

# USA Staffing Reporting & Analytics

Applicant Flow Data Workgroup Meeting

December 4, 2018



## **Agenda**

### **Program Updates**

- OPM Job Opportunity
- Research Opportunity Unconscious Bias in the Hiring Process

# **Upgrade USA Staffing AFD Standard Reports Review**

- MD-715 "A" Tables Mission Critical Occupations Distribution by Race, Ethnicity, and Sex
- MD-715 "B" Tables Mission Critical Occupations Distribution by Disability
- Applicant Flow Data Detail Report

### Open Demo/Q&A

## AFD Resources on the USA Staffing Resource Center:

https://help.usastaffing.gov/USASUpgResCtr/index.php/Reports\_and\_Analytics



## **Program Updates**



## **OPM Job Opportunity**

**Program Analyst (Data Analytics)** 

**GS-0343-13 Location Negotiable Upon Selection** 

**Announcement Close Date: December 12, 2018** 

- Analyzes and develops data/report requirements
- Builds reports and visualizations
- Conducts data analyses/research on HR topics
- Provides training to customer agencies on the use of HR data
- Serves as a Business Analyst on our data Scrum team

If interested, please apply here:

https://www.usajobs.gov/GetJob/ViewDetails/518162000



## **Research Opportunity**

### **Anonymous Application Procedures Pilot Test Invitation**

- Partner with the General Service Administration's Office of Evaluation Sciences and the USAJOBS and USA Staffing groups to test the effectiveness of removing identifying information (name, gender, race, address, etc.) on resumes on the hiring of diverse candidates.
  - This evaluation is designed to reduce unconscious bias and stereotyping in the hiring process.
  - Removing identifying information from resumes may improve key outcomes for applicants including callback rates for an interview and actual hiring rates or job offers.

If interested in discussing participation in a pilot program, please contact Ben Liberman at <a href="mailto:Benjamin.Liberman@opm.gov">Benjamin.Liberman@opm.gov</a> or 202-905-1261

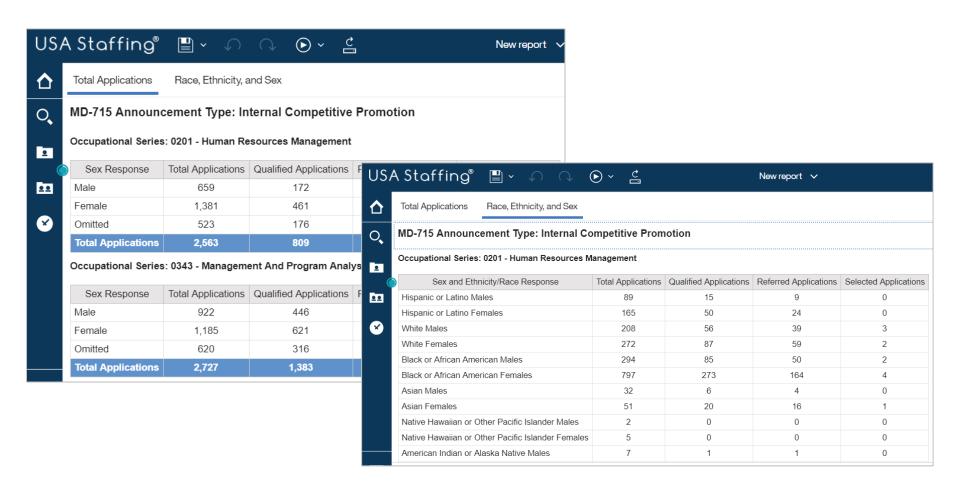


# **Upgrade USA Staffing AFD Standard Reports Review**



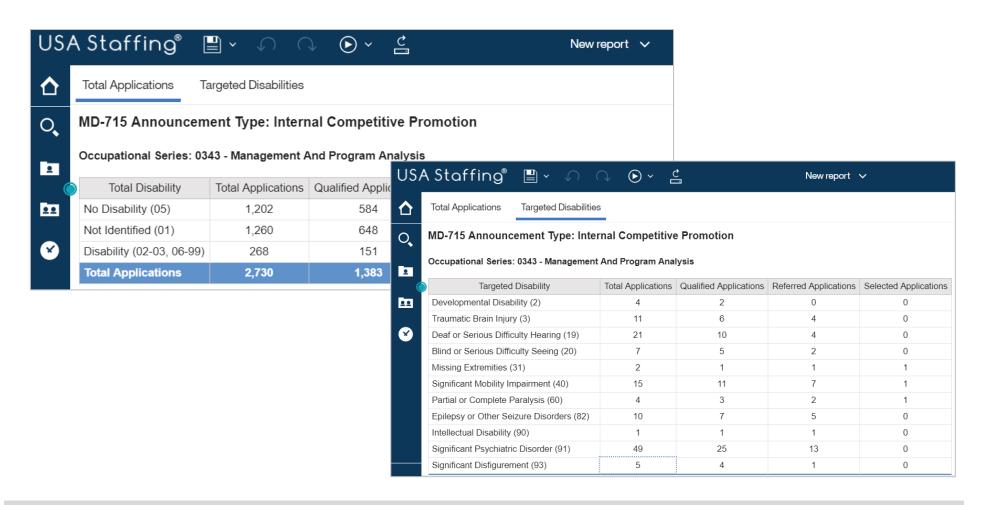
# MD-715 "A" Tables – Mission Critical Occupations Distribution by Race, Ethnicity, and Sex

This report includes summarized applicant responses to ethnicity/race and sex demographic questions in the USAJOBS job seeker profile to respond to the MD-715 requirements for the "A" Tables (Mission Critical Occupations Distribution by Race, Ethnicity, and Sex).



# MD-715 "B" Tables – Mission Critical Occupations Distribution by Disability

This report includes summarized applicant responses to disability questions in the USAJOBS job seeker profile to respond to the MD-715 requirements for the "B" Tables (Mission Critical Occupations Distribution by Disability).



## **Applicant Flow Data Detail Report**

This report includes detailed data related to applicant responses to ethnicity/race and sex demographic questions in the USAJOBS job seeker profile. Information gathered from this report can be aggregated to respond to MD-715 2.0 requirements or to complete other AFD analyses.

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O.	Application Last Submitted Date	Application Record Status Code	Application Record Status Code Description	Applied Indicator	Qualified Indicator	Referred Indicator	Selected Indicator	Not Referred - Ineligible Indicator	Not Referred - Eligible Not on Certificate Indicator	Application Claimed Veterans Preference Description	Application Adjudicated Veterans Preference Description	Sex Response	Ethnicity and Race Category
2	12/27/2017	IN	Ineligible for Certificate	1	0	0	0	1	0	NP - No Preference.		Male	Omitted
<u>••</u>	01/05/2018	IN	Ineligible for Certificate	1	0	0	0	1	0	NP - No Preference.		Female	Omitted
•	01/05/2018	IN	Ineligible for Certificate	1	0	0	0	1	0	NP - No Preference.		Female	Black or African American
	01/04/2018	НН	Hired from a Career Certificate	1	1	1	1	0	0	NP - No Preference.		Omitted	Omitted
	01/05/2018	IN	Ineligible for Certificate	1	0	0	0	1	0	NP - No Preference.		Male	Black or African American

# **Open Q&A and Demo**



## **Resources and Contacts**

#### **IBM Cognos Analytics User Guide**

The official IBM user guide for Reporting via Cognos Analytics: <a href="https://www.ibm.com/support/knowledgecenter/SSEP7J">https://www.ibm.com/support/knowledgecenter/SSEP7J</a> 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/USASUpgResCtr/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** 

