



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

USA Staffing Reporting & Analytics

Reporting and Analytics Workgroup Meeting

September 20, 2018

Agenda

- **Program Updates**
 - Cognos Performance Updates and Goals
 - Applicant Flow Data Status
 - Staffing Reports Folders
- **Modifications to Reports/Data Models**
 - Staffing Reports
 - Applicant Flow Data Analytics



- **Cognos Tips**
- Unions

- **Open Q&A/Demo**
- Paid License Reporting (Patrick, CBP)
- Vacancies by Vacancy Tags (Liz, Army/NAF)

Cognos Performance Updates and Goals





Cognos Performance Update

Over the last few months, users have reported slow performance and an increase in report failures when using the Cognos reporting tool. This is due to a few factors:

- **Increased data volume in the USA Staffing Upgrade** has overburdened the most frequently utilized model (Staffing Reports)
- **Lack of sufficient progress on the data warehouse**, which is designed to handle high-volume, aggregate reporting
- **System-wide network issues**



While system reliability has improved since mid July, users continue to experience problems in retrieving certain data in a reasonable amount of time

Performance Improvement Strategies

Restructure data in a new Staffing Reports (End of Day) package and refresh nightly

This new data package will include data structured for faster queries and reporting. Users will need to develop new reports to benefit from the new package. Data will not be real-time; it will be refreshed nightly.

Modify the current Staffing Reports package to only include recent data



As subject areas are developed in the new Staffing Reports, the team is exploring the feasibility of filtering data for that area so that only recent data is included. Data would be real-time and users would not need to modify reports.

Develop the data warehouse faster

We are allocating new resources to increase our speed of delivery. Applicant Flow Data is now complete and the team will soon begin work on other data warehouse features (e.g. Time to Hire, production activity stats)

Potential Future State



Staffing Reports



Staffing Reports Staffing Analytics



(End of Day)

Transactional Real-time

Recent data only

Use Cases:

Data Self Service
Applicant Review

Flat structure Nightly Updates

All data

Use Cases:

Any routine report that
can have dayold data

DW structure Nightly Updates

All data

Use Cases:

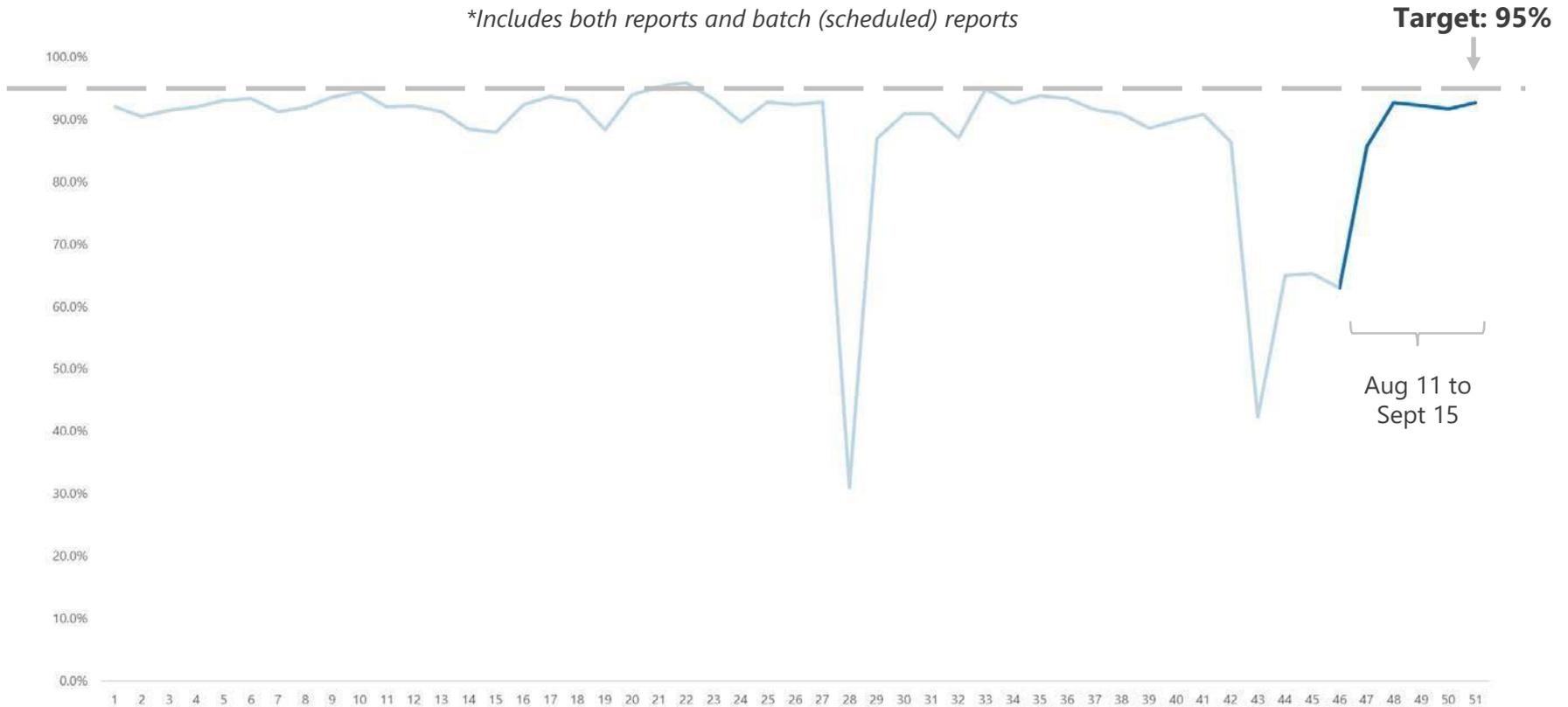
Aggregate and trend data
Time to Hire
Production Statistics



Report Run Success Rate

Report Run Success Rate by Fiscal Week (FY 2018 thru Sept 15th)

**Includes both reports and batch (scheduled) reports*



- **Sustained increase in report run success rate since mid July** (from 64% to 92.7% the week of

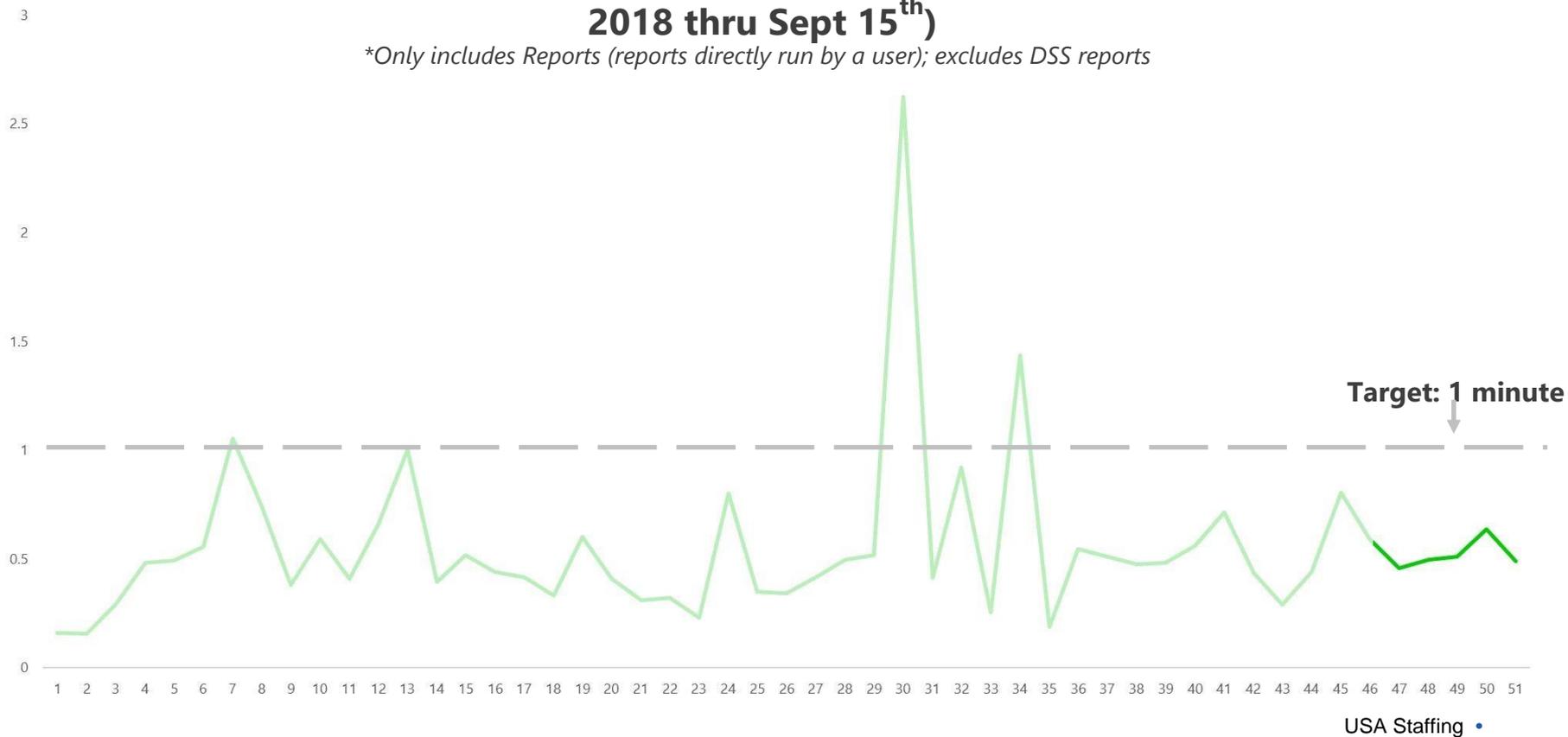
Sept 9th) **Report Runtime**

Average Runtime (Minutes) for Successful Reports by Fiscal Week (FY



2018 thru Sept 15th)

**Only includes Reports (reports directly run by a user); excludes DSS reports*



Applicant Flow Data Status



Applicant Flow Data Status

Legacy USA Staffing: We have identified gaps in the monthly and quarterly load process; users have reported that not all expected vacancy and certificate data is being populated. We are in the process of loading corrected data for all Organizations. Expected to be complete by the end of September

Upgrade USA Staffing: The development of AFD for Upgrade USA Staffing is now complete. Agency users are now reviewing the updated data model and reports and providing feedback. Our next meeting is



scheduled for [Wednesday, Oct 3rd from 1:30-3pm ET](#) to answer questions on the new data.

The new data structure is a major improvement in the delivery of AFD:

1. Full datasets
2. More frequent data
3. Simplified data model

Staffing Reports Folders



- Home
- Search
- My content
- Team content
- Recent

Team content > USA Staffing Packages and Folders > Staffing Reports > Staffing

- Announcement
8/1/2018 3:46 PM
- Applicant Lists
9/19/2018 12:22 PM
