



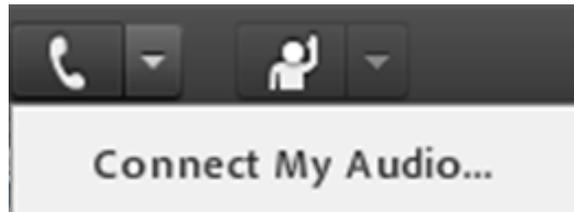
USA Staffing®

Great Government Starts Here®

June 24, 2020

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)



Agenda

1. USA Staffing Program Updates

- Mid-year Statistics
- FY21 Pricing
- Welcome new customers!
- Upcoming System Downtime
- PIV/CAC Enforcement
- Email Extension Restrictions

2. Reporting & Analytics

- Air Force Tableau Dashboards
- Cognos Replacement

3. Upcoming Functionality

- Hiring Manager Interface
 - Dashboard
 - Position Description Reviews
- Announcement Questionnaire Page
- Certificate Statuses

4. USA Hire Contract Re compete

5. Upcoming Events

Questions?

Use the Q&A feature in Adobe to ask questions during the meeting.



USA Staffing FY20 Mid-Year Stats

October 1, 2019 – March 31, 2020



126,645

Jobs Announced

(+2.5% SPLY)

163,148

Selections made

(-4.7% SPLY)



5,763,529

Applications received

(+5.2% SPLY)

246,860

Selectees sent to Onboarding

(+6.2% SPLY)



246,561

Certificates Issued

(+15.3% SPLY)

1,241,296

Onboarding forms and documents electronically sent to eOPF

(+251% SPLY)





USA Staffing FY21 Pricing

Cumulative USA Staffing User Quantity	Volume Discount	Annual Cost Per User
1-35	0%	\$8,778
36-99	10%	\$7,900
100-199	20%	\$7,022
200-399	25%	\$6,584
400-599	30%	\$6,145
600-799	35%	\$5,706
800-999	40%	\$5,267
1000-1999	45%	\$4,828
2000+	Available upon request	Available upon request

The USA Staffing license price is remaining stable from FY20 to FY21.

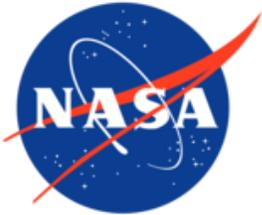


Welcome New Customers!



Department of Interior

 Enterprise implementation of USA Staffing across all bureaus by 8/1/2020



NASA

 Enterprise implementation of USA Staffing by 9/30/2020



Department of Treasury

 IRS pilot expanding in July 2020



Department of Transportation

 Federal Transit Administration pilot in FY20



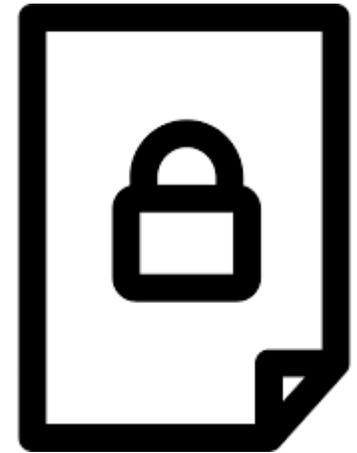
Upcoming System Downtime

When: Saturday, June 27th from 7:00 am until 12:00 pm EDT

Why: OPM will be upgrading the technology that encrypts documents throughout the system.

What this means for you:

- During this downtime, all interfaces of USA Staffing will be unavailable.
- A downtime message will be posted on all sites for applicants, new hires, and agency users.
- We recommend that no job announcements be scheduled to close Saturday, June 27.





Personal Identity Verification (PIV/CAC) Login Enforcement

- USA Staffing is required to enforce two-factor authentication for all Users and only permit username/password login by exception.
- PIV/CAC card login enforcement began in November 2019 and will extend to all USA Staffing customer agencies by the end of **December 2020**.
- Account Managers are alerting customers in advance of the date all users in your agency will be required to use PIV login.
- Agencies that do not use PIV or CAC must request an exception via their Account Manager.





