

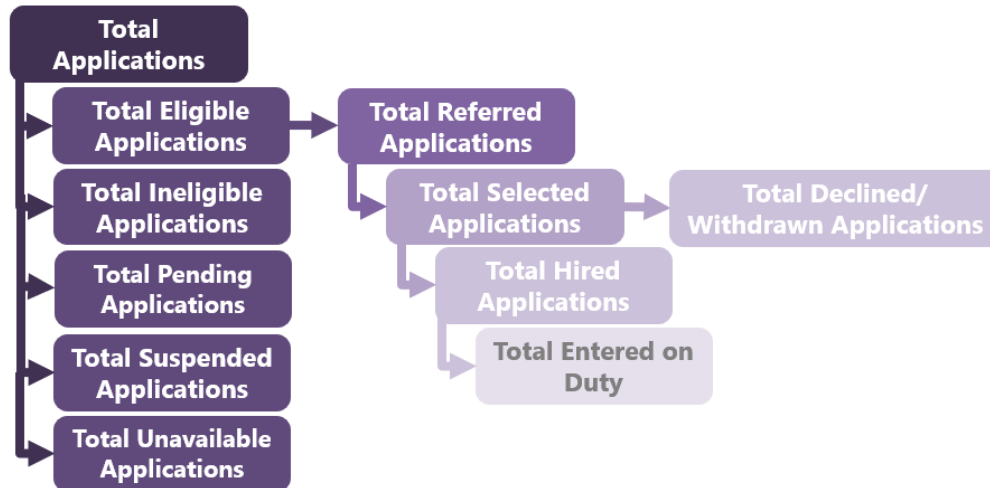


Hiring Data Warehouse Vacancy Metrics

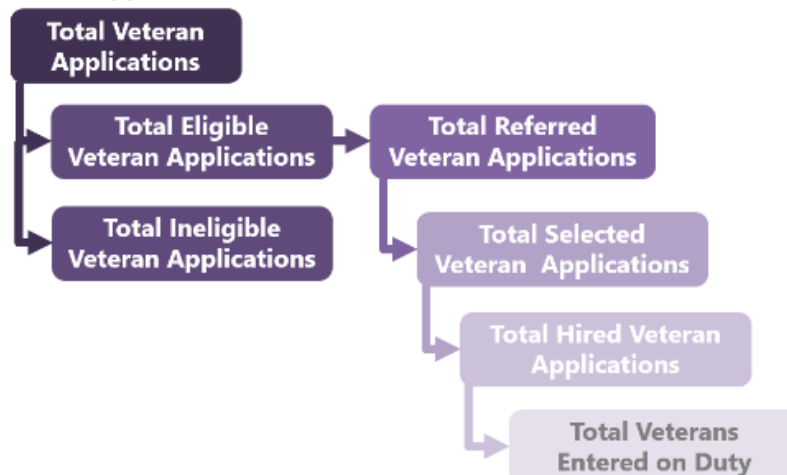
What are Vacancy Metrics?

Vacancy Metrics are built-in metrics to enable reporting on the progression of applications through the hiring process at the vacancy level and above. Vacancy Metrics are not specific to the rating combination.

All Applications



Veteran Applications



How are Vacancy Metrics calculated?

Each metric uses defined criteria to determine the progression of applications through the hiring process at the vacancy level. The aggregation of each metric is set up to automatically summarize up to the lowest level query item included in the report.



