USA Staffing
Reporting and Analytics

Applicant Flow Data Workgroup
August 18, 2022

We will start at approximately 2:03 to allow time for people to sign in
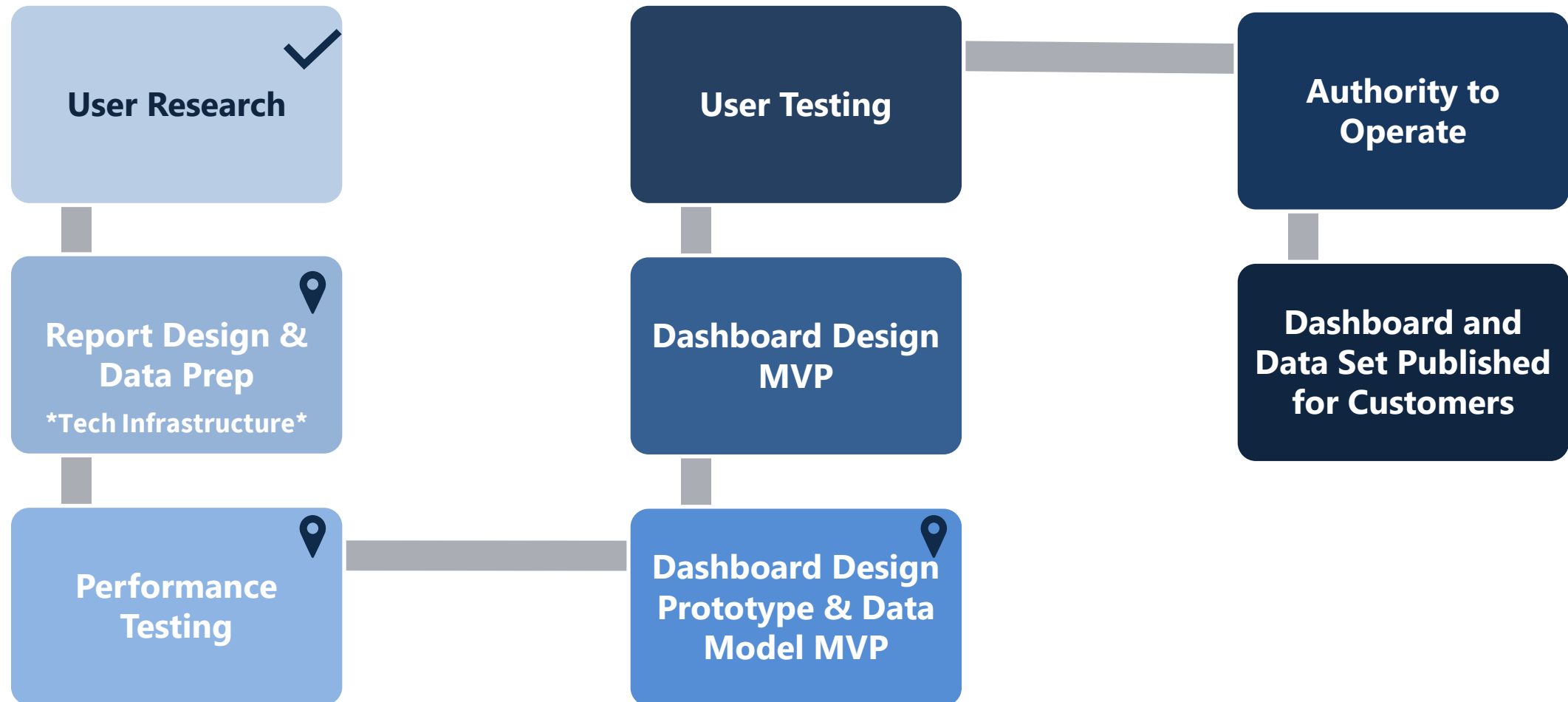
Agenda

1 Power BI Update

2 Cognos Performance Metrics

3 Reporting User Satisfaction Survey

4 Cognos Training Program

5 Modifications to Reports and Data Models

6 API Updates

7 Cognos Upgrade

8 Open Demonstration and Q&A

Power BI Update

Power BI Implementation Milestones

User Research ✓

User Testing

Authority to Operate

Report Design & Data Prep *Tech Infrastructure*

Dashboard Design MVP

Dashboard and Data Set Published for Customers

Performance Testing

Dashboard Design Prototype & Data Model MVP

Report Design and Data Prep

Next Steps

What we have completed

- Published, tested, and made improvements to the dataset in our Sandbox environment

- Updated the dataset in the Sandbox to include data security checks

- Tested the data security checks to ensure users only see the data they have permission to see

- Hosted an ideation session with Account Managers for input and feedback on dashboard design

Next Steps

- Drafting the first iteration of the User License Dashboard

- Coordination with limited customers to test authentication designs
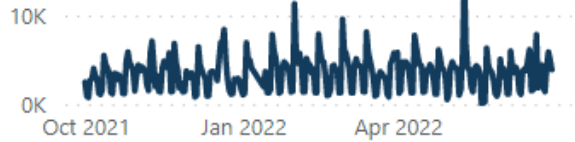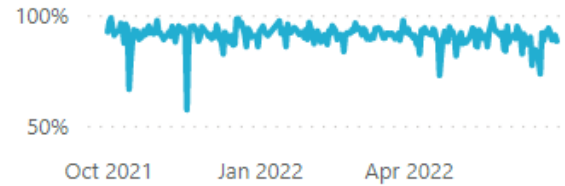
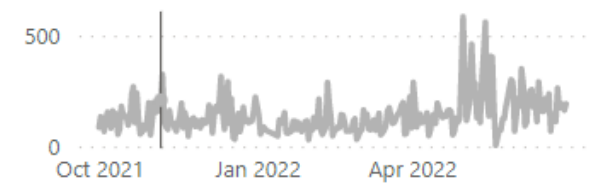# Cognos Performance Metrics

