicant list was issued as a certificate.
 - 'Certificate Issuer': The name of the individual that issued the certificate.
 - 'Certificate Last Modified Date/Time': The date/time the certificate was last modified.
 - 'Certificate Number': The unique identifying number associated with a certificate.

- 'Certificate Order': The ordering method (e.g., rating, name, submission date) applied to the certificate.
- 'Certificate Priority Order': The ordering method used to apply veterans preference (e.g., none, absolute veterans preference, float priority referrals) to the certificate.
- 'Certificate Rank By': The ordering method used to rank applications on the certificate (e.g., rating, raw score, eligibles only). Options are dependent on the certificate type.
- 'Certificate Refer Method': The way that a user can limit the number of applicants on an certificate (e.g., all, number of names, cutpoint).
- 'Certificate Refer Method Number': The limit on the number of applicants to be placed on the certificate or the cutpoint used to determine which applicants are placed on the certificate when selecting a refer method.
- 'Certificate Signed Date/Time': The date/time the certificate was signed.
- 'Certificate Status': The status of the certificate (e.g., Issued, Issued - Under Review, Returned - Tentative Selection, Complete - Selection Made) to show the progress of a certificate through its lifecycle.
- 'Certificate Tie Breaker': The method used to break a tie and determine how applicants will be ordered when multiple applicants have the same rating.
- 'Certificate Type': The type of certificate (e.g., Ranking List, Category Rating, Rule of Three, Merit Referral List) issued. Depending on the certificate type, options for Rank By, Priority Order, Refer Method, etc. will vary.
- Certificate Applications query subject: enables reporting on details related to applications referred on a certificate.
 - 'Certificate Application Added Date/Time': The date/time an application was added to the certificate.
 - 'Certificate Application Added?': Flag indicating if the application was added to the certificate.
 - 'Certificate Application Audit Code': The code associated with the selection decision made by the hiring manager.
 - 'Certificate Application Audit Date/Time': The date/time the selection decision made by the hiring manager is validated by the HR user.
 - 'Certificate Application Certified Date/Time': The date/time the application on the certificate was certified.
 - 'Certificate Application Eligibility End Date': The last day that an application on a certificate may be considered for a given position, based on the vacancy period of eligibility.
 - 'Certificate Application Eligibility Start Date': The first day that an application on a certificate may be considered for a given position, based on application submission and the vacancy period of eligibility.
 - 'Certificate Application Expired?': Flag indicating whether or not an application on a certificate is expired, based on whether or not the application eligibility end date has passed.
 - 'Certificate Application First Name': The first name of an applicant referred on a certificate.
 - 'Certificate Application Hired City': The city of the location for which an application on a certificate was hired.
 - 'Certificate Application Hired Country': The country of the location for which an application on a certificate was hired.
 - 'Certificate Application Hired County': The county of the location for which an application on a certificate was hired.
 - 'Certificate Application Hired Location Description': The city, state, country or city, and country of the location for which an application on a certificate was hired.

- 'Certificate Application Hired PD Number': The code identifying a position description for which an application on a certificate was hired.
- 'Certificate Application Hired Position Title': The job title of a position for which an application on a certificate was hired.
- 'Certificate Application Hired Series': The occupational code identifying the position for which an application on a certificate was hired.
- 'Certificate Application Hired Series Title': The title of the occupational series of a position for which an application on a certificate was hired.
- 'Certificate Application Hired State': The state of the location for which an application on a certificate was hired.
- 'Certificate Application Last Modified Date/Time': The date/time an application on a certificate was last modified.
- 'Certificate Application Last Name': The last name of an applicant referred on a certificate.
- 'Certificate Application Last Submitted Date/Time': The date/time application on a certificate was last submitted by an applicant.
- 'Certificate Application Marked as Favorite?': Flag indicating whether or not the application has been marked as a favorite on a certificate.
- 'Certificate Application Marked for Follow-Up?': Flag indicating whether or not follow-up is necessary to complete the application review process.
- 'Certificate Application Middle Name': The middle name of an applicant referred on a certificate.
- 'Certificate Application Number': The unique identifying number associated with an application on a certificate.
- 'Certificate Application Priority Description': The priority description of the application on a certificate.
- 'Certificate Application Rank Order': Numerical ranking indicating the application's place on a certificate.
- 'Certificate Application Rating': The rating received by an application on a certificate.
- 'Certificate Application Record Status Code': The status code of an application within the hiring process (e.g., AA, AC, HH).
- 'Certificate Application Record Status Code Description': The status of an application within the hiring process.
- 'Certificate Application Reordered?': Flag indicating if the application was reordered on the certificate.
- 'Certificate Application Return Status': The status of an application on a certificate as marked by the HR user after auditing the hiring manager's decision.
- 'Certificate Application Start Date/Time': The date/time an application on a certificate was started.
- 'Certificate Application Suffix': The suffix (e.g., Jr., Sr., III) of an applicant referred on a certificate.
- 'Certificate Application USA Hire Completed Date/Time': The date/time when the applicant completed the USA Hire assessment(s).
- 'Certificate Application Veterans Preference Code': The code indicating the veterans preference for the application on the certificate.
- 'Certificate Application Veterans Preference Code Description': The description of the veterans preference for the application on the certificate.
- Requests folder
 - Request Information sub-folder
 - Request query subject: enables reporting on details related to a request.
 - 'Approval Date/Time': The date/time that a request was approved.

