



USA

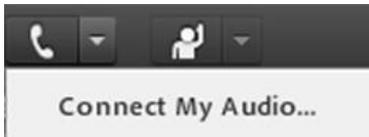
Staffing®

Great Government Starts Here®

September 6, 2018

The Advisory Board meeting will begin shortly.

▶▶▶ Please log in to Adobe Connect prior to calling in so your name is tied to your phone number.



Audio Conference Options:

- Dial-out [Receive a call from the meeting] – *This is the preferred method*
- Dial-in to the Audio Conference via Phone ○ 1-800-832-0736

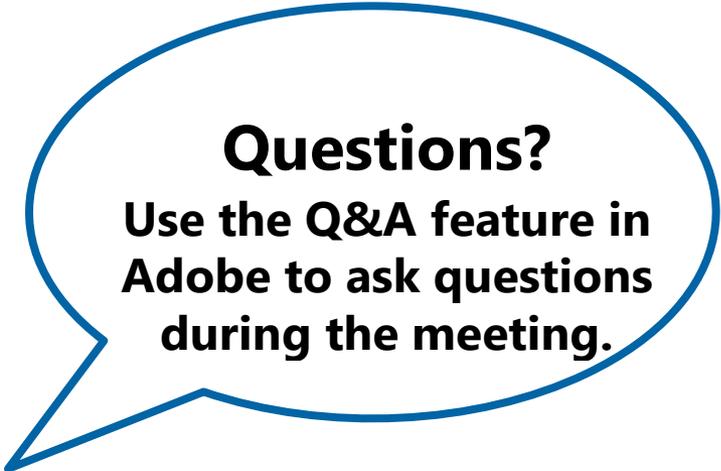


- Conference Room Number: 7563371
- Once joined to the audio, follow the instructions to identify yourself
- Use Microphone (Computer/Device)

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Agenda

- **Welcome**
- **USA Staffing Updates** ○ NDAA Changes ○ New Customer – USDA ○ Updated FY19 Pricing ○ FY19 Roadmap ○ Decommissioning Update ○ HR Solutions - GSA Merger ○ USA Staffing Team Updates
- **Cognos Performance**





- **Upcoming Functionality**
- **Help Desk Trends and New Resources**
- **Upcoming Events**

National Defense Authorization Act 2019 Hiring Changes

1. Moving to the Rule of Many
2. Expedited Hiring Authority for College Grads and Students



3. Military Spouse Temporary Expansion

Presenter: Alesia Booth



U.S. Department of Agriculture (**USDA**) provides leadership on food, agriculture, natural resources, rural development, nutrition, and related issues based on sound public policy, the best available science, and efficient management.

USA Staffing Updates

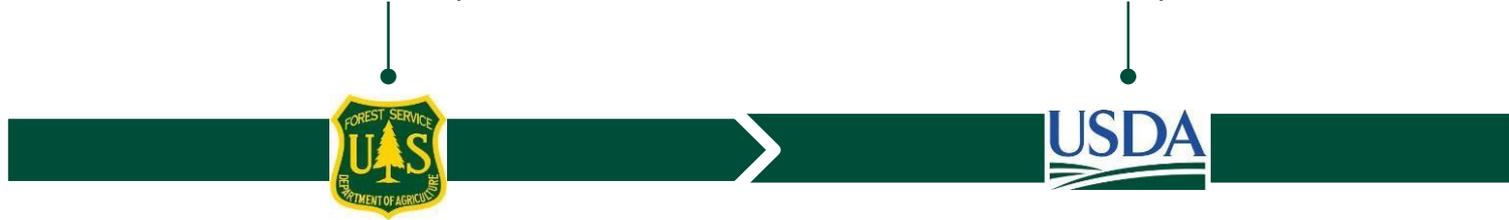


Forest Service Implementation

November 1, 2018

All USDA Components

March 30, 2019



FY2019 Pricing

FY2018 license (*same as FY2017*) = \$8,691

~~Plus 2% increase FY2019 = \$8,865~~



Revised 1% increase FY2019 = \$8,778

USA Staffing Program Roadmap

FY2019

Design

**Feature
Development**

Engagement



- Notifications
- Document Processing
- Welcome Tile Enhancements
- Classification for HR and Managers
- USDA Requirements
- Job Analysis
- Civil Service Changes
- Applicant Flow Data Dashboard

- Shared Certificates
- Permanent Change of Station (DoD)
- Classification for HR
- Hurdles
- Improvements to Reviews
- Civil Service Changes
- USDA Requirements
- Item Branching

- Forest Service Implementation
- USDA Implementation
- Joint App Design
- New User Training
- Interconnections



Legacy

September 30, 2018

- All users in Legacy change to Read-Only/Reports permission profile for one year

Prior to September 30

- Review vacancies marked Under Litigation – uncheck those that do not need to be retained

Decommissioning Timeline



All Vacancies in Legacy have closed! We did it!

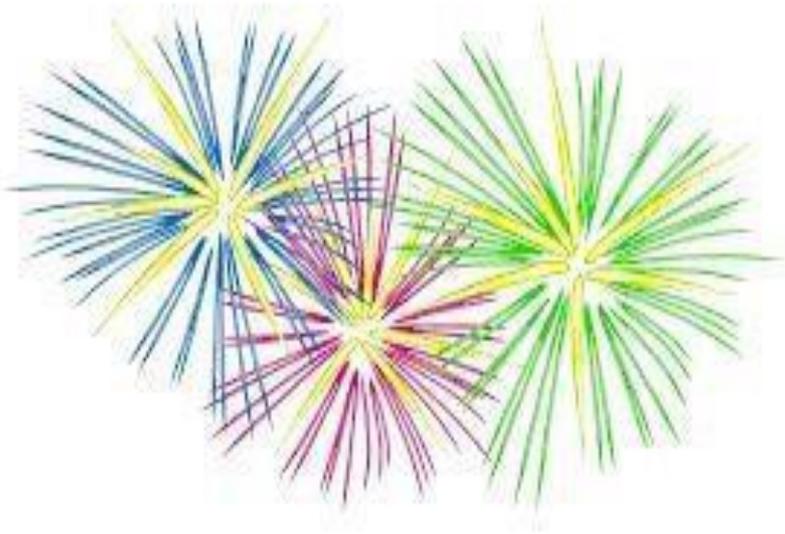
- Purge old onboarding records
- Audit all returned certs
- Disable ability to send Selectees to Onboarding • Agencies must verify all
Manager (OM) from the Read-only users annually
- Create all new New Hire records in Upgrade • Limited users will have
- USAJOBS SIF changes enforced 9/7 Read Only/Reports access
for up to 3 years



- When Legacy is powered down, agencies will have access to some Legacy data in Cognos. All other Legacy data may be provided to agencies.

Beyond September 30

- Selection Manager and Onboarding will remain accessible with very limited functionality



USA Staffing Metrics

*Presenter: Shannon Hazelwood,
Account Management Lead*

**USA Staffing Announcements – week
of 9/4/2018**

Legacy	0
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Upgrade	13,144
% Upgrade	100%

FY2018 USA Staffing Usage Statistics				
	<i>Announcements</i>	<i>Applicants</i>	<i>Certificates</i>	<i>Selections</i>
Legacy	12,094	942,045	38,331	96,174



Up gra de	204,696	9,559,716	331,793	230,387
Tot al	216,790	10,501,761	370,124	326,561

**October 1, 2017 – August 31, 2018*



HR Solutions (HRS) Merger with GSA



Delivering Government Solutions in the 21st Century

Reform Plan and Reorganization Recommendations



USA Staffing Team Updates

- Please welcome **Bridget Dongarra** as the new USA Staffing Program Manager!
- Bridget has fifteen years of service with OPM and the USA Staffing Program Office.
- She previously served as the USA Staffing Product Development Branch Manager and the Account Manager for VA and Air Force.





- Customers are welcome to contact Bridget via email at bridget.dongarra@opm.gov or phone at 202-553-1319.



USA Staffing Team Updates

**We are filling multiple USA Staffing Business Analyst
Details on the Onboarding and Core Staffing Teams:**

- 120 days with possible extensions
- Location: Selectee's current duty location
- Travel may be required (up to 25%)
- Duties include:
 - Shepherd user stories through the Agile development process
 - Learn how to perform functional and regression testing



Research complex user issues identified by the USA Staffing help desk

Help USA Staffing customer agencies implement new features

- To apply, send a current resume and SF-50 to Celina.Wong@opm.gov by COB September 14, 2018.

USA Staffing Team Updates

USA Staffing Account Manager Openings:

- GS-201-11/12
- Locations:

Washington, DC



Baltimore, MD

Philadelphia, PA

Norfolk, VA

- Travel may be required (up to 25%)
- JOA closes September 12, 2018
- Apply here:

<https://www.usajobs.gov/GetJob/ViewDetails/509413500>

Cognos Performance Update

Presenter: Caleb Judy, USA Staffing Reporting and Analytics Product Owner



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**



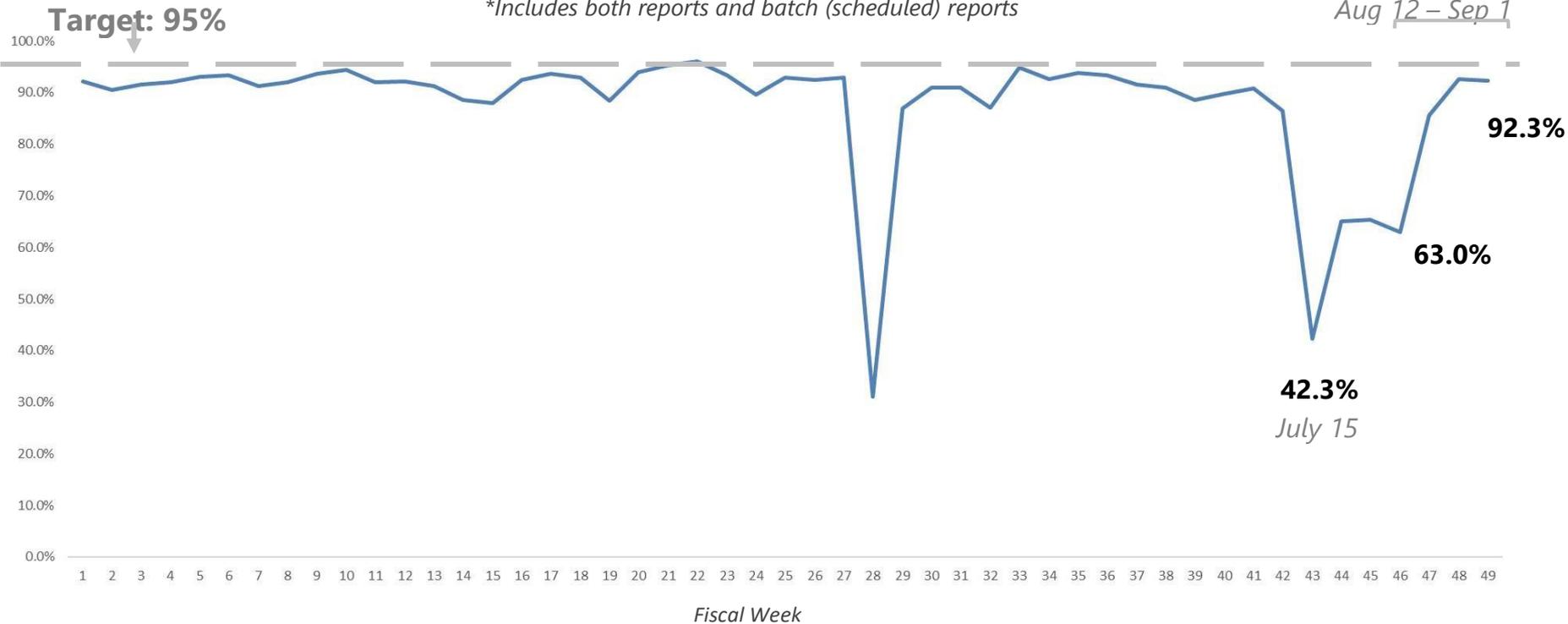
Report Run Success Rate

Report Run Success Rate by Fiscal Week (FY 2018 thru Aug 11th)



*Includes both reports and batch (scheduled) reports

Aug 12 - Sep 1



- There was a significant dip in the percentage of reports run successfully from mid July to mid August (from a median of 92.1% to 64%).



- **The Report Run Success Rate has increased to above 90% since mid August**, likely due to system-wide infrastructure improvements.

Values

- Our data is accurate.
- Reports are run successfully the vast majority of the time (> 95%).
- Users can retrieve data in a reasonable amount of time (< 1 minute).
- Strategies to improve performance are minimally disruptive.



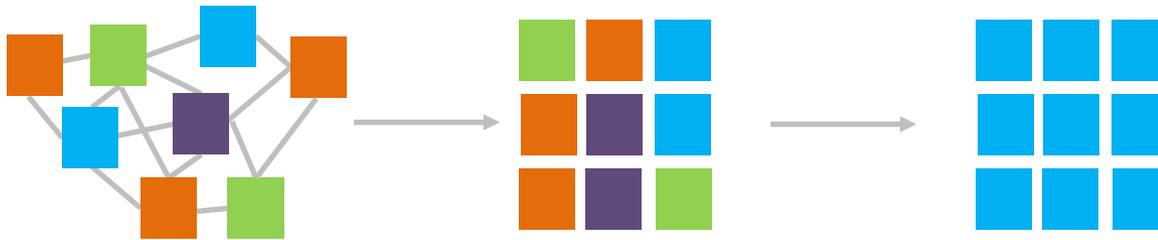
Performance Improvement Strategies

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

The team is in the process of developing a new package – Staffing Reports (End of Day) – that will include a nightly load of New Hire data restructured for quick reporting. Application and Assessment data are next.

Impact:

- This data will not be real-time, but will include all data from the USA Staffing Upgrade.
- Users will need to build new reports to benefit from this new data package



Run a New Hire Query with all necessary joins once for all data and update nightly for any changed data

Store data as a flat table (denormalized)
Reports no longer have to go through background joins at each run



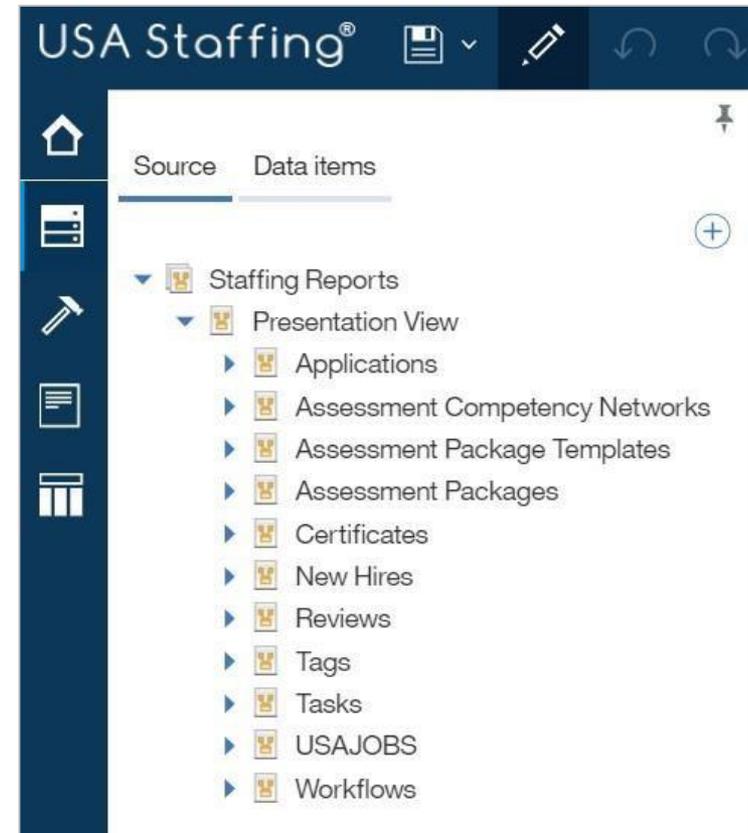
Performance Improvement Strategies

2. Modify the current Staffing Reports package to only include recent data

As subject areas are developed in the new Staffing Reports (End of Day) package, the team is exploring filtering the current Staffing Reports package so that only recent data is included.

Impact:

- Data would be real-time, but would only include recent actions (e.g. New Hires created in the last 30 days).



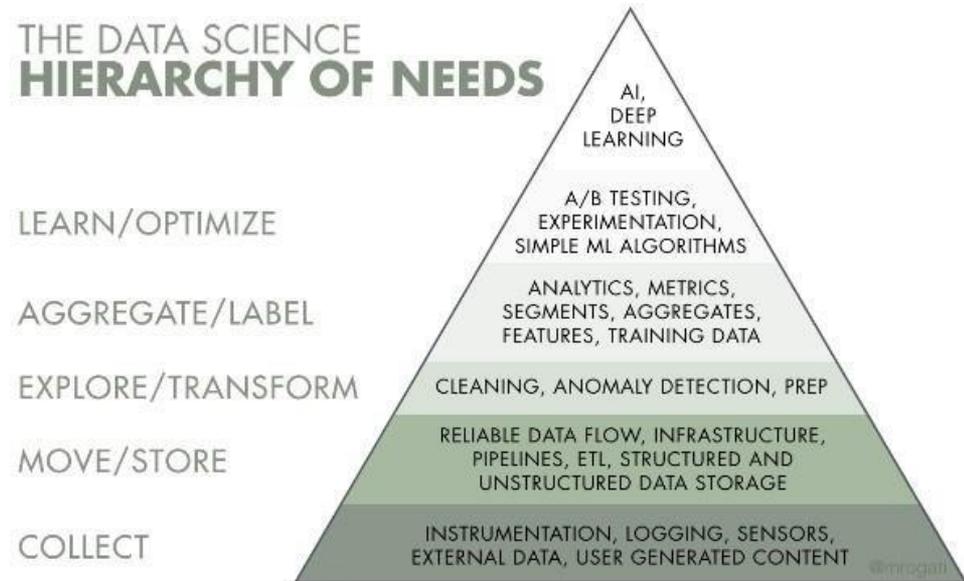


- Users would not need to modify their reports, but would need to build new reports based on the new Staffing Reports (End-ofDay) package if historical data is needed.

Performance Improvement Strategies

3. 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).





Impact:

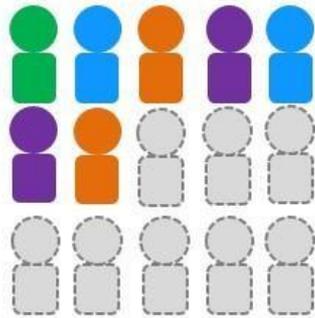
- Once developed, the data warehouse will be the source for aggregate, <https://hackernoon.com/the-ai-hierarchy-of-needs-18f111fcc007> trending reporting.
- Users will need to build new reports to benefit from this new data.

Applicant Flow Data Update

Upgrade USA Staffing: We are in the final stages of validating the new, restructured solution for Upgrade Applicant Flow Data. This new structure:

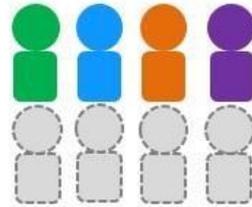
- Simplifies reporting and analysis,
- Includes all application records for vacancies, and
- Updates nightly

We will hold an Applicant Flow Data Workgroup meeting on Monday, September 10 from 1:30-3pm ET to review the new data structure and demo the new reports.



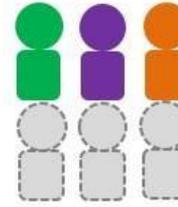
Applied

All applications received for a Vacancy



Qualified

The applications that meet the minimum qualifications for the job



Referred

The applications that were referred to the hiring manager for consideration



Selected

The applications that were audited by HR as "Hired"



Reporting and Analytics 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/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**.

Upcoming Functionality

Presenter: Jennifer (Demarais) Reaves, USA Staffing Business Analyst



What We're Working on

- Hurdled assessment process• Updates
- Copy reviews• Configure office-level
- Position Description documents
- Permanent Change of Station (PCS)•
- New Hire data improvements•



Feature Backlog and Glossary: <https://go.usa.gov/A3C3>

Now:What's Coming Next:

to age screening
defaults for
authorizationvacancy supporting

FWS and FWS Supervisory PDs

Application data improvements



USA Staffing Design and Requirements Forum

- USA Staffing will host a two-day joint application design session for customer super users, work group members, SMEs, and Advisory Board members to engage on requirements and design for a variety of FY19 features.
- Participants may elect to participate in multiple engaging sessions running throughout the two days on topics including automated notifications, linking required documents to eligibilities, announcement template improvements, and



collecting feedback from hiring managers about applicant and certificate statuses.

- Contact your USA Staffing Account Manager if you or someone from your agency is interested in participating.

Current Help Desk Trends

Robyn Bachmann, User Support Branch

- Cutting and pasting text from outside sources
- Updating USAJOBS when changes are made to released announcements



- Verify New Hire Arrived button should only be completed when the New Hire has actually arrived on site
- Updating New Hire information typically is the responsibility of the New Hire



New and Updated Resources

Updated User Resources

- ACWA User Guide
- Alert Inventory
- Federal Wage System Quick Guide
- NOR Message Codes
- Assisting New Hires Access Onboard





- Available Onboarding Forms

Updated Admin Resources

- Legacy Decommissioning Checklist
- Quick Reference Guide to System Generated Emails
- Example Announcement Templates

USA Staffing Resource Center: <https://go.usa.gov/A3C3>



USA Staffing Upcoming Events

September 2018					
Su	M	Tu	W	Th	F
					7
2	3	4	5	6	
9	10	11	12	13	1
16	17	18	19	20	2
					4
					2
					1
23	24	25	26	27	3
30					

October 2018						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			



USA Staffing Release Schedule: <https://op.usa.gov/A3C3>

September 12: Customer Sprint Review

September 13: Applicant Flow Data Workgroup

September 18-19: Mixed Agency New User Training

September 20: Reporting and Analytics Workgroup

September 20: USA Hire Workgroup

September 30: Legacy Permissions become Read Only **October**

16-17: Mixed Agency New User Training

October 20: Production 9.8 Release

October 26: Stage 9.9 Release

September 22: Production 9.7 Release

September 28: Stage 9.8 Release



Questions?

**For additional information, please contact
your Account Manager.**