All Reports

Cognos Total Runs

935,706

Avg. Success Rate

91.07%

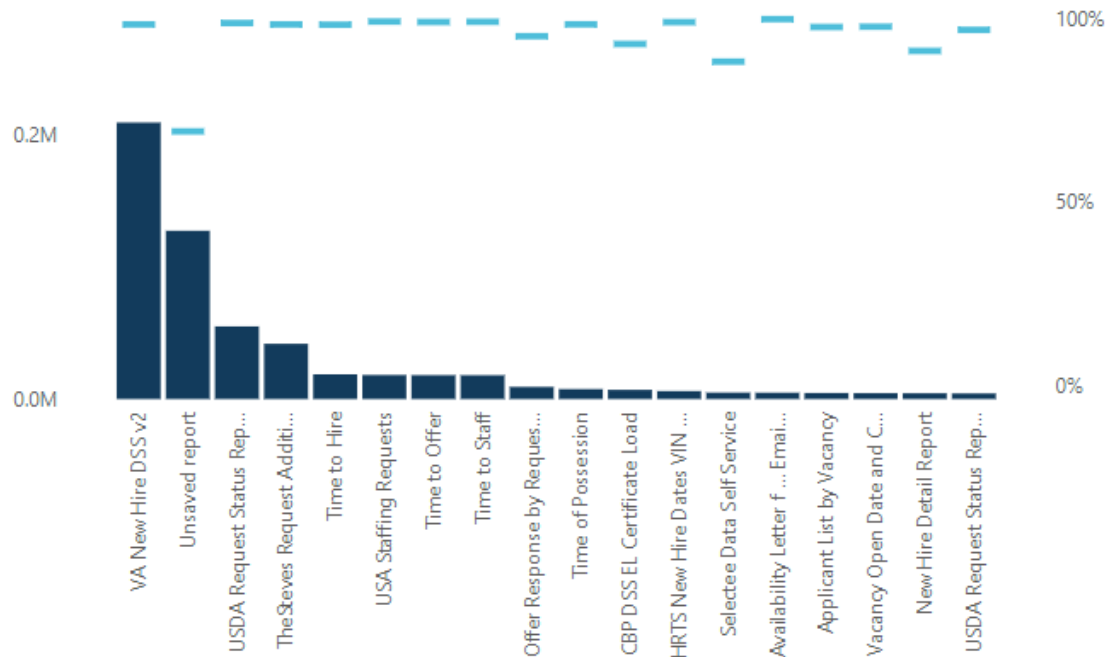**Avg. Runtime (Sec)**

125.07
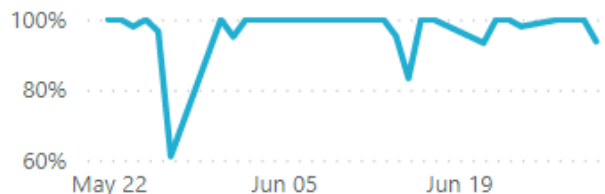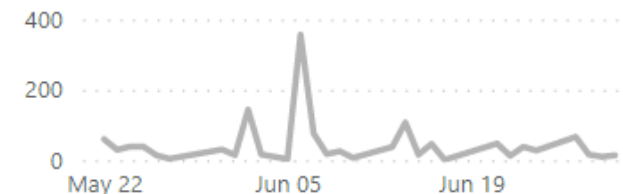
Cognos Total Runs and Cognos Success Rate
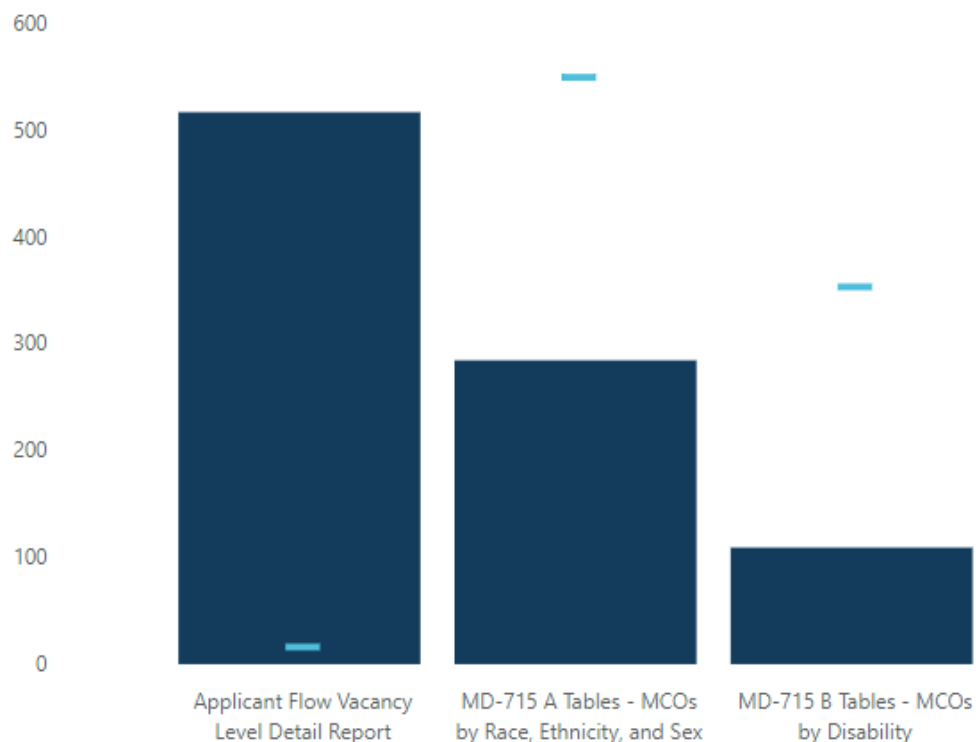
Report name	Cognos Total Runs	Cognos Success Rate	Avg Runtime
VA New Hire DSS v2	208,805	98.27%	104.01
Unsaved report	127,083	69.12%	57.88
USDA Request Status Report - Certificate V3	54,873	98.64%	31.69
TheSteves Request Additional Information Report	41,729	98.27%	2.46
Time to Hire	18,700	98.19%	12.74
USA Staffing Requests	18,190	99.05%	2.68
Time to Offer	18,053	98.93%	4.53
Time to Staff	17,997	98.99%	6.53
Offer Response by Request Number	9,206	95.06%	3.93
Time of Possession	7,521	98.30%	67.40
CBP DSS EL Certificate Load	6,932	92.93%	132.06
HRTS New Hire Dates VIN Parameter (New Hire EOD Package)	6,051	98.89%	1.19
Selectee Data Self Service	4,886	88.13%	105.44
Availability Letter f ... Email and Phone #	4,801	99.71%	1.91
Applicant List by Vacancy	4,579	97.55%	8.30
Vacancy Open Date and Close Date by Request Number	4,463	97.65%	2.11
Total	**935,706**	**91.07%**	**125.07**

Data Source: USAJOBS   Data Through: June 2022

7

Reporting User Satisfaction Survey

Reporting User Satisfaction Survey

The **bi-annual customer satisfaction survey** launched on **Monday, May 23** and was open until **Friday, June 24, 2022.**

The survey is designed to gather in-depth and comprehensive feedback about products and services provided by the USA Staffing Reporting teams over the last 6 months, including:

- Business Intelligence tool
- Data available for reporting
- Standard reports
- Interconnections

- Workgroups
- Training
- Support

1078	67	6%	59	11
Total Recipients	Respondents	Response Rate	Org Count	Agency Count

*The number of Respondents only includes individuals with applicant flow data access.

Survey Sections Summary

63%
% Positive

0.1%
% Positive Change

3.5
Avg Response Value

-0.2
Avg Response Change

Section	% Positive
▲ Support	86%
▲ Workgroups	78%
▲ Training	77%
▲ Interconnections	72%
▲ USA Staffing Reporting Program	64%
▲ Data and Reports	61%
▲ Business Intelligency Tool	44%

Top 5 Questions

97%	95%	89%	88%	82%
The USAS Reporting team conducts business in a professional manner.	The USAS Reporting team is knowledgeable	The USAS Reporting team provides timely service.	The USAS Reporting team provides consistent and reliable service.	Once established, USAS interconnections are easy to use.

*The top 4 items were also the top 4 from the Spring and Fall 2021 surveys.

Bottom 5 Questions

The following bar chart shows the bottom 5 questions with their percentages:

Question	Percentage
The BI tool is easy to use to run reports.	51%
It is easy to navigate the library of standard reports to find what I need.	51%
The BI tool is easy to navigate to locate the reports and data I need.	47%
Considering everything, how satisfied are you with the BI Tool that supports USAS reporting?	41%
The BI tool is easy to use to create or modify reports.	35%

*3 of the bottom 5 were also in the bottom 5 from the Fall 2021 survey.

USA Staffing Reporting Program

64%
Percent Positive

13.4%
Percent Positive Change

3.7
Average Response Value

0.3
Average Response Change

| 1 | 11% | 19% | 46% | 21% |
| 2 | 11% | 24% | 42% | 20% |

50%
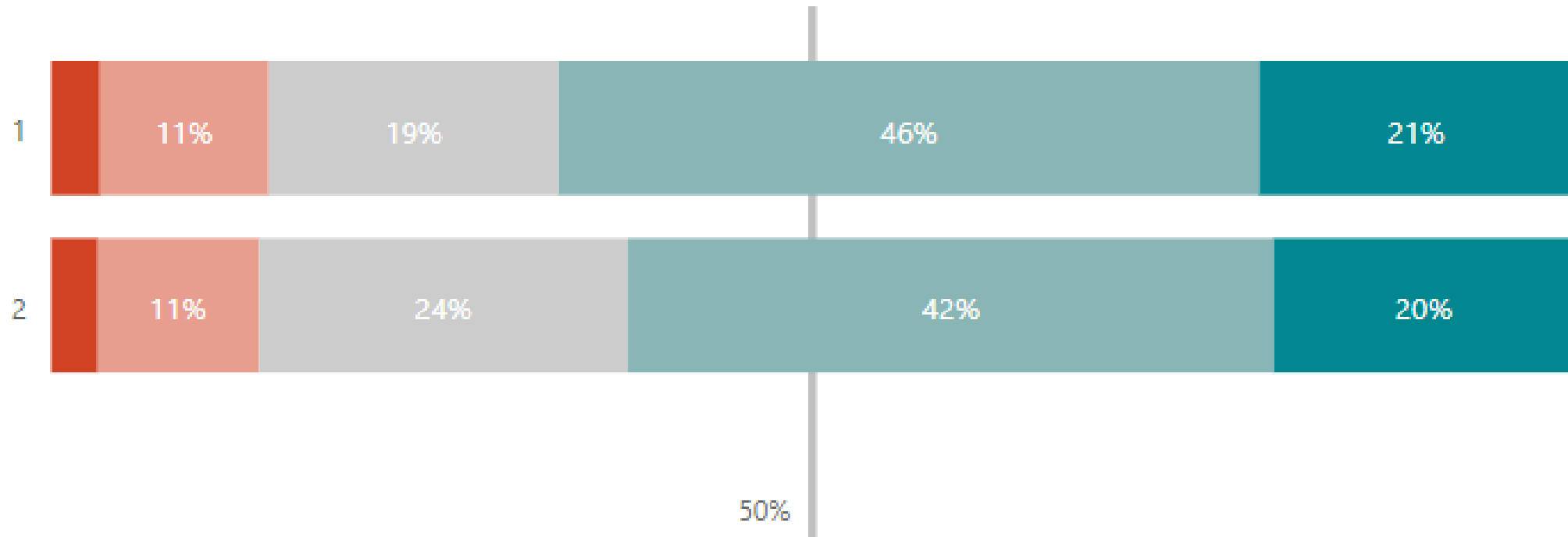
1. I would recommend USAS reporting products and services to other government organizations.
2. Considering all your experiences with USAS Reporting, how satisfied are you with reporting products and services?