- 'Approver Email': The email address of the individual that approved a request.
- 'Approver Name': The name of the individual that approved a request.
- 'Approver Phone Number': The phone number of the individual that approved a request.
- 'Hiring Validation Date': The date an agency validated the hiring need.
- 'Personnel Action Date': The date an agency determines the need to make a hire and executes a Request Personnel Action.
- 'Request Bargaining Unit Position?': Flag indicating if the position is covered by a bargaining unit.
- 'Request Cancellation Date': The date that a request was cancelled.
- 'Request Cancellation Reason': The reason that a request was cancelled.
- 'Request Creation Date/Time': The date/time a request is created.
- 'Request Customer Address City': The city of a customer's address.
- 'Request Customer Address Country': The country of a customer's address.
- 'Request Customer Address Line 1': The first line of the street address (house number and street) of a customer.
- 'Request Customer Address Line 2': The second line of the street address (apartment, unit number, etc.) of a customer.
- 'Request Customer Address Line 3': The third line of the street address (apartment, unit number, etc.) of a customer.
- 'Request Customer Address State': The state of a customer's address.
- 'Request Customer Address State Abbreviation': The abbreviation of the state of a customer's address.
- 'Request Customer Address Zip Code': The zip code a customer's address.
- 'Request Customer Agency Code': The code for the CPDF agency associated with the request's customer.
- 'Request Customer Agency Name': The CPDF agency associated with the request's customer.
- 'Request Customer External Name': The external name of the hiring entity for which the staffing process is being carried out.
- 'Request Customer Name': The name of the customer or hiring entity for which the staffing process is being carried out.
- 'Request Customer Phone Number': The phone number of a customer or hiring entity.
- 'Request Drug Testing Required?': Flag indicating if the position requires drug testing.
- 'Request Financial Disclosure Required?': Flag indicating if the position requires a financial disclosure.
- 'Request Hiring Organization Name': The name of the organization in which a vacancy is being filled.
- 'Request Last Modified Date/Time': The date/time the request was last modified.
- 'Request Number': The unique identifying number associated with a request.
- 'Request Relocation Authorized?': Flag indicating if payment of relocation costs have been approved.
- 'Request Security Clearance Required': The security clearance required.
- 'Request Source': Indicates whether the request came through an interface or through manual entry.
- 'Request Staffing Organization Code': The code associated with the organization managing the staffing process.
- 'Request Staffing Organization Name': The name of the organization managing the staffing process.
- 'Request Staffing Tenant Code': The tenant associated with the data.
- 'Request Staffing Tenant Name': The name of the tenant associated with the data.