Vacancy Metric	Criteria
All Applications	
Total Applications	Count of the unique applications received for a vacancy.
Total Eligible Applications	Count of the unique applications received for a vacancy where the application record status code is AA, AC, or HH.
Total Ineligible Applications	Count of the unique applications received for a vacancy where the application record status code is IN or EX.
Total Pending Applications	Count of the unique applications received for a vacancy where the application record status code is PA, PI, or PS.
Total Suspended Applications	Count of the unique applications received for a vacancy where the application record status code is SS.
Total Unavailable Applications	Count of the unique applications received for a vacancy where the application record status code is UN.
Total Referred Applications	Count of the unique applications received for a vacancy where the application was referred on at least one non-cancelled certificate.
Total Selected Applications	Count of the unique applications received for a vacancy where the audit code on at least one non-cancelled certificate is "Selected."
Total Hired Applications	Count of the unique applications received for a vacancy where the audit code is "Selected" and the return status is "Hired" on at least one non-cancelled certificate.
Total Declined/Withdrawn Applications	Count of the unique applications received for a vacancy where the audit code is "Withdrawn from Consideration", "Declined Position", "Declined Salary/Grade", "Declined Location", "Declined Interview/Assessment", "Declined During Negotiations",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" for at least one rating combination.
Total Entered on Duty	Count of the unique applications received for a vacancy where a new hire record exists and the Verify New Hire has Entered on Duty task has a status of "Complete."

Vacancy Metrics for veterans use claimed veterans preference to determine veterans status unless the claim has been adjudicated, in which case adjudicated preference is used. If the vacancy is not set to collect veterans preference information, each veteran-specific Vacancy Metric will be 0.

Vacancy Metric	Criteria
Veteran Applications	
Total Veteran Applications	Count of the unique applications received for a vacancy where veterans preference is not NV or NP.
Total Eligible Veteran Applications	Count of the unique applications received for a vacancy where veterans preference is not NV or NP and application record status code is AA, AC, or HH.
Total Ineligible Veteran Applications	Count of the unique applications received for a vacancy where veterans preference is not NV or NP and application record status code is IN or EX.
Total Referred Veteran Applications	Count of the unique applications received for a vacancy where veterans preference is not NV or NP and the application was referred on at least one non-cancelled certificate.
Total Selected Veteran Applications	Count of the unique applications received for a vacancy where veterans preference is not NV or NP and the audit code for the application is "Selected" on at least one non-cancelled certificate.
Total Hired Veteran Applications	Count of the unique applications received for a vacancy where veterans preference is not NV or NP and the audit code for the application is "Selected" and the return status is "Hired" on at least one non-cancelled certificate.
Total Veterans Entered on Duty	Count of the unique applications received for a vacancy where veterans preference is not NV or NP, a new hire record exists, and the Verify New Hire has Entered on Duty task has a status of "Complete."

How should Vacancy Metrics be used?

Vacancy Metrics can be used with vacancy level (e.g., Vacancy Number) and higher query items (e.g., Staffing Office Name, Staffing Organization Name). Vacancy Metrics can also be used with other query items from the Vacancies and other areas within the Hiring Data Warehouse.

Staffing Organization Name	Staffing Office Name	Vacancy Number	Total Applications	Total Eligible Applications	Total Ineligible Applications	Total Pending Applications	Total Suspended Applications	Total Unavailable Applications
Office of Personnel Management	OPM HR Boyers	10000028	4	4	0	0	0	0
Office of Personnel Management	OPM HR Boyers	10000029	3	3	0	0	0	0
Office of Personnel Management	OPM HR Boyers	10000031	3	1	1	1	0	0
Office of Personnel Management	OPM HR Boyers	10000032	3	3	0	0	0	0
Office of Personnel Management	OPM HR Boyers	10000033	1	1	0	0	0	0
Office of Personnel Management	OPM HR Boyers	10000380	61	61	0	0	0	0
Office of Personnel Management	OPM HR Boyers	10021976	1	1	0	0	0	0
Office of Personnel Management	OPM HR Boyers	10057538	4	3	1	0	0	0
Office of Personnel Management	OPM HR Boyers	10062401	21	19	2	0	0	0
Office of Personnel Management	OPM HR Boyers	10071040	1	0	1	0	0	0
Office of Personnel Management	OPM HR Boyers	10098090	5	4	0	1	0	0
Office of Personnel Management	OPM HR Boyers	10108303	3	3	0	0	0	0
Office of Personnel Management	OPM HR Boyers	10108760	8	8	0	0	0	0

When used with higher-level query items and without vacancy level query items, metrics will automatically summarize up to the lowest level query item included in the report.