Business Intelligence Tool

44%
Percent Positive

3.7%
Percent Positive Change

3.2
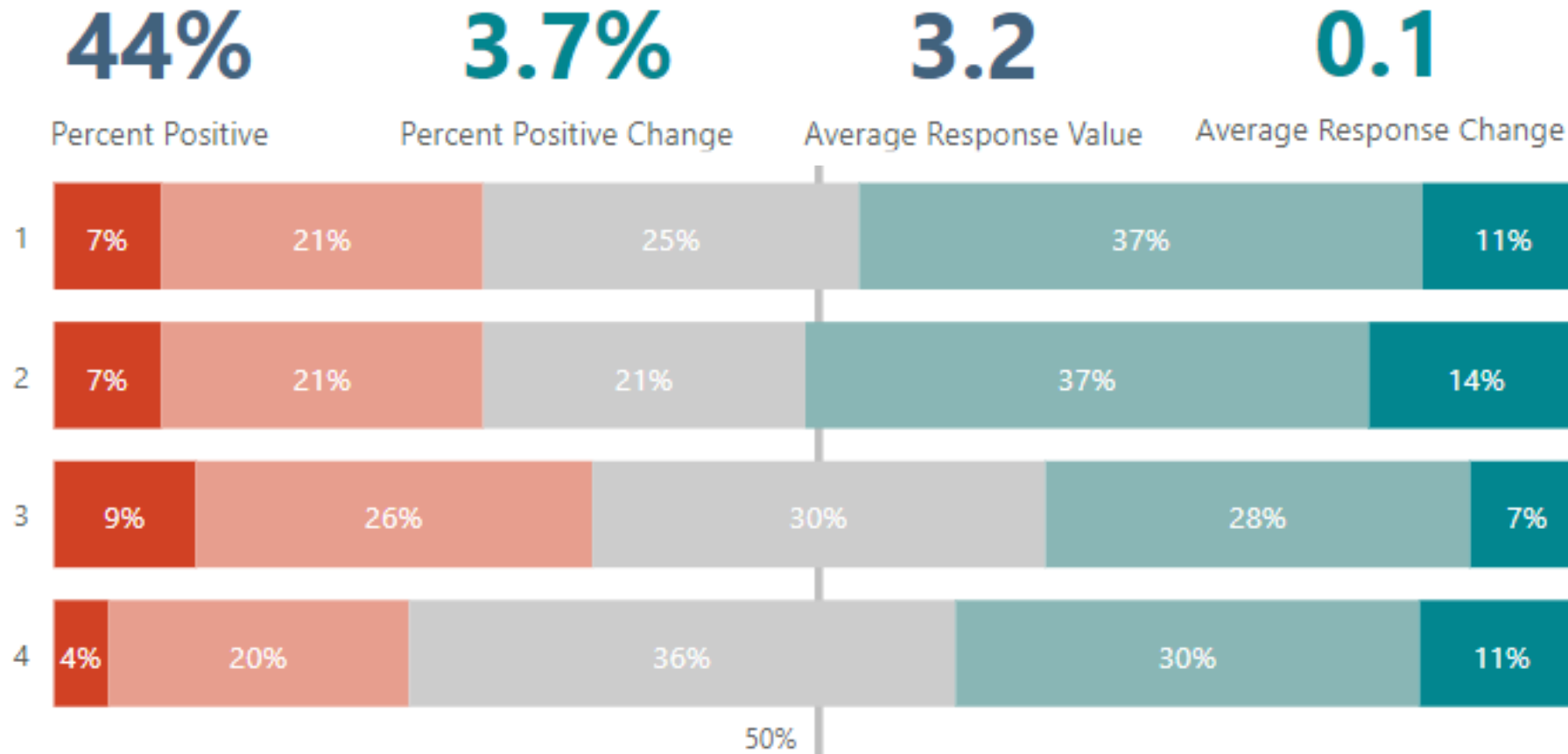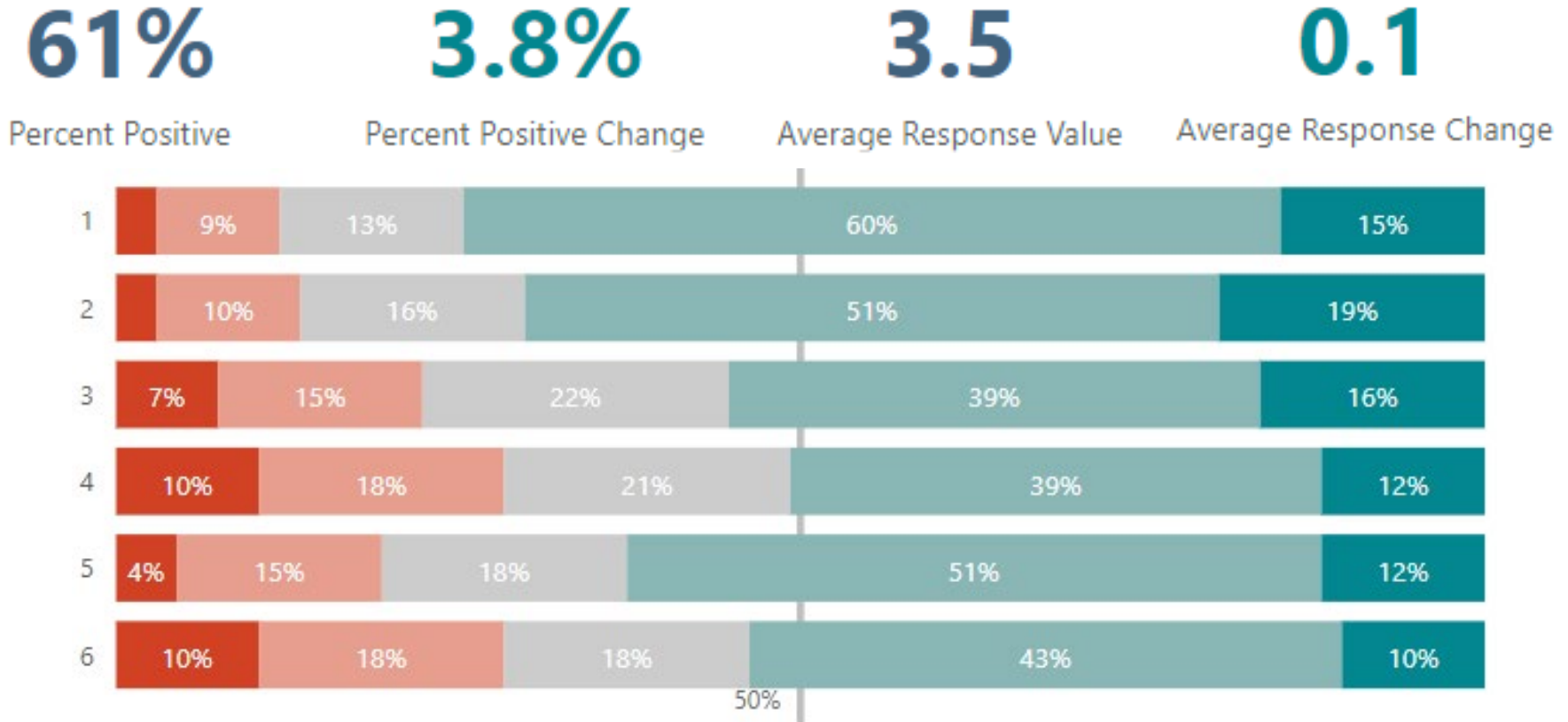Average Response Value

0.1
Average Response Change

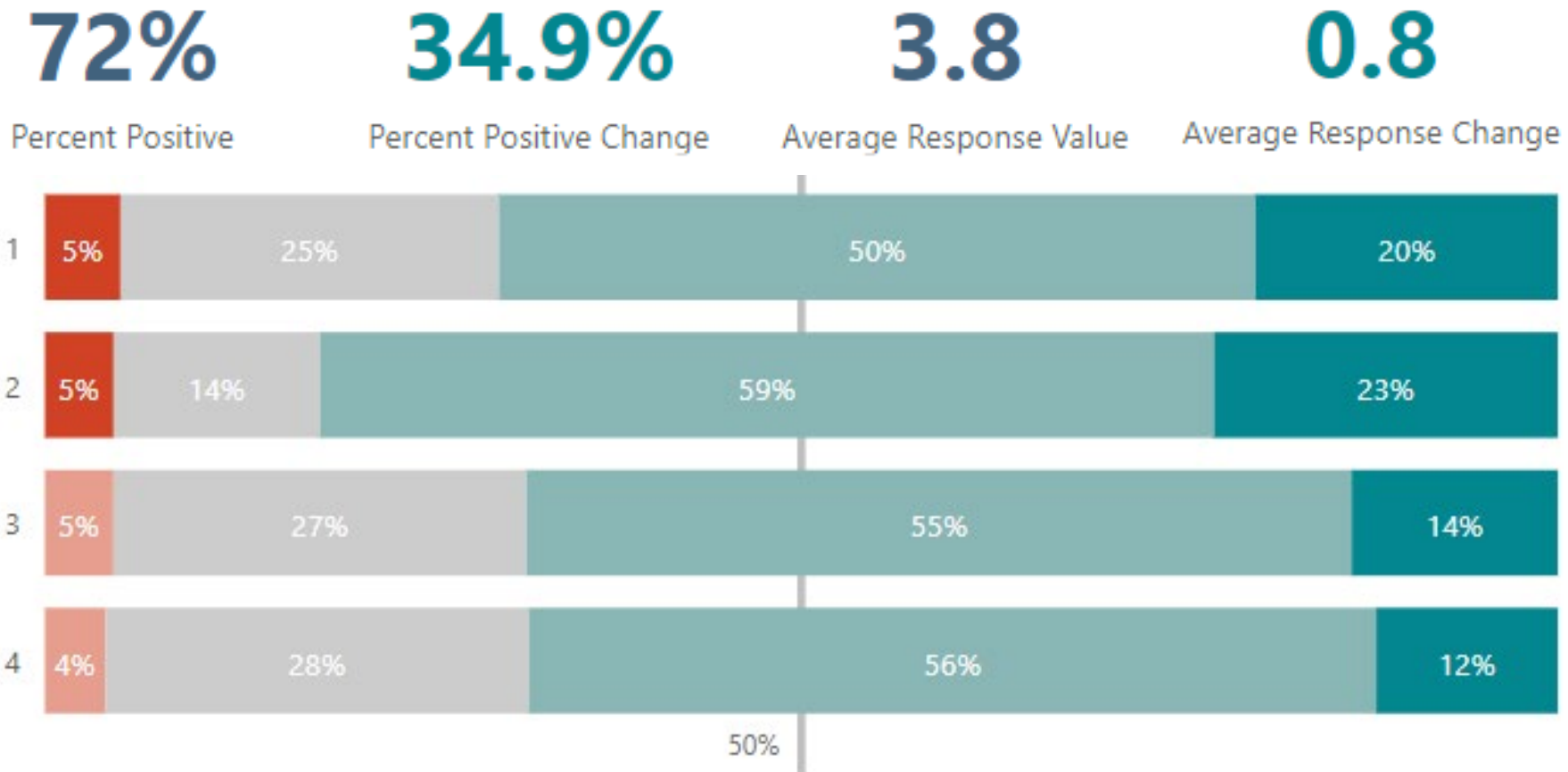|					
1	7%	21%	25%	37%	11%
2	7%	21%	21%	37%	14%
3	9%	26%	30%	28%	7%
4	4%	20%	36%	30%	11%

50%

1. The BI tool is easy to navigate to locate the reports and data I need.
2. The BI tool is easy to use to run reports.
3. The BI tool is easy to use to create or modify reports.
4. Considering everything, how satisfied are you with the BI tool that supports USAS reporting?