- 'Request Status': The status of a request from submission to fulfilled.
- 'Request Submission Date/Time': The date/time the request was submitted.
- 'Request Supervisory Position?': Flag indicating if the position is supervisory.
- 'Request Telework Eligible?': Flag indicating if the position is eligible for telework.
- 'Request Travel Required': The travel requirement for the vacancy.
- 'Request Type': The type of request (e.g., New Vacancy, Additional Selection, Onboard New Hire).
- 'Requester Email': The email address of the requester.
- 'Requester Name': The name of the requester.
- 'Requester Phone Number': The phone number of the requester.
- Request Locations query subject: enables reporting on the locations associated with a request.
 - 'Request Location City': The city of the location for a request.
 - 'Request Location Country': The country of the location for a request.
 - 'Request Location County': The county of the location for a request.
 - 'Request Location Description': The city, state, country or city, and country of the location for a request.
 - 'Request Location Duty Station Code': The duty station code for the location for a request.
 - 'Request Location State': The state of the location for a request.
 - 'Request Location State Abbreviation': The abbreviation for the state of the location for a request.
- Vacancies folder
 - Vacancy Information sub-folder
 - Appointing Authorities query subject: enables reporting on the appointing authorities associated with a vacancy.
 - 'Appointing Authority': The name of the vacancy tag indicating the appointing authority of the vacancy.
 - 'Appointing Authority Tag Level': Indicates if the tag used to indicate the appointing authority of the vacancy was created by a user (custom) or is available at the system level (system).
 - Customers query subject: enables reporting on the customer(s) associated with a vacancy.
 - 'Vacancy Customer Address City': The city of a customer's address.
 - 'Vacancy Customer Address Country': The country of a customer's address.
 - 'Vacancy Customer Address Line 1': The first line of the street address (house number and street) of a customer.
 - 'Vacancy Customer Address Line 2': The second line of the street address (apartment, unit number, etc.) of a customer.
 - 'Vacancy Customer Address Line 3': The third line of the street address (apartment, unit number, etc.) of a customer.
 - 'Vacancy Customer Address State': The state of a customer's address.
 - 'Vacancy Customer Address State Abbreviation': The abbreviation of the state of a customer's address.
 - 'Vacancy Customer Address Zip Code': The zip code a customer's address.
 - 'Vacancy Customer Agency Code': The code for the CPDF agency associated with the vacancy's customer.
 - 'Vacancy Customer Agency Name': The CPDF agency associated with the vacancy's customer.
 - 'Vacancy Customer External Name': The external name of the hiring entity for which the staffing process is being carried out.
 - 'Vacancy Customer Fax Number': The fax number of a customer or hiring entity.

- 'Vacancy Customer Name': The name of the customer or hiring entity for which the staffing process is being carried out.
- 'Vacancy Customer Phone Number': The phone number of a customer or hiring 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 Address City': The city of a staffing office's address.
 - 'Staffing Office Address Country': The country of a staffing office's address.
 - 'Staffing Office Address Country Abbreviation': The abbreviation of the country of a staffing office's address.
 - 'Staffing Office Address Line 1': The first line of the street address (house number and street) of a staffing office.
 - 'Staffing Office Address Line 2': The second line of the street address (apartment, unit number, etc.) of a staffing office.
 - 'Staffing Office Address Line 3': The third line of the street address (apartment, unit number, etc.) of a staffing office.
 - 'Staffing Office Address State': The state of a staffing office's address.
 - 'Staffing Office Address State Abbreviation': The abbreviation of the state of a staffing office's address.
 - 'Staffing Office Address Zip Code': The zip code a staffing office's address.
 - 'Staffing Office Code': The code associated with the office managing the staffing process.
 - 'Staffing Office External Name': The external name of the office managing the staffing process.
 - 'Staffing Office Fax Number': The fax number of the office managing the staffing process.
 - 'Staffing Office Name': The name of the office managing the staffing process.
 - 'Staffing Office Phone Number': The phone number 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.
- Vacancy query subject: enables reporting on details related to a vacancy.
 - 'ACWA Position?': Flag indicating if a vacancy is an Administrative Careers with America (ACWA) position.
 - 'Age Information Collected?': Flag indicating if the "Collect age information" radio button is selected on the vacancy settings page.
 - 'Applicant Response Update Restricted?': Flag indicating if an applicant can update assessment responses after submitting an application.
 - 'Apply Online Enabled?': Flag indicating if the announcement on USAJOBS includes an 'Apply Online' button.
 - 'Citizenship Screening Applied?': Flag indicating if the vacancy requires citizenship screening.
 - 'Internal Merit Promotion?': Flag indicating if the vacancy announcement type includes Internal Merit Promotion.
 - 'Maximum Age': The maximum age of applicants allowed for a vacancy.
 - 'Maximum Age Set?': Flag indicating if a maximum age should be applied to applicants for a vacancy.
 - 'Minimum Age?': The minimum age of applicants allowed for a vacancy.

