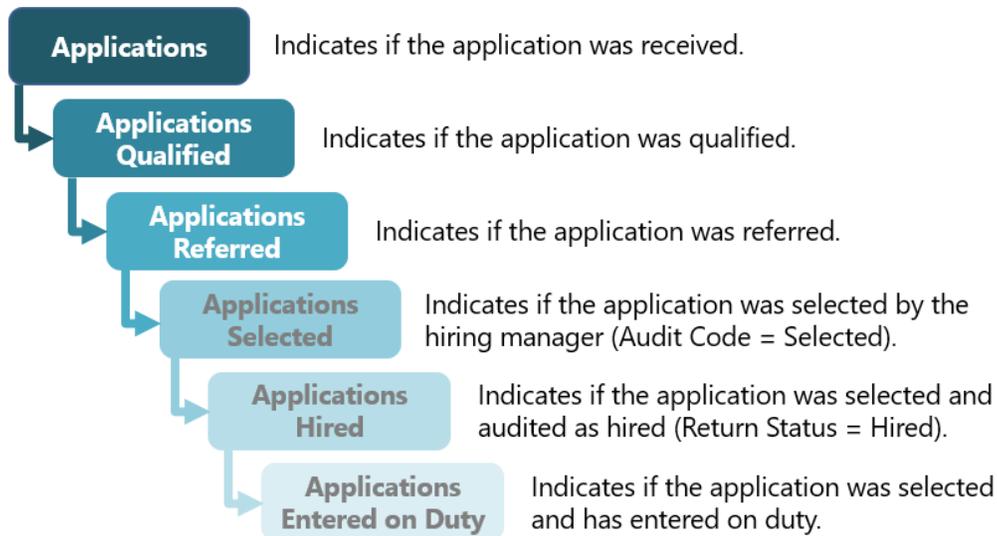




Hiring Data Warehouse Application Metrics

What are Application Metrics?

Application Metrics are built-in metrics to enable reporting on applications through the hiring process for each rating combination (series-grade-specialty) to which the application was submitted for a vacancy.



How are Application Metrics calculated?

Each metric uses defined criteria to determine the progression of an application through the hiring process. When used with the Application Number query item (or any query item at the application level), metrics will display as 0s or 1s, which enables the tracking of a single application through the hiring process. The aggregation of each metric is set up to automatically summarize up to the lowest level query item included in the report.

| Application Metric | Criteria |
|------------------------------|---|
| Applications | Any Application Number that exists for the rating combination = 0; all else = 1. |
| Applications Qualified | Meets criteria for Applications + has a Notification Message Code that starts with "E" = 1; all else = 0. |
| Applications Referred | Meets criteria for Applications Qualified + is on at least one non-cancelled certificate for that rating combination = 1; all else = 0. |
| Applications Selected | Meets criteria for Applications Referred + has an audit code of "Selected" for the rating combination = 1; all else = 0. |
| Applications Hired | Meets criteria for Applications Selected + has a return status of "Hired" for the rating combination = 1; all else = 0. |
| Applications Entered on Duty | Meets criteria for Applications Hired + has a new hire record where the Verify New Hire has Entered on Duty task has a status of "Complete" for the rating combination = 1; all else = 0. |



| Vacancy Number | Application Number | Application Series | Application Grade | Application Specialty | Applications | Applications Qualified | Applications Referred | Applications Selected | Applications Hired | Applications Entered on Duty |
|----------------|--------------------|--------------------|-------------------|-----------------------|--------------|------------------------|-----------------------|-----------------------|--------------------|------------------------------|
| 10000041 | A3385-5955 | 0201 | 12 | | 1 | 1 | 0 | 0 | 0 | 0 |
| 10000041 | A3385-5955 | 0201 | 13 | | 1 | 1 | 1 | 1 | 1 | 0 |
| 10000041 | A4341-3650 | 0201 | 13 | | 1 | 1 | 1 | 0 | 0 | 0 |
| 10000041 | A8933-7881 | 0201 | 12 | | 1 | 1 | 0 | 0 | 0 | 0 |
| 10000041 | A8933-7881 | 0201 | 13 | | 1 | 1 | 1 | 0 | 0 | 0 |

How should Application Metrics be used?

Application Metrics **must be used** with application rating combination query items (Application Series, Application Grade, and Application Specialty; all located within the Application Ratings query subject in the Applications folder, Application Information sub-folder). Application Metrics **can be used** with higher level query items (e.g., Vacancy Number, Staffing Office Name, Staffing Organization Name) and other query items from the Applications area, including but not limited to the examples provided below.

Vacancy Number

| Vacancy Number | Application Series | Application Grade | Application Specialty | Applications | Applications Qualified | Applications Referred | Applications Selected | Applications Hired | Applications Entered on Duty |
|----------------|--------------------|-------------------|-----------------------|--------------|------------------------|-----------------------|-----------------------|--------------------|------------------------------|
| 10000041 | 0201 | 12 | | 2 | 2 | 0 | 0 | 0 | 0 |
| 10000041 | 0201 | 13 | | 3 | 3 | 3 | 1 | 1 | 0 |

Veterans Preference (can used Claimed and/or Adjudicated)

| Vacancy Number | Application Series | Application Grade | Application Specialty | Veterans Preference Claimed | Applications | Applications Qualified | Applications Referred | Applications Selected | Applications Hired | Applications Entered on Duty |
|----------------|--------------------|-------------------|-----------------------|-----------------------------|--------------|------------------------|-----------------------|-----------------------|--------------------|------------------------------|
| 10000041 | 0201 | 12 | | NV | 2 | 2 | 0 | 0 | 0 | 0 |
| 10000041 | 0201 | 13 | | CPS | 1 | 1 | 1 | 0 | 0 | 0 |
| 10000041 | 0201 | 13 | | NV | 2 | 2 | 2 | 1 | 1 | 0 |

Claimed Eligibilities*

| Vacancy Number | Application Series | Application Grade | Application Specialty | Claimed Eligibility | Applications | Applications Qualified | Applications Referred | Applications Selected | Applications Hired | Applications Entered on Duty |
|----------------|--------------------|-------------------|-----------------------|---------------------|--------------|------------------------|-----------------------|-----------------------|--------------------|------------------------------|
| 10000041 | 0201 | 12 | | Agency Employees | 1 | 1 | 0 | 0 | 0 | 0 |
| 10000041 | 0201 | 12 | | Reinstatement | 2 | 2 | 0 | 0 | 0 | 0 |
| 10000041 | 0201 | 12 | | Transfer | 2 | 2 | 0 | 0 | 0 | 0 |
| 10000041 | 0201 | 13 | | Agency Employees | 1 | 1 | 1 | 1 | 1 | 0 |
| 10000041 | 0201 | 13 | | Reinstatement | 3 | 3 | 3 | 1 | 1 | 0 |
| 10000041 | 0201 | 13 | | Transfer | 3 | 3 | 3 | 1 | 1 | 0 |

Locations*

| Vacancy Number | Application Series | Application Grade | Application Specialty | Application Location Description | Applications | Applications Qualified | Applications Referred | Applications Selected | Applications Hired | Applications Entered on Duty |
|----------------|--------------------|-------------------|-----------------------|----------------------------------|--------------|------------------------|-----------------------|-----------------------|--------------------|------------------------------|
| 10000041 | 0201 | 12 | | Washington DC, DC United States | 2 | 2 | 0 | 0 | 0 | 0 |
| 10000041 | 0201 | 13 | | Washington DC, DC United States | 3 | 3 | 3 | 1 | 1 | 0 |

*When adding query items, always consider if the relationship between the query item and application rating combination is one-to-one, one-to-many, or many-to-many. If the relationship is not one-to-one, a single application may be included in the metric in more than one row (and therefore rows should not be summed to calculate an overall total for the rating combination).

How shouldn't Application Metrics be used?

Excluding Rating Combination Query Items

If used without the rating combination query items, each metric will automatically summarize based on the lowest level included. Because a single application could be for multiple rating combinations, this may result in inaccurate data.

| Vacancy Number | Applications | Applications Qualified | Applications Referred | Applications Selected | Applications Hired | Applications Entered on Duty |
|----------------|--------------|------------------------|-----------------------|-----------------------|--------------------|------------------------------|
| 10000041 | 5 | 5 | 3 | 1 | 1 | 0 |

VACANCY 10000041

Vacancy 10000041 | Assessment Package | Announcement | Applicant Overview | Certificates | Reviews | +

Applicant Overview

Overview | Saved Lists | Stored Lists

Applicants (3)

Including Query Items from the Certificates Area

There is no direct relationship between the Applications area and the Certificates area, therefore query items from the Applications area (to include Application Metrics) should not be used in the same report object as query items from the Certificates area. While data will return, data from the two areas will be jumbled. If data about referred applicants or applications is needed, use query items from the Certificate Applicants and/or Certificate Applications query subjects.

| Application Series | Application Grade | Application Specialty | Certificate Number | Certificate Application Number | Certificate Application Audit Code | Certificate Application Return Status | Applicant Name | Certificate Application Last Name | Certificate Application First Name | Applications | Applications Qualified | Applications Referred | Applications Selected | Applications Entered on Duty |
|--------------------|-------------------|-----------------------|--------------------|--------------------------------|------------------------------------|---------------------------------------|----------------|-----------------------------------|------------------------------------|--------------|------------------------|-----------------------|-----------------------|------------------------------|
| 0203 | 7 | | 20200731-JJWH-003 | A49RY-C7Z9 | Selected | Hired | Man, Spider T | Stark | Tony | 1 | 1 | 1 | 0 | 0 |
| 0203 | 7 | | 20200731-JJWH-003 | A49RY-C7Z9 | Selected | Hired | Man, Super | Stark | Tony | 1 | 0 | 0 | 0 | 0 |
| 0203 | 7 | | 20200731-JJWH-003 | A49RY-C7Z9 | Selected | Hired | Quinn, Harley | Stark | Tony | 1 | 1 | 1 | 0 | 0 |
| 0203 | 7 | | 20200731-JJWH-003 | A49RY-C7Z9 | Selected | Hired | Stark, Tony I | Stark | Tony | 1 | 1 | 1 | 1 | 0 |
| 0203 | 7 | | 20200731-JJWH-003 | A49RY-C7Z9 | Selected | Hired | Wayne, Bruce | Stark | Tony | 1 | 1 | 1 | 1 | 0 |
| 0203 | 7 | | 20200731-JJWH-003 | A49RY-C7Z9 | Selected | Hired | White, James A | Stark | Tony | 1 | 1 | 1 | 0 | 0 |

| Name | Rating | Vet Pref | Audit Code | Return Status |
|-------------------------|--------|---|--------------|---------------|
| Man, Spider TobeMcGuire | 79 | NV - No Preference Claimed | Not Selected | Available |
| Quinn, Harley | 97 | NV - No Preference Claimed | Not Selected | Available |
| Stark, Tony ironman | 100 | NV - No Preference Claimed | Selected | Hired |
| Wayne, Bruce | 99 | CP -10-point preference based on a compensable service-connected disability of 10 percent or more, but less than 30 percent | Selected | Hired |
| White, James Archibald | 93 | NV - No Preference Claimed | Not Selected | Available |

At this time, there are no pre-built metrics to enable reporting on the progression of applications referred on specific certificates (e.g., for a specific certificate, Total Referred, Total Selected, Total Hired, etc.); however, Certificate Metrics are planned to meet this need in the near future.