Data and Reports

61% Percent Positive   **3.8%** Percent Positive Change   **3.5** Average Response Value   **0.1** Average Response Change

#					
1		9%	13%	60%	15%
2		10%	16%	51%	19%
3	7%	15%	22%	39%	16%
4	10%	18%	21%	39%	12%
5	4%	15%	18%	51%	12%
6	10%	18%	18%	43%	10%

50%

1. The data I need to report on is available through USAS Reporting.
2. I have confidence that the data provided through USAS reports is accurate.
3. The library of standard reports managed by the USAS Reporting team provides the information I need to do my job.
4. It is easy to navigate the library of standard reports to find what I need.
5. How satisfied are you with the success rate of reports you run?
6. How satisfied are you with the typical amount of time it takes for reports you run to complete?

Interconnections

72%	34.9%	3.8	0.8
Percent Positive	Percent Positive Change	Average Response Value	Average Response Change

1	5%	25%	50%	20%
2	5%	14%	59%	23%
3	5%	27%	55%	14%
4	4%	28%	56%	12%

50%

1. It is easy to set up an interconnection with USAS.
2. Once established, USAS interconnections are easy to use.
3. How satisfied are you with the resources and guides provided to support USAS interconnections?
4. How satisfied are you with the interconnections available through USAS?
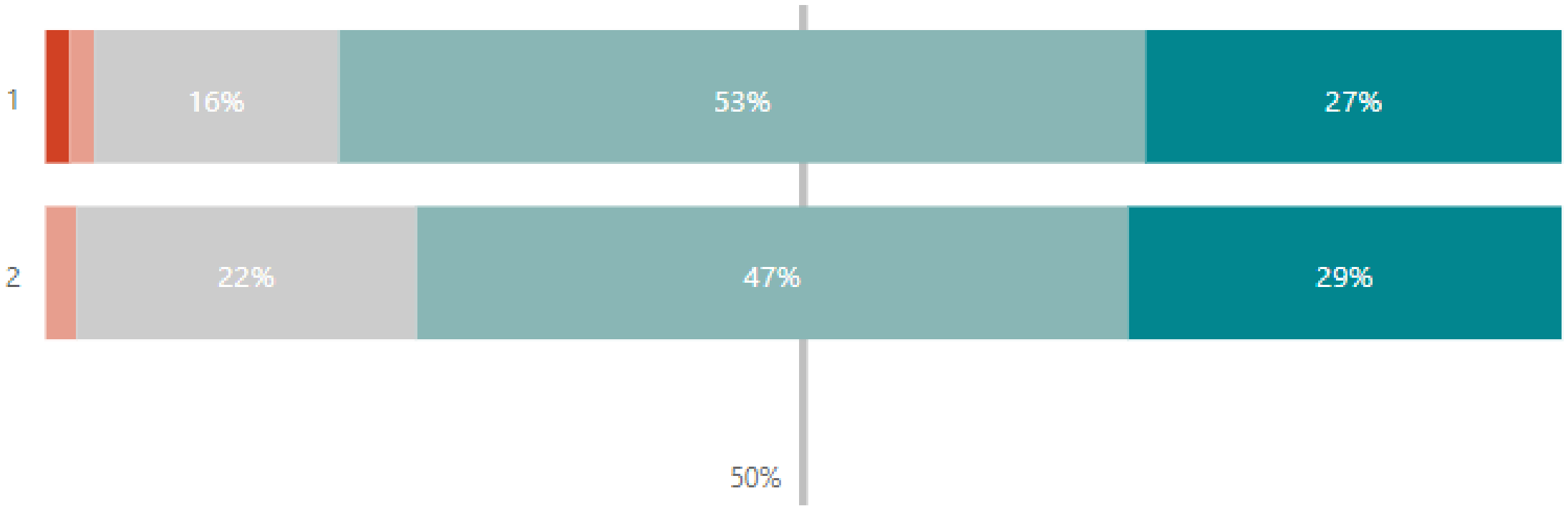
Workgroups

78%
Percent Positive

7.3%
Percent Positive Change

4.0
Average Response Value

0.1
Average Response Change

1 | 16% | 53% | 27%

2 | 22% | 47% | 29%

50%

1. How satisfied are you with the Reporting and Analytics Workgroup?
2. How satisfied are you with the Applicant Flow Data Workgroup?
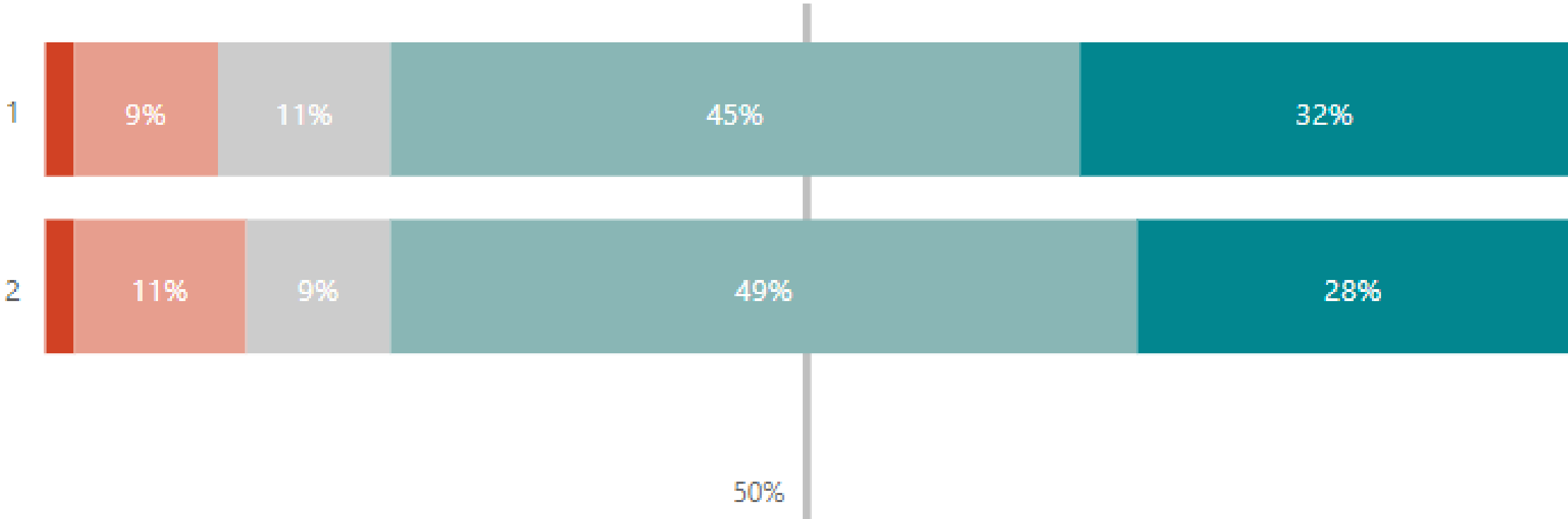
Training