Vacancy Customer*

Staffing Organization Name	Staffing Office Name	Vacancy Customer Name	Total Applications	Total Eligible Applications	Total Ineligible Applications	Total Pending Applications	Total Suspended Applications	Total Unavailable Applications
Office of Personnel Management	OPM HR Boyers	Christina - Test Customer	26	23	3	0	0	0
Office of Personnel Management	OPM HR Boyers	FIS	14	12	1	1	0	0
Office of Personnel Management	OPM HR Boyers	FIS-BOYERS	61	61	0	0	0	0
Office of Personnel Management	OPM HR Boyers	HR Solutions	5	4	0	1	0	0
Office of Personnel Management	OPM HR Boyers	Internal Program Office	11	11	0	0	0	0
Office of Personnel Management	OPM HR Boyers	z - APO Address	1	0	1	0	0	0

Vacancy Staffing Office

Staffing Organization Name	Staffing Office Name	Total Applications	Total Eligible Applications	Total Ineligible Applications	Total Pending Applications	Total Suspended Applications	Total Unavailable Applications
Office of Personnel Management	OPM HR Boyers	118	111	5	2	0	0

Vacancy Staffing Organization

Staffing Organization Name	Total Applications	Total Eligible Applications	Total Ineligible Applications	Total Pending Applications	Total Suspended Applications	Total Unavailable Applications
Office of Personnel Management	196	171	23	2	0	0

Appointing Authority*

Staffing Organization Name	Staffing Office Name	Vacancy Number	Appointing Authority	Total Applications	Total Eligible Applications	Total Ineligible Applications	Total Pending Applications	Total Suspended Applications	Total Unavailable Applications
Office of Personnel Management	OPM HR Boyers	10108760	Excepted Service	8	8	0	0	0	0
Office of Personnel Management	OPM HR TRB	10071072	Excepted Service	35	33	2	0	0	0
Office of Personnel Management	OPM HR TRB	10104598	Competitive Service	2	2	0	0	0	0

Mission Critical Occupations*

Staffing Organization Name	Staffing Office Name	Vacancy Number	Mission Critical Occupation	Total Applications	Total Eligible Applications	Total Ineligible Applications	Total Pending Applications	Total Suspended Applications	Total Unavailable Applications
Office of Personnel Management	OPM HR TRB	10104598	Intelligence	2	2	0	0	0	0

Vacancy Eligibilities*

Staffing Organization Name	Staffing Office Name	Vacancy Number	Vacancy Eligibility	Total Applications	Total Eligible Applications	Total Ineligible Applications	Total Pending Applications	Total Suspended Applications	Total Unavailable Applications
Office of Personnel Management	OPM HR Boyers	10000028	30% or More Disabled Veterans Sprint 85	4	4	0	0	0	0
Office of Personnel Management	OPM HR Boyers	10000028	Appointment of Certain Military Spouses (5 CFR 315.612)	4	4	0	0	0	0
Office of Personnel Management	OPM HR Boyers	10000028	Interagency Career Transition Assistance Plan	4	4	0	0	0	0
Office of Personnel Management	OPM HR Boyers	10000028	Reinstatement	4	4	0	0	0	0
Office of Personnel Management	OPM HR Boyers	10000028	Transfer	4	4	0	0	0	0
Office of Personnel Management	OPM HR Boyers	10000028	Veterans Employment Opportunities Act	4	4	0	0	0	0

*When adding query items, always consider if the relationship between the query item and vacancy is one-to-one, one-to-many, or many-to-many. If the relationship is not one-to-one, metrics may be inflated or repeated (e.g., if there is more than one Vacancy Customer for a single vacancy).