- 'Minimum Age Set?': Flag indicating if a minimum age should be applied to applicants for a vacancy.
- 'Period of Eligibility': The number of months an application is eligible based on the date an application was submitted.
- 'Public?': Flag indicating if the vacancy announcement type includes Public (U.S. Citizens and Non-Citizens).
- '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).
- 'Under Litigation?': Flag indicating if a vacancy is under litigation (and should not be archived).
- 'Use Effective Age?': Flag indicating if effective age is used as part of age screening for the vacancy.
- 'Vacancy Announcement Types': A concatenation of the vacancy announcement types into a single field for the associated announcement.
- 'Vacancy Bargaining Unit Position?': Flag indicating if the position is covered by a bargaining unit.
- 'Vacancy Creation Date': The date the vacancy was created.
- 'Vacancy Drug Testing Required?': Flag indicating if the position in a vacancy requires drug testing.
- 'Vacancy Expiration Date/Time': The date/time a vacancy expires; either 365 days after the last certificate was issued or a date manually entered by the HR user.
- 'Vacancy Financial Disclosure Required?': Flag indicating if the position in a vacancy requires a financial disclosure.
- 'Vacancy Interdisciplinary?': Flag indicating if the position is interdisciplinary.
- '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 last modified.
- 'Vacancy Number': The unique identifying number associated with a vacancy.
- 'Vacancy Relocation Authorized?': Flag indicating if payment of relocation costs have been approved for the vacancy.
- 'Vacancy Security Clearance Required': The security clearance required for the 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 Travel Required': The travel requirement for the vacancy.
- 'Vacancy Type': The type of vacancy (Case Exam or Standing Register).
- Vacancy Eligibilities query subject: enable reporting on the eligibilities accepted for a vacancy.
 - 'Vacancy Eligibility': A specific type of job requirement that is accepted from applicants for a vacancy and that may be considered during the referral process.
 - 'Vacancy Eligibility Label': An abbreviated version or code for an eligibility accepted from applicants for a vacancy and that may be considered during the referral process.
 - 'Vacancy Eligibility Type': The type of eligibility (e.g., Current Agency Employee, Transfer) accepted from applicants for a vacancy and that may be considered during the referral process.
- Vacancy Position Descriptions 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 Is Interdisciplinary?': Flag indicating if the vacancy is for an interdisciplinary position (i.e., a position with multiple possible occupational series).
- 'Vacancy Pay Plan': The table or array of pay rates as indicated on the position description associated with a vacancy.
- 'Vacancy Pay Plan Description': The description of the pay plan 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.

Reports

- **Announcement Status Dashboard:** Dashboard and tabular data showing the status of announcements to support HR user workload management.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse
- **Announcement Status Report:** Tabular data showing the status of announcements to support HR user workload management. The Announcement Status Report is identical to the Announcement Status Dashboard, with the exception of the Dashboard tab/page.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse
- **Applicant Dashboard:** Dashboard and tabular data showing total applicants by eligibility and veterans preference for one or more vacancies. The Applicant Dashboard includes tabular data from the Applicant List Report and the Vacancy Overview Report.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse
- **Applicant List Report:** Tabular report displaying a list of all applicants associated with one or more vacancies.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse
- **Application History Report:** Tabular report displaying the vacancies to which an individual has applied.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse
- **Certificate Activity Dashboard:** Visualizations and tabular data summarizing the number of certificates issued, certificates audited, and selections made. The data is provided by vacancy, year, month, organization, and office.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse
- **Certificate Activity Report:** Tabular data summarizing the number of certificates issued, certificates audited, and selections made. The data is provided by vacancy, year, month, organization, and office. The Certificate Activity Report is identical to the Certificate Activity Dashboard, with the exception of the Dashboard tab/page.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse
- **Certificate Status Dashboard:** Dashboard and tabular data showing the status of issued certificates.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse
- **Certificate Status Report:** Tabular data displaying the status of issued certificates. The Certificate Status Report is identical to the Certificate Status Dashboard, with the exception of the Dashboard tab/page.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse
- **Request Overview Dashboard:** Visualizations and tabular data showing the status of requests.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse
- **Request Overview Report:** Tabular data showing the status of requests.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse

- **Request Vacancy Information:** Tabular report displaying details about vacancies associated with requests.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse
- **Staffing Process Tracking Report:** Tabular report displaying request, vacancy, announcement, and certificate numbers as well as milestone dates in the staffing process for New Vacancy and Additional Selection requests.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse
- **Vacancy Overview Dashboard:** Dashboard and tabular data displaying details about vacancies and announcements, including summary data about applicants.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse
- **Vacancy Overview Report:** Tabular report displaying details about vacancies and announcements, including summary data about applicants.
 - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse