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Reporting and Analytics Release Notes

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Reporting and Analytics

Time to Hire

The Time to Hire data package is designed to enable reporting on key time to hire metrics. At its initial deployment, the Time to Hire package only included data for the New Vacancy and Additional Selection request types based on the guidelines for time to hire reporting at the time of the data package's release.

In February 2020, the U.S. Office of Personnel Management updated reporting requirements for time to hire (<https://www.opm.gov/news/releases/2020/02/opm-issues-updated-time-to-hire-guidance/>). Included in the update was a new requirement to report on all hires rather than only those hired from a vacancy announcement (e.g., hires made using Direct Hire authority). In terms of USA Staffing data, this meant that all request types (i.e., New Vacancy, Additional Selection, and Onboard New Hire) needed to be included in the Time to Hire data package.

Shortly following the release of the updated guidelines, the standard time to hire reports referencing the Time to Hire data package were updated to include a separate page of data specific to the Onboard New Hire request type. This data was sourced from the New Hire (End of Day) package and served as an interim solution to address the updated requirements.

The reporting teams have now completed work to enable reporting on the Onboard New Hire request type from the Time to Hire package. This update will allow reporting on all hires from the Time to Hire package, including those made from vacancy announcements and those made without a vacancy announcement, and thus enable users to perform required time to hire reporting from a single data source. At this time, only the Time to Hire data package has been updated. The standard time to hire reports currently using both the Time to Hire and New Hire (End of Day) packages will be updated to utilize only the Time to Hire package in the coming sprints.