77%
Percent Positive

7.9%
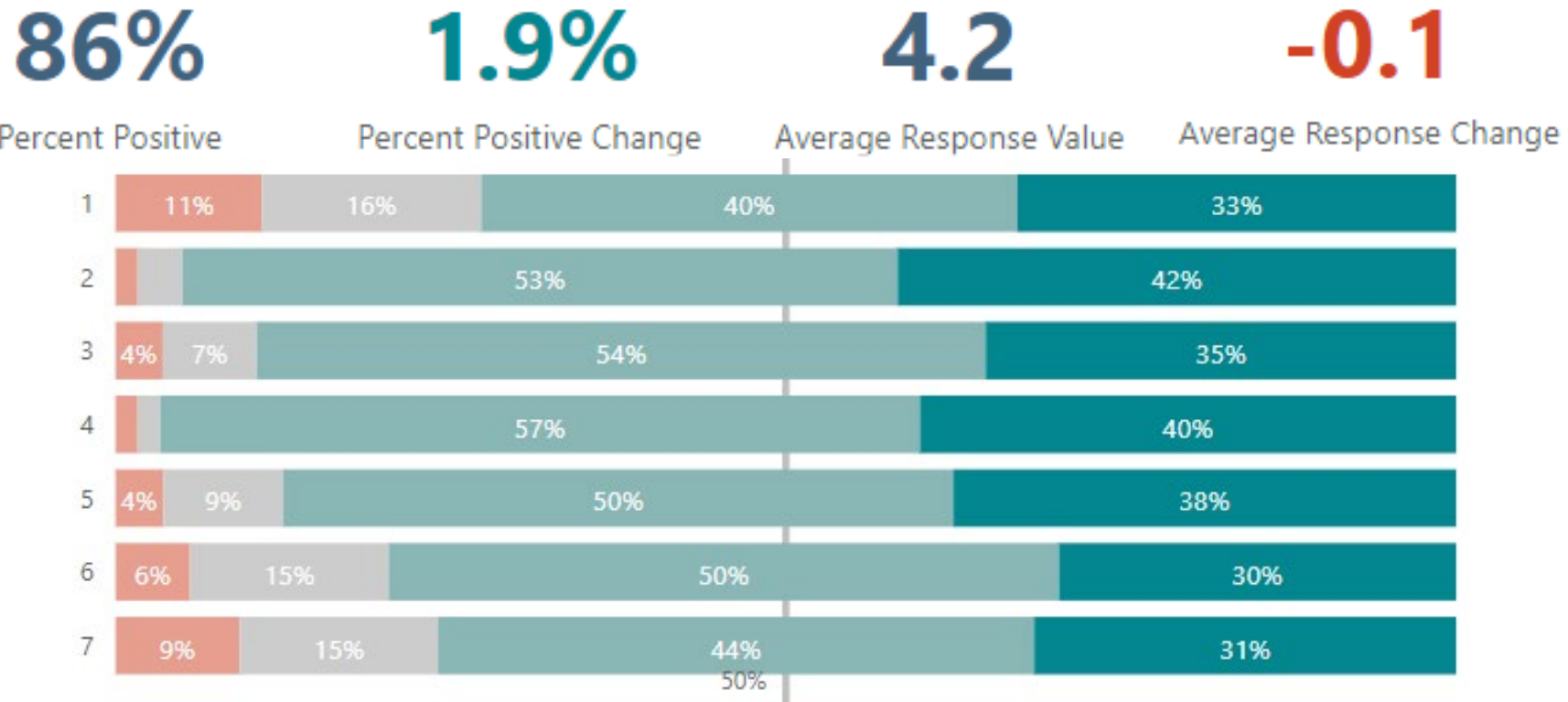Percent Positive Change

3.9
Average Response Value

0.0
Average Response Change

1	9%	11%	45%	32%
2	11%	9%	49%	28%

50%

1. How satisfied are you with the trainings offered by the USAS Reporting team?
2. How satisfied are you with the resources, guides, and/or job aids that have been provided by the USAS Reporting team?

Support

	86%	1.9%	4.2	-0.1
	Percent Positive	Percent Positive Change	Average Response Value	Average Response Change
1	11%	16%	40%	33%
2		53%		42%
3	4%	7%	54%	35%
4		57%		40%
5	4%	9%	50%	38%
6	6%	15%	50%	30%
7	9%	15%	44% 50%	31%

1. The resolution/responses provided by the USAS Help Desk and/or USAStaffingData inbox fully addressed the issue(s) I encountered.
2. The USAS Reporting team is knowledgeable.
3. The USAS Reporting team provides timely service.
4. The USAS Reporting team conducts business in a professional manner.
5. The USAS Reporting team provides consistent and reliable service.
6. How satisfied are you with the timeliness of the resolution/responses provided through the USAS Help Desk and/or USAStaffingData inbox?
7. Considering everything, how satisfied are you with the reporting support provided through the USAS Help Desk and/or USAStaffingData inbox?

What does USA Staffing Reporting do well?

1 **Communication**

"They communicate on-the-spot issues with system functionality and reporting. Provide up-to-date: release notes, training resources, workgroup recordings."

2 **Training**

"The group does a really great job with the advanced report forum. I love that we can ask them anything big or small about Cognos and they walk and explain it to all of us. They even share reports with us as needed."

3 **Support**

"Excellent customer service and knowledge of the data & reporting tool."

4 **Data and Reports Available**

"The standard reports generally work for us."
"The new Hiring Data Warehouse is useful in the way it is organized and the reports developed per topic area of interest."

What can USA Staffing do to improve?

1 **BI Tool**

"The Reporting System needs to be more user friendly and easily accessible."

2 **Training**

"More in depth training for report authors…breaking it down by parts or modules and allot time for the exercises versus a 'demo' feel…"

3 **Support**

"Job Aids. Step by step job aids for report authors on how to create report from scratch, modify, copy, copy + merge multiple reports into one (multiple sheets in one excel workbook)."

4 **Data Availability**

"Must include interview date/data to comply with EEOC's MD-715."

5 **System or Report Performance and Availability**

"Trouble with stability lately…challenging to make data driven decisions.

Cognos Training Program

Available Trainings

	Report Consumer Training	Report Author Training	Advanced Author Forum
Who?	• New USA Staffing reports users	• New report authors	• Experienced report authors
What?	• How to navigate to and run reports	• How to get started building reports	• Open forum for authors to ask questions
Time?	• ½ day	• 1 ½ days	• 1 hour
When?	One session per month, alternating between each Report Consumer Training and Report Author Training		• The first Thursday of each month at 11:00 AM EDT
How?	Contact your USA Staffing Account Manager to sign-up.		• All report authors are welcome. Questions can be submitted in advance

Upcoming Trainings

	Report Consumer Training	Report Author Training	Advanced Author Forum
Dates	Tuesday, September 20 1:00 – 4:00 PM EDT	Tuesday, August 23 10:00 AM – 3:00 PM EDT + Wednesday, August 24 10:00 AM – 3:00 PM EDT Tuesday, October 18 10:00 AM – 3:00 PM EDT + Wednesday, October 19 10:00 AM – 3:00 PM EDT	Thursday, September 1 11:00 AM – 12:00 PM EDT Thursday, October 6 11:00 AM – 12:00 PM EDT Thursday, November 3 11:00 AM – 12:00 PM EDT Thursday, December 1 11:00 AM – 12:00 PM EDT
How to Register	Contact your USA Staffing Account Manager.		No registration required. Questions can be submitted in advance.

Modifications to Reports and Data Models

Sprint 28 deployed to Production on July 20th
Sprint 30 deployed to Production on August 17th

*Only sprints that had AFD-related updates are listed

New or Modified Reports

Applicant Flow Data Warehouse Reports

Applicant Flow by Vacancy – deployed July 20th
The Applicant Flow by Vacancy report was created. This report provides tabular data summarized applicant responses to ethnicity/race, sex, and disability demographic questions by milestone in the staffing process (e.g., applied, qualified, referred) for specific vacancies or announcements.

- Team Content > USA Staffing Packages and Folders > Applicant Flow Data > Applicant Flow Data Warehouse

Applicant Flow by Vacancy

Applicant Flow by Vacancy

Staffing Number Type: Vacancy Number

Staffing Number: 10140944

Staffing Organization Name	Staffing Office Name	Vacancy Number	Announcement Number	USAJOBS Control Number	Vacancy Pay Plan-Series-Grade	Vacancy Job Title	Announcement Open Date	Announcement Close Date	Announcement Types	MD-715 Announcement Type	Announcement Hiring Paths	Announcement Locations	Vacancy Appointing Authorities	Vacancy Mission Critical Occupations	Application Limit Set?	Application Limit	No Assessment Used?	Questionnaire Used?	Manual Assessment Used?	USA Hire Used?
OPM Reimbursable	Washington Services Branch	10140944	USAS-TNG-10140944-2022-KDS	3270853900	GS-0343-9	Program Analyst	05/02/2022	05/06/2022	DE, ST	New Hire	PUBLIC, FED-TRANSITION, FED-COMPETITIVE, DISABILITY, GRADUATES, STUDENT	Boulder, CO United States | Fairfax, VA United States	Competitive Service		No		No	Yes	No	No

Applicant Flow by Vacancy

Staffing Number Type: Vacancy Number

Staffing Number: 10140944

Sex Response	Ethnicity and Race Category	Total Applications	Total Qualified	Total Not Referred - Not Qualified	Total Not Referred - Qualified	Total Referred	Total Selected	Total Sent Tentative Offer	Total Sent Official Offer	Total Entered on Duty
Omitted	Omitted	13	11	2	6	5	1	0	0	0
Omitted		13	11	2	6	5	1	0	0	0
Overall		13	11	2	6	5	1	0	0	0

Applicant Flow by Vacancy

Vacancy Details | Sex and Race/Ethnicity | **Disability** | Data Definitions

Applicant Flow by Vacancy

Staffing Number Type: Vacancy Number

Staffing Number: 10140944

Disability	Total Applications	Total Targeted Disability Applications	Total Qualified	Total Not Referred - Not Qualified	Total Not Referred - Qualified	Total Referred	Total Selected	Total Sent Tentative Offer	Total Sent Official Offer	Total Entered on Duty
Omitted	13	0	11	2	6	5	1	0	0	0
Overall	13	0	11	2	6	5	1	0	0	0

Vacancy Details | Sex and Race/Ethnicity | Disability | **Data Definitions**

Applicant Flow by Vacancy

Data Item/Metric	Description
Announcement Close Date	The calendar date that an announcement closed.
Announcement Hiring Paths	Concatenated field showing all hiring paths that are associated with an announcement.
Announcement Locations	Concatenated field showing all locations (city, state, country or city, country) that are associated with an announcement.
Announcement Number	The unique identifying number associated with an announcement.
Announcement Open Date	The calendar date that an announcement opened.
Announcement Types	A concatenation of the announcement types into a single field for the associated announcement.
Application Limit	The maximum number of applications an announcement can collect before being automatically closed on the date the maximum number is reached.
Application Limit Set?	Flag indicating if the announcement is set to automatically close on the date a specified number of applications is received.