- Application
12/9/2017 12:41 PM
- Assessment
4/7/2018 8:56 AM
- Certificate
11/18/2017 8:35 PM
- DEU Audit Reports
8/14/2018 1:23 PM
- New Hire
9/16/2017 11:51 AM
- Other
12/9/2017 12:41 PM
- Request
4/26/2017 8:29 PM
- Review
4/26/2017 8:29 PM
- Task
9/16/2017 11:51 AM
- Template - Prompt pages
7/28/2018 9:38 AM
- Time to Hire
4/7/2018 8:56 AM
- USA Hire
8/2/2018 3:29 PM
- Vacancy
10/10/2017 7:52 PM
- Workload Management
7/28/2018 9:38 AM

Reorganizing Folders

streamlining/restructuring

structure this better to
USASTaffingData@opm.gov

the Staffing Reports folders to make it easier for users to navigate to standard reports

Please send any ideas you have on how we can

Modifications to Reports/Data Models



Sprint 80 is planned for deployment to Production on September 22nd

Staffing Reports

Data Model Changes

Application Email Notification Template – Sept 22

Added a new query subject to improve report performance when only needing to report on Notification Template Type and Name

Staffing Reports > Applications > Application Email Notification Templates



- ▼  Application Email Notifications
 -  Application Notification Email Body Text
 -  Application Notification Email Date/Time Sent
 -  Application Notification Email Subject
 -  Application Notification Email Template Name
 -  Application Notification Email Template Type
- ▼  Application Email Notification Templates
 -  Application Notification Email Template Name
 -  Application Notification Email Template Type



Use this new query subject when the notification body, subject and date sent aren't needed in your report. Performance is better when pulling Template Name and Type from here



Staffing Reports

New/Modified Reports

Modified Applicant List by Vacancy Report

Added Application Grade to the report

Team Content > USA Staffing Packages and Folders > Staffing Reports > Staffing > Applicant Lists



Applicant Flow Data Analytics

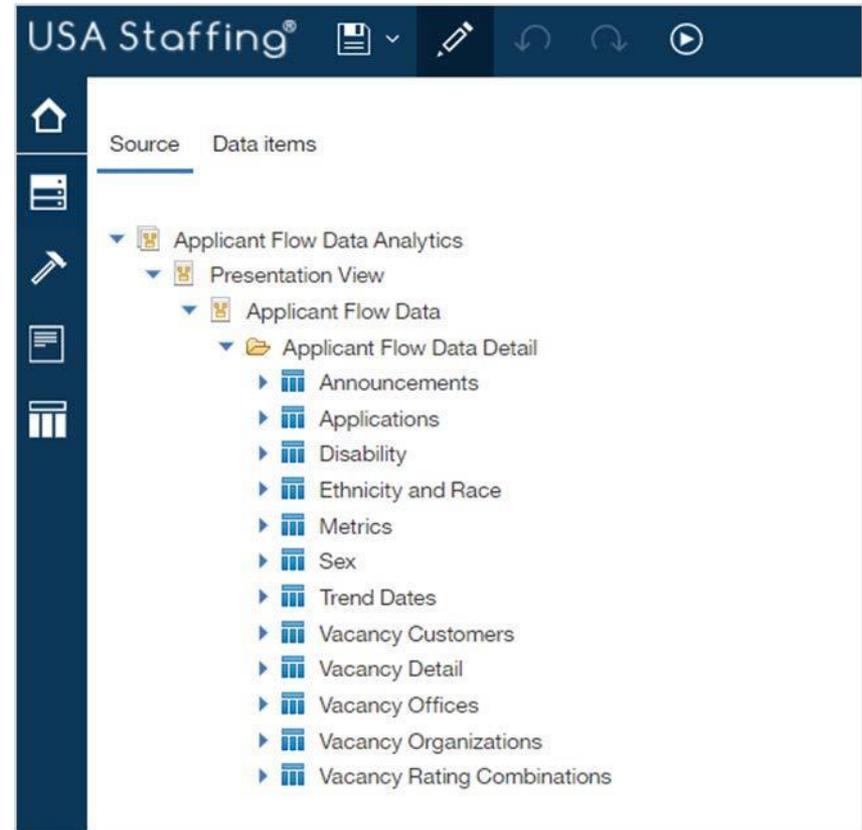
Data Model Changes

New Applicant Flow Data Analytics Package

A new package that now serves as the only source for AFD in Upgrade USA Staffing

- Based on Vacancies where all certificates have been audited and the Announcement is not Open
- Updated nightly
- Only AFD Users have access

Team Content > USA Staffing Packages and Folders > Applicant Flow Data > Applicant Flow Data Analytics



Applicant Flow Data Analytics

AFD Data Dictionary: https://help.usastaffing.gov/USASUpgResCtr/images/f/fb/AFD_Analytics_-_Data_Dictionary.pdf

New/Modified Reports

Applicant Flow Data Detail 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.

Team Content > USA Staffing Packages and Folders > Applicant Flow Data > Applicant Flow Data Analytics

MD-715 A6 – Mission Critical Occupations Distribution by Race, Ethnicity, and Sex

Includes aggregated applicant responses to sex, ethnicity, and race questions in the USAJOBS job seeker profile structured to respond to the MD-715 v2.0 requirements for table A6 (Mission Critical Occupations Distribution by Race, Ethnicity, and Sex).

Team Content > USA Staffing Packages and Folders > Applicant Flow Data > Applicant Flow Data Analytics



Applicant Flow Data Analytics

New/Modified Reports

MD-715 B6 – Mission Critical Occupations Distribution by Disability

includes aggregated applicant responses to disability questions in the USAJOBS job seeker profile structured to respond to the MD-715 v2.0 requirements for table B6 (Mission Critical Occupations Distribution by Disability).

Team Content > USA Staffing Packages and Folders > Applicant Flow Data > Applicant Flow Data Analytics



Cognos Tips



Unions

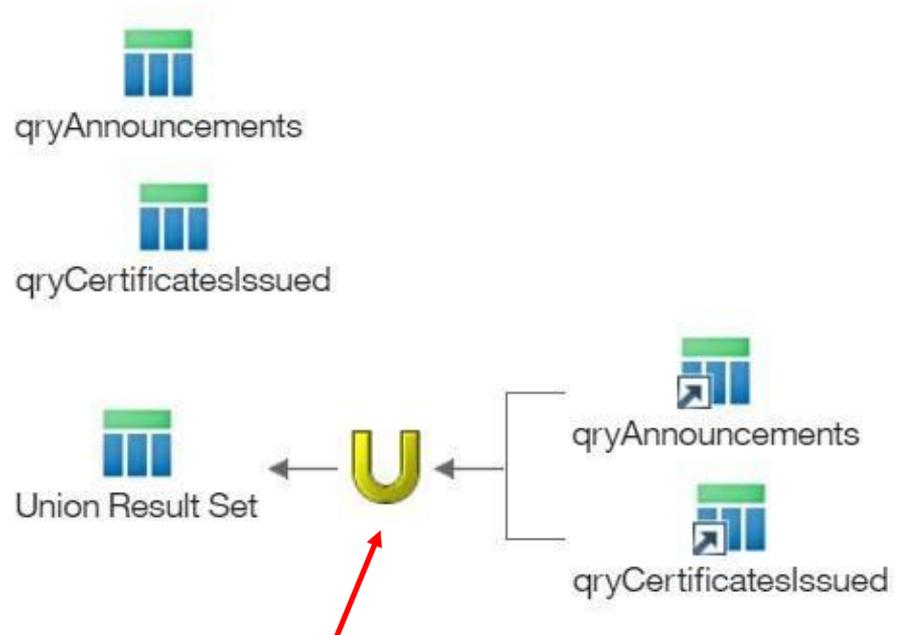
A union is one option for combining data multiple queries into one dataset



Union Requirements • Every query must have the same number of columns • Each column must have the same data type (e.g. the first column in each query must have the same data type)

Unions vs Joins

Both operations bring data from more than one query together, here is the key difference:



Union Set operation



- Joins combine data into new columns
- Unions combine data into new rows

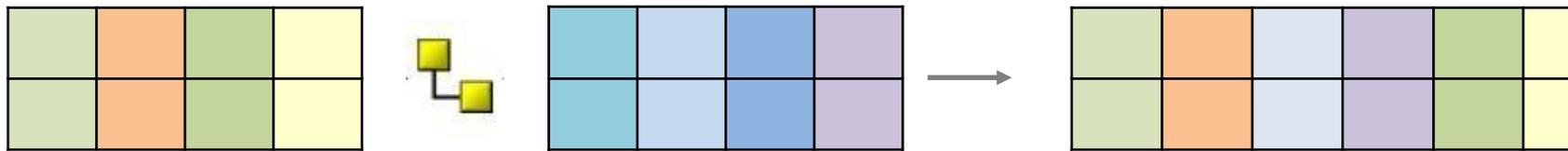


Table 1

Table 2

Combined Data set

Union

Table 1

Green	Orange	Green	Yellow
Green	Orange	Green	Yellow



Table 2

Cyan	Light Blue	Blue	Purple
Cyan	Light Blue	Blue	Purple

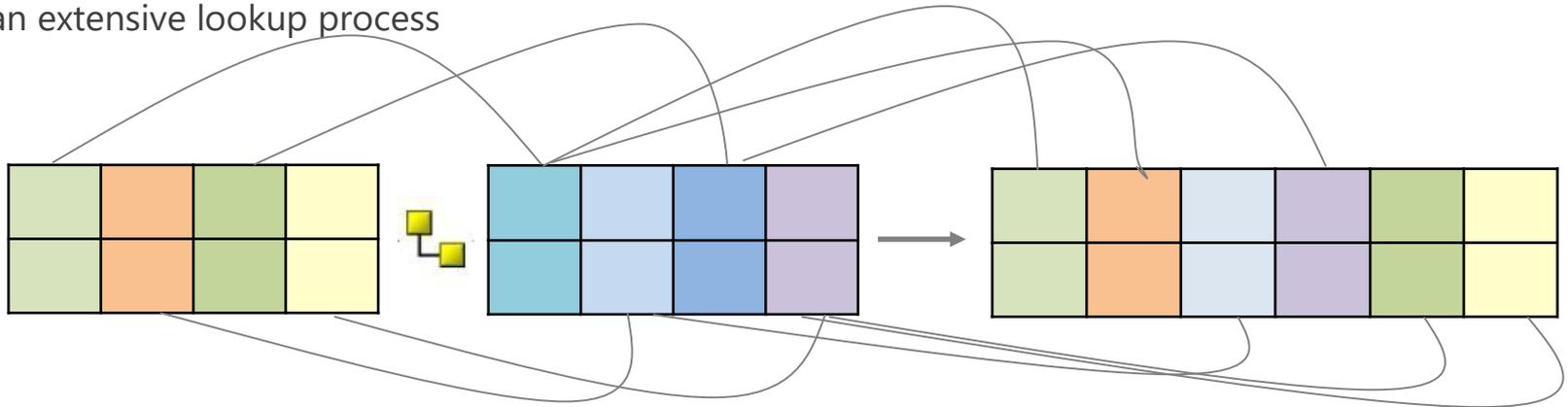
Combined Data set

Green	Orange	Green	Yellow
Green	Orange	Green	Yellow
Cyan	Light Blue	Blue	Purple
Cyan	Light Blue	Blue	Purple



Unions vs Joins

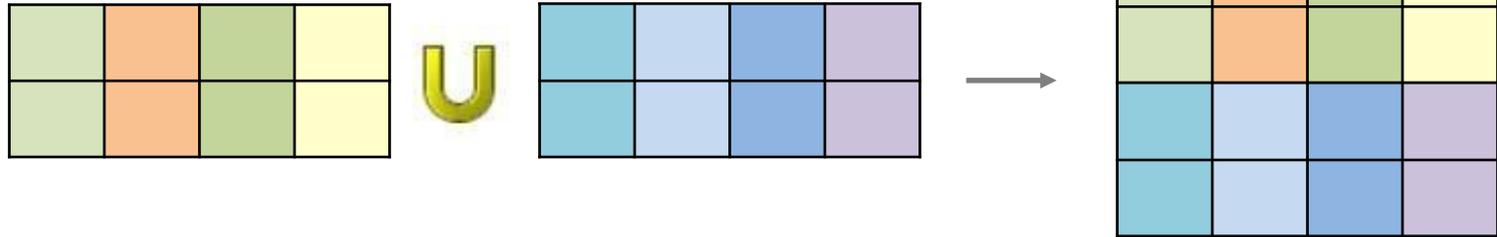
Join: Columns from the two tables are matched on unique keys and like data are returned after an extensive lookup process



Union: Both tables (queries) are run independent of each other and results are stacked on



top of each other into a new dataset



Use cases

- Combining different metrics into one report (e.g. counts of applications, announcements, certificates)
- When requirements call for adding data by rows instead of columns (MD-715 reports)



Example

Upgrade, Production:

Team Content > USA Staffing Packages and Folders > Cognos
Training > **Union Example_Reporting and Analytics Workgroup**
9.20.18





OPM HR SOLUTIONS
by government, for government

Open Q&A/Demo



Paid License Reporting

Patrick Gonsalves

U.S. Customs and Border Protection



Vacancies by Vacancy Tags

Hello,

For the next reports workgroup, I would like to request how to create a report to that would not just vacancy(s) created in a time frame but also the vacancy tags that were linked the vacancies.

Thank you,

Esther (Liz) Wilson-Cannon
Human Resources Specialist (NAF)

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](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**