User Account Email Addresses: .gov or .mil

ADMINISTRATION ▾

Admin Home | User Admin | Create User

Create User

! The form has unsaved changes.

User Information

Email Address *	User Types
Jane.Doe@opm.gov	
First Name *	Middle Initial
Jane	
Address 1 *	Address 2
15000 K Street	

- All USA Staffing system users must use their .gov or .mil email address in their USA Staffing account.
- Any contractors must also have a .gov or .mil email address in their USA Staffing account.



New Dashboard Demonstration

Open RPA and Individual Staffer Dashboards Live Demo

Mr. Alberto Quinones, DP2IT

20 May 2020



Reporting and Analytics

Presenter: Caleb Judy, Talent Acquisition Analytics Branch Manager



Cognos Replacement – Modern BI Features

Contracting action to replace Cognos for USA Staffing and provide access to a standard BI tool to USAJOBS, USA Performance, and other OPM systems



Easy to use – an interface that mimics what users experience in their normal life (e.g. performing a search on a website to return results)



Data visualization – ability to embed visuals and for casual users to quickly create interactive visualizations



AI features – AI/ML engines to automatically do some analysis for users



Performance and scalability – infrastructures designed for speed and high volume data



BI Tool Evaluation Process

Oct-Nov

Market research

Initial demos by top BI tools with follow-up technical discussions to inform the development of formal requirements. Tools: PowerBI, Tableau, Qlik, MicroStrategy, Looker, SiSense, ThoughtSpot

Dec-May

Formalize Requirements and Gain Approvals

Finalize requirements for a formal request for proposals from the market; CIC approval

June-Aug

Request for Proposals

Solicit the market for proposals to provide an enterprise BI tool

Aug-Oct

Technical Evaluation

Review proposals and conduct a rigorous technical evaluation

Mid FY2021

Begin Transition

Work with agencies to begin moving reporting from Cognos

Mid FY2022

Complete Transition

Complete the transition to a new tool and decommission Cognos



Hiring Manager Dashboard

Presenter: Levi Flory, USA Staffing Business Analyst



POSITION DESCRIPTION REVIEWS

Collaboration with Hiring Managers

Presenter: Joe Sciarillo, USA Staffing Business Analyst



Hiring Manager: Review Position Description

Position Description Review

View as PDF

1 Position Details

2 Position Requirements

3 Classification Factors

4 Authorizations

Details

Position Title	Program and Management Analyst
Organizational Title	Business Analyst
Position Description Number	ASMG-PDS-2020-0343-12-A
Pay Plan	GS - General Schedule
Occupational Series	0343 - Program and Management Analyst
Grade	12
Specialties	None
Full Performance Level	13
Classification Standard	Factor Evaluation System
Supervisory Status	Non-Supervisory

Status

Position Status	Excepted
Position Status Explanation	Automated Testing
Service	Headquarters
Fair Labor Standards Act	Exempt (E)

Security

Position Sensitivity and Risk	Non-sensitive (NS)/Low Risk (1)
-------------------------------	---------------------------------

Competition

Competitive Level	222
Bargaining Unit Status	Bargaining
Bargaining Unit Code	AFGE702

Function

Functional Classification Code	Development
Cyber Security Code	131 - Target Developer
Is Acquisition Position	Yes
Acquisition Level	Level 1

Function

Functional Classification Code	Development
Cyber Security Code	131 - Target Developer
Is Acquisition Position	Yes
Acquisition Level	Level 1