New or Modified Reports

Applicant Flow Data Warehouse Reports

Applicant Flow Vacancy Level Detail by Customer **– deployed July 20th**

The Applicant Flow Vacancy Level Detail by Customer report was created. This report provides tabular data related to applicant responses to ethnicity/race, sex, and disability demographic questions in the USAJOBS job seeker profile as well as applicant progress through the staffing process at the vacancy level (i.e., across all rating combinations). This report also includes the identification of the customer(s) associated with each vacancy; because a vacancy can have more than one customer, the information gathered from this report should not be aggregated to respond to MD-715 reporting requirements because the same applicants will be included for each customer for a vacancy.

- Team Content > USA Staffing Packages and Folders > Applicant Flow Data > Applicant Flow Data Warehouse

Applicant Flow Vacancy Level Detail by Customer

Applicant Flow Vacancy Level Detail by Customer

Organization(s):	Infinity Regression, OPM Program, OPM Reimbursable, US Office of Personnel Management, USA Staffing Customer Coaching, USAJOBS UAT Testing	**Vacancy Series:**	All parameter options
Office(s):	Cleveland Staffing Office, Kansas City Services Branch, Mid-Atlantic Services Branch, Mixed Agency Training Office, OPM Washington DC, Philadelphia Services Branch, Program Office, San Antonio Services Branch, San Francisco Services Branch, USAJOBS UAT Testing Office, USAS Coaching, USAS Demo Office, User Support Office, Washington Services Branch	**Vacancy Grade(s):**	All parameter options
Customer(s):	All parameter options	**Appointment Type(s):**	All parameter options
Application Last Submitted Fiscal Year(s):	2022	**Supervisory Position?:**	All parameter options
Application Last Submitted Fiscal Quarter(s):	All parameter options	**Public Only?:**	All parameter options
Application Last Submitted Date Range:	All parameter options		

Note: A single vacancy can have multiple customers, therefore the same vacancy (and therefore the same applicants) may appear multiple times. For this reason, numbers of applicants at each milestone should not be summed as the numbers will be inflated.

Staffing Organization Name	Staffing Office Name	Customer Name	Vacancy Number	Vacancy Pay Plan-Series-Grade	Vacancy Job Title	Vacancy Supervisory Position?	Vacancy Type	Vacancy Status	Vacancy Appointing Authorities	Vacancy Mission Critical Occupations	Questionnaire Used?	USA Hire Used?	Manual Assessment Used?	No Assessment Used?	Announcement Number	USAJOBS Control Number	MD-715 Announcement Type	Announcement Types	Internal Merit Promotion?	Public?	Status?
OPM Program	Program Office	DOJ OIG HQs	10138520	GS-0201-13	Human Resource Specialist	Yes	Case Exam	Active			Yes	No	No	No	DE-22-10138520-NW-CV	3268490700	New Hire	DE	No	Yes	No
		DOJ OIG Miami Location	10138520	GS-0201-13	Human Resource Specialist	Yes	Case Exam	Active			Yes	No	No	No	DE-22-10138520-NW-CV	3268490700	New Hire	DE	No	Yes	No

Applicant Unique Identifier	Application Unique Identifier	Application Last Submitted Date/Time	Record Status Code	Record Status Code Description	Veterans Preference Claimed	Veterans Preference Adjudicated	Applied Indicator	Qualified Indicator	Not Referred - Not Qualified Indicator	Not Referred - Qualified Indicator	Referred Indicator	Selected Indicator	Sent Tentative Offer Indicator	Sent Official Offer Indicator	Entered on Duty Indicator	Sex Response	Ethnicity and Race Category	Sex - Ethnicity and Race Category
8DF424C2BE12E3726B12E1AA48C9F96B	2E348370625CA422EB9D88A96306562C	01/18/2022 12:46:20.213 PM	HH	Hired from a Career Certificate		NA	1	1	0	0	1	1	0	0	0	Omitted	Omitted	Omitted - Omitted
8DF424C2BE12E3726B12E1AA48C9F96B	2E348370625CA422EB9D88A96306562C	01/18/2022 12:46:20.213 PM	HH	Hired from a Career Certificate		NA	1	1	0	0	1	1	0	0	0	Omitted	Omitted	Omitted - Omitted
3132E2ACF53BEF56111C0C3089959493	5770E61DB4ABDED81F2B14FACCA20F37	11/30/2021 03:30:06.357 PM	AA	Eligible for Certificate, and not currently out on any certificate/referral list	NV	NA	2	1	0	0	1	1	0	0	0	Omitted	Omitted	Omitted - Omitted

New or Modified Reports

Applicant Flow Data Warehouse Reports

MD-715 A – Race, Ethnicity, and Sex by Series –deployed August 17th

The MD-715 A – Race, Ethnicity, and Sex by Series report was created. This report provides tabular data with summarized applicant responses to race, ethnicity, and sex demographic questions in the USAJOBS job seeker profile to respond to the MD-715 requirements for the "A" tables. Note that one Vacancy Series at a time must be chosen. Also due to "Omitted" responses, race, ethnicity and sex responses may not add up to total applications. Finally, due to the method used to achieve the EEOC-required format, the report may require a longer runtime.

- Team Content > USA Staffing Packages and Folders > Applicant Flow Data > Applicant Flow Data Warehouse

MD-715 A – Race, Ethnicity, and Sex by Series

	All	Total Males	Total Females	Hispanic or Latino Males	Hispanic or Latino Females	White Males	White Females	Black or African American Males	Black or African American Females	Asian Males	Asian Females	Native Hawaiian or Other Pacific Islander Males	Native Hawaiian or Other Pacific Islander Females	American Indian or Alaska Native Males	American Indian or Alaska Native Females	Two or more races Males	Two or more races Females
Internal Competitive Promotions																	
Vacancy Announcements	4																
Applications	22	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Qualified Applications	21	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Referred Applications	19	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
Selected Applications	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
New Hires																	
Vacancy Announcements	18																
Applications	88	8	6	2	2	2	1	0	0	0	2	0	0	0	0	2	0
Qualified Applications	79	7	6	1	2	2	1	0	0	0	2	0	0	0	0	2	0
Referred Applications	62	5	5	1	1	2	1	0	0	0	2	0	0	0	0	0	0
Selected Applications	27	3	2	0	0	2	1	0	0	0	0	0	0	0	0	0	0

New or Modified Reports

Applicant Flow Data Warehouse Reports

MD-715 B – Disability by Series – deployed August 17th
The MD-715 B – Disability by Series report was created. This report provides tabular data with summarized applicant responses to disability questions in the USAJOBS job seeker profile to respond to the MD-715 requirements for the "B" tables in the format required by EEOC. Note that one Vacancy Series at a time must be chosen and due to the method used to achieve the EEOC-required format, the report may require a longer runtime.

- Team Content > USA Staffing Packages and Folders > Applicant Flow Data > Applicant Flow Data Warehouse

MD-715 A – Disability by Series

	Total	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Internal Competitive Promotions																	
Vacancy Announcements	4																
Applications	22	0	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified Applications	21	0	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Referred Applications	19	0	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selected Applications	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
New Hires																	
Vacancy Announcements	18																
Applications	88	2	81	5	2	0	5	0	0	0	0	0	0	0	2	2	2
Qualified Applications	79	2	73	4	2	0	4	0	0	0	0	0	0	0	2	2	2
Referred Applications	62	1	59	2	0	0	2	0	0	0	0	0	0	0	0	0	0
Selected Applications	27	1	26	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Applicant Flow Data Reports JAD

Joint Application Design Session

- ***What:*** We would like your input in defining requirements for new or updated reports using the Applicant Flow Data Warehouse.

- ***Where:*** Washington, DC

- ***When:*** Late October/Early November 2022

- ***Who:*** 12 current AFD report authors and/or consumers that are representative of USA Staffing customers (i.e., from various organizations or agencies)

- ***How can you be involved:*** If you are interested in participating in this session, send an email to USAStaffingData@opm.gov with a CC to your USA Staffing Account Manager to express your interest. Space is limited, so not all volunteers may be able to participate.

API Updates

Applicant Flow APIs

AFD APIs – deployed July 27th
Three new APIs that will return Applicant Flow Data are now available.
These APIs will allow customers to retrieve demographic information about applicants who entered the hiring process for vacancies that meet a specific criteria set:

- The associated announcement status must be "Closed" or "Removed".
- All certificates issued for the vacancy must be in either be audited or cancelled.
- EXCEPTION: If all certificates are cancelled, data for the vacancy will not be available.

{API}

Applicant Flow APIs

AFD Announcements, AFD Vacancies and AFD Applications APIs
Applicant Flow data set includes demographic and metrics information that can be retried through the AFD Applications sub-entities AFDVacancyMetrics, AFDApplicationMetrics, and AFDApplicationDemographics.

AFDVacancyMetrics

```
[
  {
    "tenantId": 10,
    "vacancyId": 11098734,
    "totalApplied": 82,
    "totalCertificatesAudited": 1,
    "totalCertificatesAuditedAndUnused": 1,
    "totalCertificatesAuditedAndUnusedWithVeterans": 1,
    "totalCertificatesAuditedAndUnusedWithoutVeterans": 0,
    "totalCertificatesAuditedAndUsed": 0,
    "totalCertificatesAuditedAndUsedWithVeterans": 0,
    "totalCertificatesAuditedAndUsedWithoutVeterans": 0,
    "totalCertificatesIssued": 1,
    "totalEnteredOnDuty": 0,
    "totalHired": 0,
    ...
```

AFDApplicationDemographics

```
  {
    "maleIndicator": 0,
    "femaleIndicator": 0,
    "sexResponse": "Omitted",
    "hispanicIndicator": 0,
    "nativeIndicator": 0,
    "asianIndicator": 0,
    "blackIndicator": 0,
    "hawaiianIndicator": 0,
    "whiteIndicator": 0,
    "ethnicityandRace": "Omitted",
    "usajobsDisabilityCodes": null,
    "disabilityIndicator": 0,
    "disabilityIndicator01": 0,
    ...
```

Applicant Flow Developer Platform

API Developer Platform

The Developer Platform was also updated to include all of the documentation for interacting with the Applicant Flow APIs.

Cognos Upgrade

# Upgrade to Cognos 11.1.7

Cognos is being **upgraded from version 11.0.13.1 to 11.1.7** as part of the migration of USA Staffing to a new hosting environment.
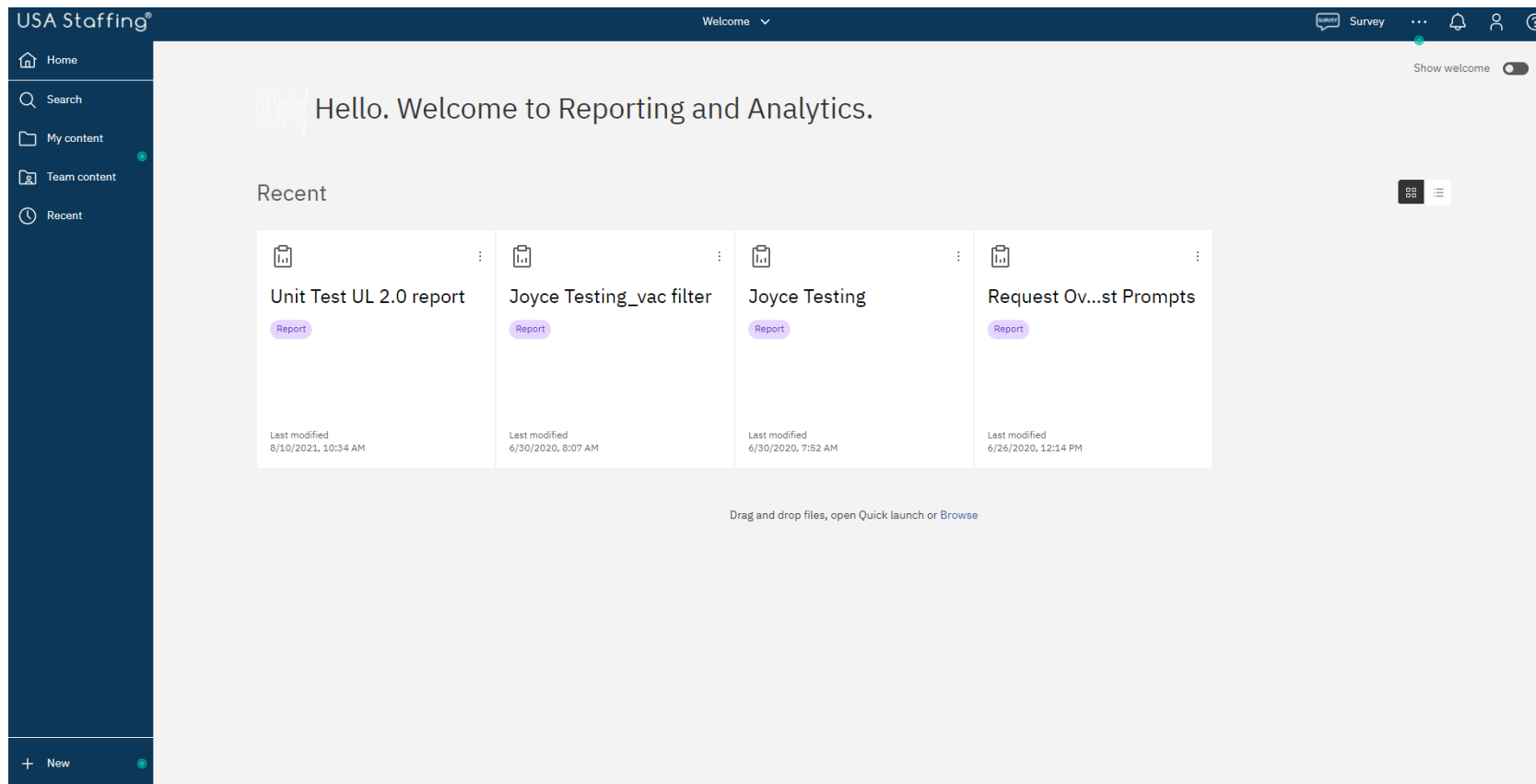
*This upgrade was initially attempted in January 2022, but was rolled back due to performance issues. The new servers, combined with additional licenses being secured from IBM should provide an improved reporting experience.

Additional Visualization Types

The visualization library includes an option to select newly available visualizations for version 11.1. All previously existing visualizations will remain available.
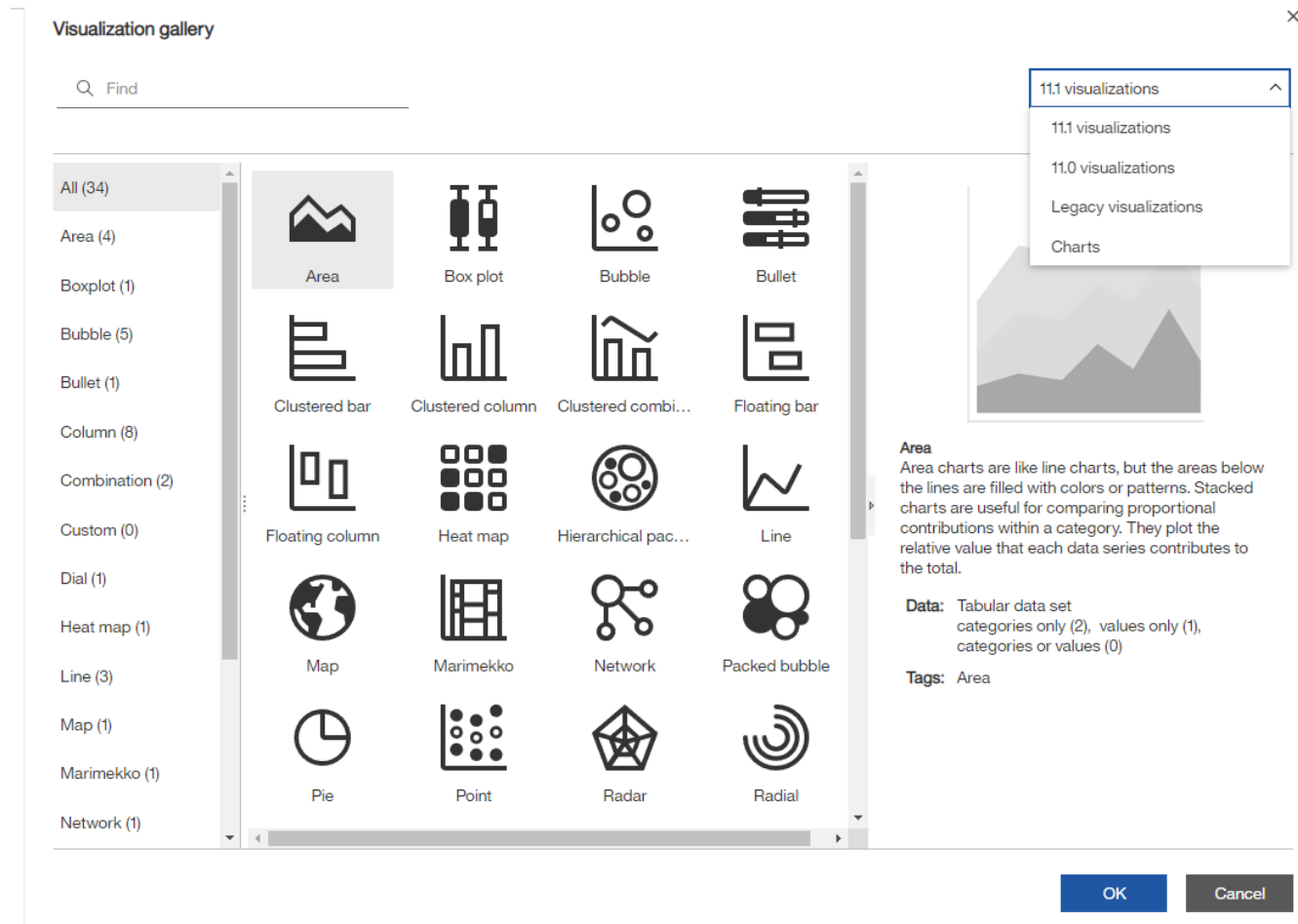
New Scheduling Interface

The new scheduling interface is more intuitive and easier to navigate.

