USA Staffing

Reporting and Analytics Release Notes

Stage Release Date: January 11, 2023

Production Release Date: January 18, 2023

Reporting and Analytics

Applicant Flow Data Warehouse

- Application Rating Combinations namespace
  - Application Information sub-folder
    - Application query subject: a new query subject and associated query items was added to enable reporting on details related to an applicant's application to a vacancy and a summary of each applicant's responses to the demographic questions.
      - 'Applicant Unique Identifier': A randomly generated series of numbers or characters used to uniquely identify an individual applicant record across all vacancies an applicant has applied to.
      - 'Application Unique Identifier': A randomly generated series or numbers and/or letters used to uniquely identify an individual's application to a specific 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 Last Modified Date/Time': The timestamp of the last time an application was last modified.
      - 'Application Last Submitted Date/Time': The date/time of the last time an application was submitted.
      - 'Application Re-Rated?': Flag indicating if an application was re-rated at any rating combination.
      - 'Application Status': The status of a job application within the hiring process.
      - 'Claimed Eligibilities': The concatenated eligibilities claimed by an application.
      - 'Disability Codes': The concatenated codes for the disabilities/serious health conditions disclosed in an application.
      - 'Disability Indicator': Metric indicating whether an application disclosed one or more disabilities/serious health conditions as defined in MD-715 reporting (i.e., 0 if not, 1 if yes). This indicator uses criteria consistent with the MD-715 B tables, wherein individuals disclosing the SF-256 disability codes 02, 03, and 06-99 will show as 1 (yes).
      - 'Disability Omitted Indicator': Metric indicating whether an application did not respond to the disability question in their applicant profile in USAJOBS (i.e., 0 if not, 1 if yes).
      - 'Disability Responses': The concatenated disabilities/serious health conditions disclosed in an application.
      - 'Eligibility Adjudications': The concatenated adjudication status (Claimed, Not Qualified, Qualified) of the eligibilities claimed by an application.
      - 'Eligible Series': For interdisciplinary vacancies, the occupational series for which an application is eligible for referral. For single series vacancies, this field will be null.
      - 'Ethnicity and Race Category': The categorization of applicant ethnicity and race responses utilized for MD-715 reporting.
      - 'Override?': Flag indicating if an application's qualifications and/or rating was manually overridden at any rating combination.
      - 'Qualification Override?': Flag indicating if an application's qualification was manually overridden from qualified to not qualified at any rating combination.
      - 'Rating Override?': Flag indicating if an application's rating was manually overridden to adjust the applicant's score at any rating combination.

- '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.
- 'Sex Response': The sex disclosed in an application.
- 'Targeted Disability Indicator': Metric indicating whether an application disclosed one or more targeted disabilities/serious health conditions as defined in MD-715 reporting (i.e., 0 if not, 1 if yes).
- '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 Eligibility query subject: a new query subject and associated query items was added to enable reporting on the eligibilities claimed by an applicant as well as the adjudication status of the claimed eligibilities.
  - 'Claimed Eligibility': A specific job requirement that may be considered during the referral process that the applicant has claimed to meet.
  - 'Claimed Eligibility Label': An abbreviated version or code for an eligibility claimed by an applicant.
  - 'Claimed Eligibility Type': The type of eligibility (e.g., Current Agency Employee, Transfer) claimed by an applicant.
  - 'Eligibility Adjudication': The status or result of the adjudication process for an applicant's claimed eligibility (e.g., Claimed, In Process, Eligible, Ineligible).
- Application Location query subject: a new query subject and associated query items was added t enable 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.

Hiring Data Warehouse

- Assessment Packages folder
  - Assessment Information sub-folder

- - - ▪ Assessment query subject: new query items were added to enable reporting on hurdle information and details about the SME Evaluation assessment type.
      - 'Hurdle': The number and name of the hurdle to which an assessment is assigned.
      - 'Manual Assessment Method': The method or category of manual assessment (e.g., Online/Paper-Pencil, Panel Review, Interview, Simulation, Other) or SME Evaluation assessment used to evaluate applicants.
      - 'SME Evaluation Justification Required': Identifies the responses (e.g., all, disqualifying, qualifying) that SMEs must provide justification for applicant ratings.
      - 'SME Evaluators': The number of SMEs required to perform an evaluation as part of an assessment.
- New Hires folder
  - New Hire Contacts sub-folder
    - ▪ Additional Contacts query subject: a new query subject and query items were added to enable reporting on the additional contacts assigned to a new hire record.
      - 'Additional Contact Email': The email address of the additional contact for a new hire during the onboarding process.
      - 'Additional Contact Name': The name of the additional contact for a new hire during the onboarding process.
      - 'Additional Contact Phone Number': The phone number of the additional contact for a new hire during the onboarding process.
      - 'Additional Contact Title': The custom title provided for the additional agency contact(s) designated for a new hire during the onboarding process.
- Vacancies folder
  - Vacancy Information sub-folder
    - ▪ Vacancy query subject: new query items were added to enable reporting on additional information about assessments included in the assessment package for a vacancy.
      - 'Multiple Hurdles?': Flag indicating if multiple hurdles are used within the assessment package to evaluate applicants.
      - 'SME Evaluation Used?': Flag indicating if a vacancy uses an SME evaluation to evaluate applicants.

Time to Hire

- Time to Hire folder
  - Announcement Information sub-folder
    - ▪ Announcement Locations query subject: a new query item was added to enable reporting on announcement location labels.
      - 'Announcement Location Label: The text description of the announcement location to provide additional information, as entered by a user.

Reports

- **Certificate Activity Dashboard:** The Certificate Activity Dashboard was modified. This report provides 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. The dashboard was updated to add a new column to identify if a vacancy is for a remote job on the pages of the report that include tabular data.
  - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse > Certificate

- **Certificate Activity Report:** The Certificate Activity Report was modified. This report provides 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 report was updated to add a new column to identify if a vacancy is for a remote job on the By Vacancy page of the report.
  - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse > Certificate

- **Request Overview Dashboard:** The Request Overview Dashboard was modified. This report provides visualizations and tabular data showing the status of requests. The dashboard was updated to add a new column to identify if a request is for a remote job to the pages of the report that include tabular data.
  - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse > Request

- **Request Overview Report:** The Request Overview Report was modified. This report provides tabular data showing the status of requests. The report was updated to add a new column to identify if a request is for a remote job to the pages of the report that include tabular data
  - Team Content > USA Staffing Packages and Folders > Hiring Data Warehouse > Request

USA Staffing Data APIs

The USA Staffing Data API team continues to add to the APIs available to pull bulk data sets from USA Staffing. For detailed information about each API. Including data definitions, visit https://developer.usastaffing.gov.

- **Applications API:** The Applications API was updated to include a new link to Application Documents, which are the documents submitted by applications to a vacancy. The data includes information such as the document name, received date/time, a flag to indicate if the document is required, the source of the document (e.g., human resources, applicant), the type of document, a unique identifier, and flags to indicate if the document is visible to the hiring manager or in the new hire record if the application is selected.

- **Request API:** The Request API was updated to include a new link to Request Trust Determination Process, which is the method used to indicate how the position sensitivity and risk will be determined (e.g., credentialing, suitability/fitness, national security).

- **Reviews API:** The Reviews API was updated to include a new link to Review Documents, which are the documents associated with a review. The data includes information such as the unique identifier for the document, the document name, document submission date/time, and the name of the user that submitted the document.

- **Vacancies API:** The Vacancy Flags endpoint of the Vacancies API was updated to include USAJOBS Application Total Flag, which indicates if the applicant total will appear on an applicant's USAJOBS dashboard for closed announcements. The applicant total is calculated based on the number of applicants clicking the Continue to Agency button on the USAJOBS site.