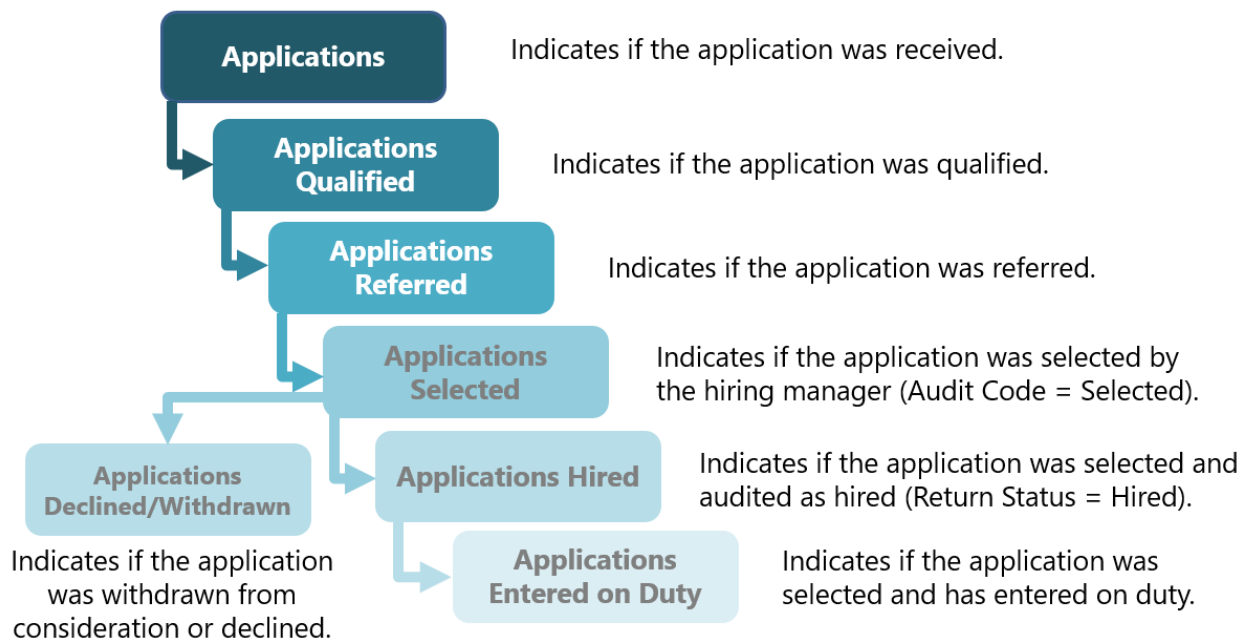# Hiring Data Warehouse
Application Metrics

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.

Applications — Indicates if the application was received.

Applications Qualified — Indicates if the application was qualified.

Applications Referred — Indicates if the application was referred.

Applications Selected — Indicates if the application was selected by the hiring manager (Audit Code = Selected).

Applications Declined/Withdrawn — Indicates if the application was withdrawn from consideration or declined.

Applications Hired — Indicates if the application was selected and audited as hired (Return Status = Hired).

Applications Entered on Duty — Indicates if the application was selected and has entered on duty.

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.

Applications Declined/Withdrawn	Meets criteria for Applications + is on at least one non-cancelled certificate for that rating combination + has an audit code of "Withdrawn from Consideration", "Declined Position", "Declined Salary/Grade", "Declined Location", "Declined Interview/Assessment", "Declined During Negotiations", "Accepted Another Position with Agency", or "Failed to Reply" = 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 use 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

If metrics on the progression of applications referred on specific certificates (e.g., for a specific certificate, Total Referred, Total Selected, Total Hired, etc.) is needed, the Certificate Metrics query subject provides pre-built metrics on the basis of veterans status, audit code, and/or return status.