Comments

Save and Continue



Hiring Manager: Review Position Description

Position Description Review

View as PDF

1 Position Details

2 Position Requirements

3 Classification Factors

4 Authorizations

Competencies

Attention to Detail	Is thorough when performing work and conscientious about attending to detail.
Creative Thinking	Uses imagination to develop new insights into situations and applies innovative solutions to problems; designs new methods where established methods and procedures are inapplicable or are unavailable.
Customer Service	Works with clients and customers (that is, any individuals who use or receive the services or products that your work unit produces, including the general public, individuals who work in the agency, other agencies, or organizations outside the Government) to assess their needs, provide information or assistance, resolve their problems, or satisfy their expectations; knows about available products and services; is committed to providing quality products and services.
Decision Making	Makes sound, well informed, and objective decisions; perceives the impact and implications of decisions; commits to action, even in uncertain situations, to accomplish organizational goals; causes change.
Interpersonal Skills	Shows understanding, friendliness, courtesy, tact, empathy, concern, and politeness to others; develops and maintains effective relationships with others; may include effectively dealing with individuals who are difficult, hostile, or distressed; relates well to people from varied backgrounds and different situations; is sensitive to cultural diversity, race, gender, disabilities, and other individual differences.
Oral Communication	Expresses information (for example, ideas or facts) to individuals or groups effectively, taking into account the audience and nature of the information (for example, technical, sensitive, controversial); makes clear and convincing oral presentations; listens to others, attends to nonverbal cues, and responds appropriately.

Comments

Introductory Statement

Duties and Responsibilities

Duty #1 Percentage of Duties: %

Duty #2 Percentage of Duties: %

Other Related Duties

Duty #1



Hiring Manager: Review Position Description

Position Description Review

View as PDF

1 Position Details

2 Position Requirements

3 Classification Factors

4 Authorizations

Factor Evaluation System

Factor 1: Knowledge Required Level 9, 1850 points

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nunc enim eros, ornare at euismod a, tincidunt ut justo. Aliquam sed mattis urna.

Factor 2: Supervisory Controls Level 9, 1850 points

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nunc enim eros, ornare at euismod a, tincidunt ut justo. Aliquam sed mattis urna. Pellentesque ut venenatis metus. Praesent quam est, condimentum a tristique sit amet, varius eu magna. Aliquam nisl felis, ultricies in urna sed, consectetur pharetra nisi.

Factor 3: Guidelines Level 9, 1850 points

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nunc enim eros, ornare at euismod a, tincidunt ut justo. Aliquam sed mattis urna. Pellentesque ut venenatis metus. Praesent quam est, condimentum a tristique sit amet, varius eu magna. Aliquam nisl felis, ultricies in urna sed, consectetur pharetra nisi. Donec malesuada, sapien auctor commodo tincidunt, urna augue feugiat arcu, eget rutrum augue tortor in diam. Interdum et malesuada fames ac ante ipsum primis in faucibus.

Factor 4: Complexity Level 9, 1850 points

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nunc enim eros, ornare at euismod a, tincidunt ut justo. Aliquam sed mattis urna. Pellentesque ut venenatis metus. Praesent quam est, condimentum a tristique sit amet, varius eu magna. Aliquam nisl felis, ultricies in urna sed, consectetur pharetra nisi.

Factor 5: Scope and Effect Level 9, 1850 points

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nunc enim eros, ornare at euismod a, tincidunt ut justo. Aliquam sed mattis urna. Pellentesque ut venenatis metus. Praesent quam est, condimentum a tristique sit amet, varius eu magna. Aliquam nisl felis, ultricies in urna sed, consectetur pharetra nisi. Donec malesuada, sapien auctor commodo tincidunt, urna augue feugiat arcu, eget rutrum augue tortor in diam. Interdum et malesuada fames ac ante ipsum primis in faucibus.

Factor 6: Personal Contact Level 9, 1850 points

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nunc enim eros, ornare at euismod a, tincidunt ut justo. Aliquam sed mattis urna. Pellentesque ut venenatis metus. Praesent quam est, condimentum a tristique sit amet, varius eu magna. Aliquam nisl felis, ultricies in urna sed, consectetur pharetra nisi.

Factor 7: Purpose of Contacts Level 9, 1850 points

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nunc enim eros, ornare at euismod a, tincidunt ut justo. Aliquam sed mattis urna. Pellentesque ut venenatis metus. Praesent quam est, condimentum a tristique sit amet, varius eu magna. Aliquam nisl felis, ultricies in urna sed, consectetur pharetra nisi.

Factor 8: Physical Demands Level 9, 1850 points

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nunc enim eros, ornare at euismod a, tincidunt ut justo. Aliquam sed mattis urna. Pellentesque ut venenatis metus. Praesent quam est, condimentum a tristique sit amet, varius eu magna. Aliquam nisl felis, ultricies in urna sed, consectetur pharetra nisi. Donec malesuada, sapien auctor commodo tincidunt, urna augue feugiat arcu, eget rutrum augue tortor in diam. Interdum et malesuada fames ac ante ipsum primis in faucibus.

Factor 9: Work Environment Level 9, 1850 points

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nunc enim eros, ornare at euismod a, tincidunt ut justo. Aliquam sed mattis urna. Pellentesque ut venenatis metus. Praesent quam est, condimentum a tristique sit amet, varius eu magna. Aliquam nisl felis, ultricies in urna sed, consectetur pharetra nisi.

Level 9, 1850 points

Comments

Empty comment box



Hiring Manager: Review Position Description

Position Description Review

View as PDF

1 Position Details

2 Position Requirements

3 Classification Factors

4 Approve and Return

Approval and Authorization

I have reviewed the content of the position description contained within this review and certify that the duties and responsibilities accurately reflect those of the position. I hereby approve this position description.

Electronically Sign

Back

You requested modifications to the content of this position descriptions in the areas outlined below. As a result, you are not able to approve the position description at this time and will be given the opportunity in the future, once all requested updates have been made, as appropriate.

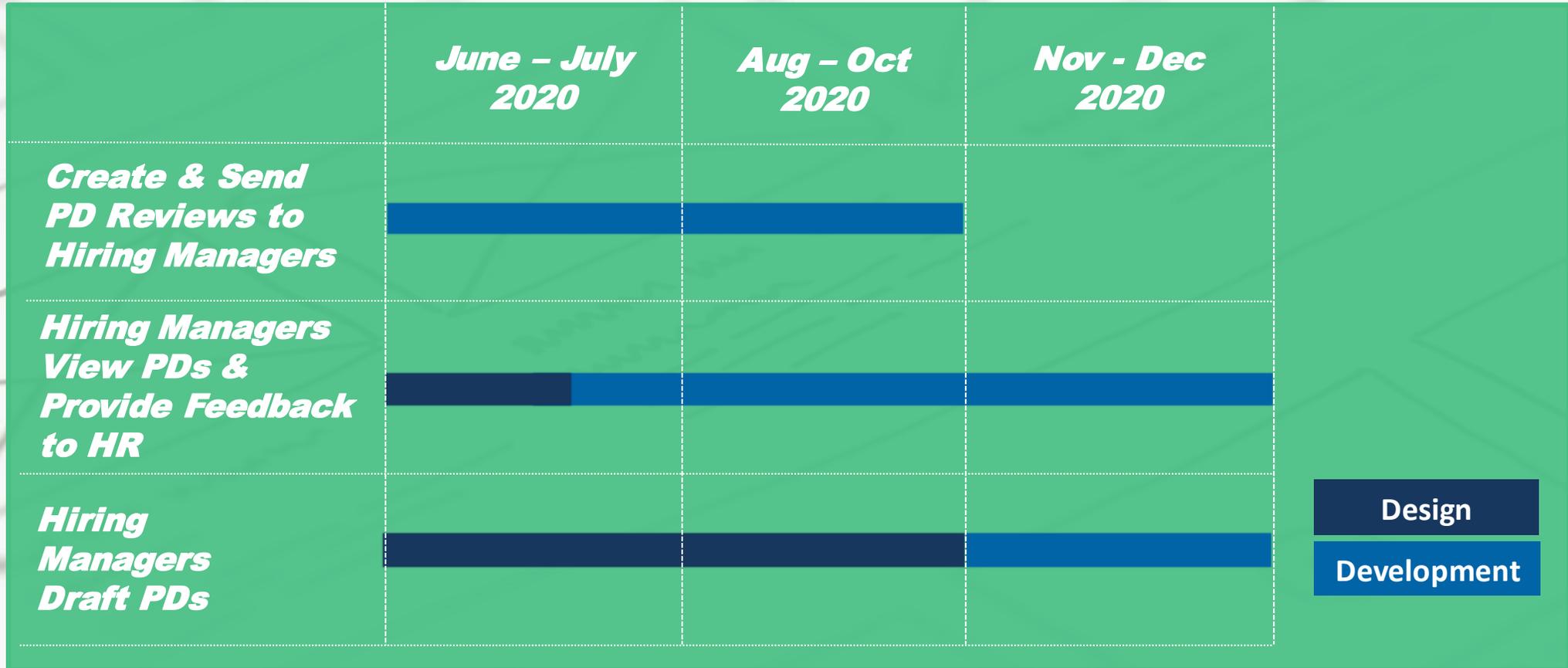
- Introductory Statement
- Duties
- Other Duties

Return Feedback

Back



POSITION DESCRIPTION REVIEWS



Design

Development



Announcement Questionnaire Page

USA Staffing® Home Staffing Classification Admin Reports Search Test Admin (DEV) - OPM

VACANCY 10022778 Checkmark Envelope Help

Vacancy 10022778 | Assessment Package | **Announcement** | Applicant Overview | Reviews | +

USAJOBS Job Title: It Specialist | Pay Plan-Series-Grade: GS-0020-5/7 | Announcement Type: DE | Status: Open

Announcement Information | Announcement Location | **Announcement Questionnaire** | Announcement Text | Settings | Notes 0 | Release | History

Expand Questionnaire

Announcement Questionnaire

- + Biographic Information (13 items)
- + Eligibilities (1 item)
- + Preferences (3 items)

Save Sections Cancel

Screen-Outs

- + Screen-Outs (0) Add Screen-Out



Certificate Statuses

USA Staffing® [Staffing](#) [Classification](#) [Admin](#) [Reports](#) [Search](#) Test Admin (DEV) - OPM

VACANCY 10033166

Vacancy 10033166 | Assessment Package | Announcement | Applicant Overview | **Certificates** | +

Certificates (10) [Create List](#)

All Grades | All Certificate Types | Show Cancelled Certificates |

<input type="checkbox"/>	Certificate Number	Certificate Type	Filters	Grade	Issued	Issued By	Assigned Reviews	Audited
	20200604-PH-002 EXPIRED	Ranking List	Locations: Macon, Georgia Series: 0201 Certification Status: Eligibles	6	6/4/2020	Test HR'OTester	1	
	20200416-PH-001 EXPIRED	Ranking List	Locations: Macon, Georgia Series: 0201 Certification Status: Eligibles	6	4/16/2020	Test Admin		
	20200408-PH-001 EXPIRED	Ranking List	Locations: Macon, Georgia Series: 0201 Certification Status: Eligibles	6	4/8/2020	Test HR'OTester		
	20200102-PH-001 EXPIRED	Ranking List	Locations: Macon, Georgia Series: 0201 Certification Status: Eligibles	6	1/2/2020	Test Admin		
<input type="checkbox"/>	20191218-PH-002	Ranking List	Locations: Macon, Georgia Series: 0201 Certification Status: Eligibles	6	12/18/2019	Test Admin	Create Review	
<input type="checkbox"/>	20191217-PH-001 (Processing)	Ranking List	Locations: Macon, Georgia Series: 0201 Certification Status: Eligibles	6	12/17/2019	Test Admin		
	20191101-PH-003 EXPIRED	Ranking List	Locations: Macon, Georgia Series: 0201 Certification Status: Eligibles	6	11/1/2019	Test Admin	1	
<input type="checkbox"/>	20190520-PH-004	Ranking List	Locations: Macon, Georgia Series: 0201 Certification Status: Eligibles	6	5/20/2019	Test HR'OTester	2	



USA HireSM

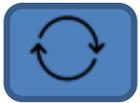
Transforming Government One Hire At A Time

Presenter: Sharon Wilborn, USA Hire Program Office

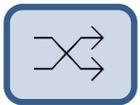


USA Hire Contract

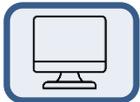
OPM is collaborating with GSA to establish a new USA Hire contract that will provide agencies with access to a broader range of innovative online assessment solutions by September 2020 or later.