As part of the upgrade process, scheduled reports for non-DSS users for the following data packages will be disabled:

- Staffing Reports
- Staffing Administration
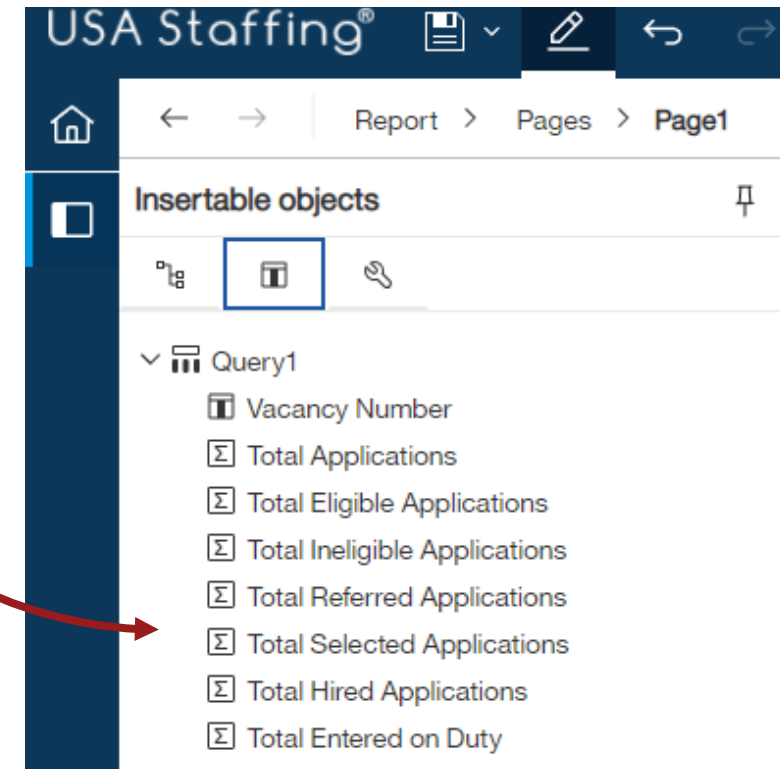- Staffing Analytics
- Applicant Flow Data Analytics
- New Hire (End of Day) data packages.

Copy/Paste Functionality

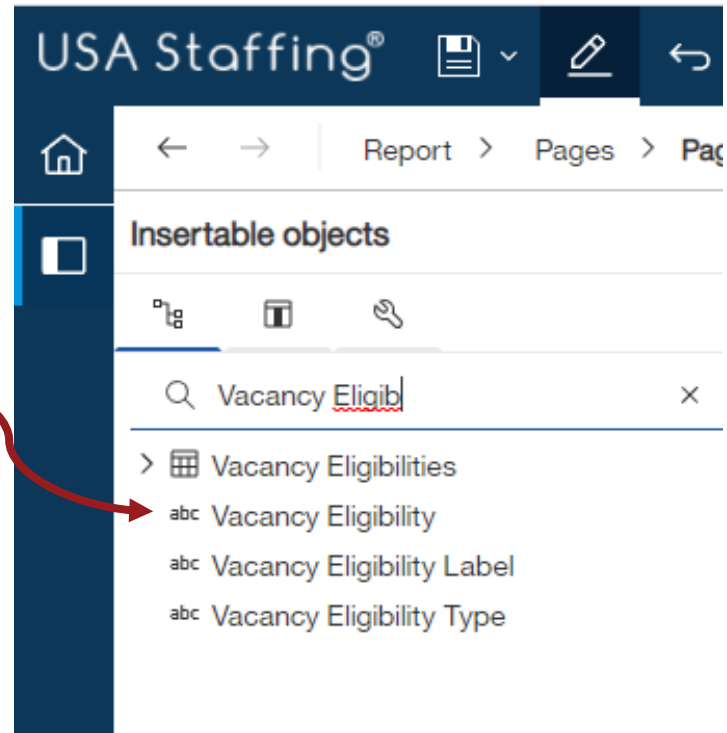Users can now copy/paste content from one report to another(!!).
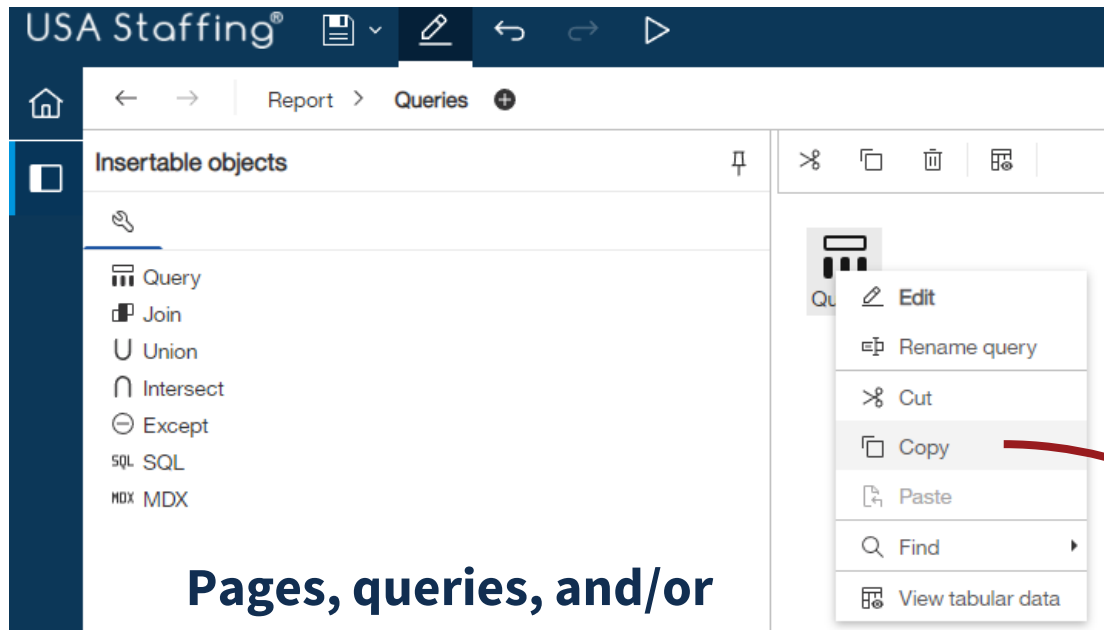
Pages, queries, and/or data containers can all be copy/pasted
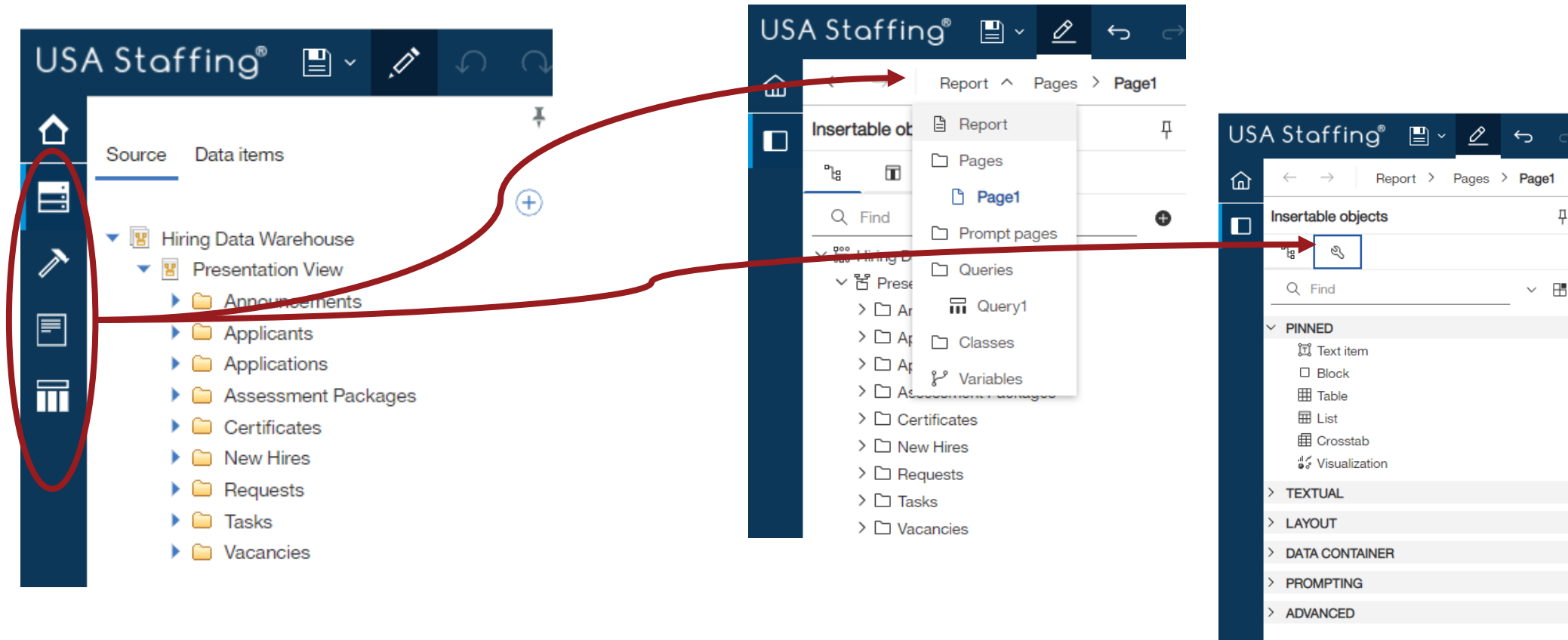
Data Item Search Capabilities

The new search bar in the Data Source area allows you to search for data items based on keyword.

New icons next to query items provide an indication of data type

Report Author Consideration

Certain buttons and functionality are located in different areas of the page.

Open Demonstration and Q&A

USA Staffing Reporting Upcoming Events and Releases

Events

August 1	Cognos Upgrade 'Soft Launch'
August 4	Advanced Author Forum
August 11	Applicant Flow Data Workgroup Meeting
August 23 – 24	Report Author Training
August 30	Reporting and Analytics Workgroup Meeting
September 1	Advanced Author Forum
September 20	Report Consumer Training
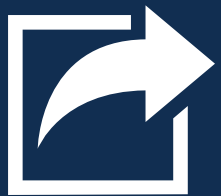
Releases

August 3, 17, 31	Reporting Production
August 10, 24	Reporting Stage
September 7, 21	Reporting Production
September 14, 28	Reporting Stage

The full USA Staffing Release Schedule and Release Notes can be found on the USA Staffing Resource Center.

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?title=USA_Staffing_Resource_Center**

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**