Continuity of service for all customer agencies



Seamless transition to new platform within one year



Migrate to a **modern online assessment platform** with expanded capabilities



USA Hire Future Capabilities

-  Online Interviewing
-  Mobile Testing
-  Remote Proctoring
-  New Assessments and Technology
-  Assessment Console Access



USA Staffing Upcoming Events

June 24: Cognos Prod Release

June 26: USA Staffing Prod Release

June 27: USA Staffing Maintenance
(Document encryption)

June 30: Small Agency User Group Mtg

July 1: Cognos Stage Release

July 6: USA Staffing Stage Release

July 6-10: Virtual Mixed Agency Training
(includes Onboarding)

July 8: Cognos Prod Release

July 15: Direct Hire Workgroup and
Cognos Stage Release

July 22: Reporting & Analytics Workgroup
Meeting

July 22: Cognos Prod Release

July 24: USA Staffing Prod Release

July 28-29: Cognos Basic/Beginner
Reporting Training

July 29: Cognos Stage Release

July 31: USA Staffing Stage Release





Questions and Closing

**Thank you for your active participation in
USA Staffing Advisory Board meetings!**



New Dashboard Demonstration

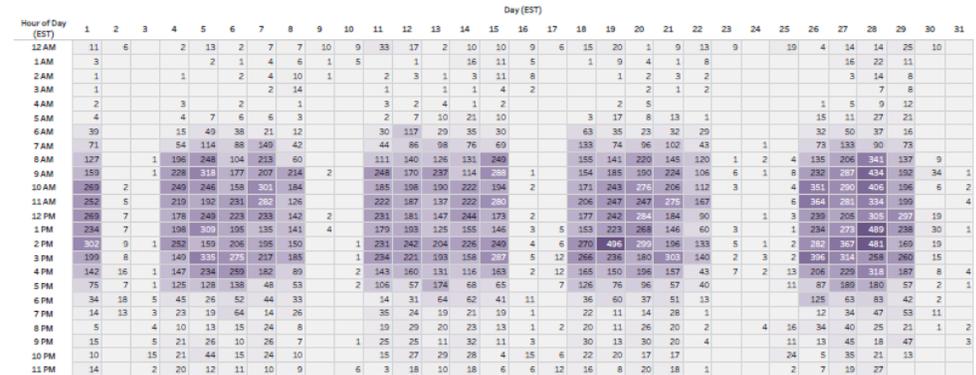
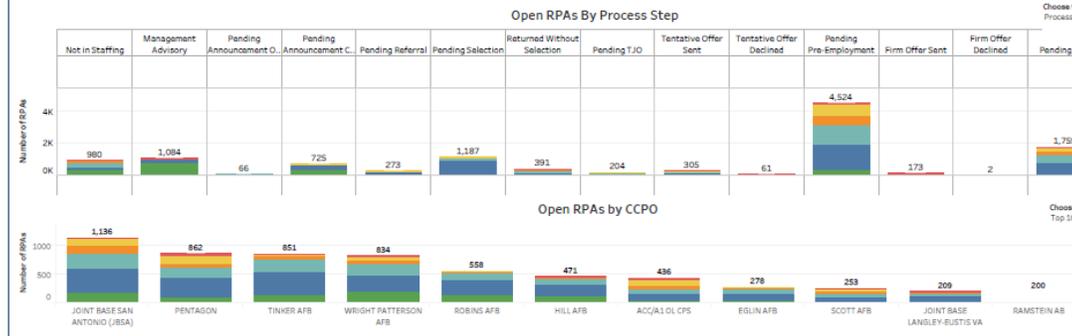
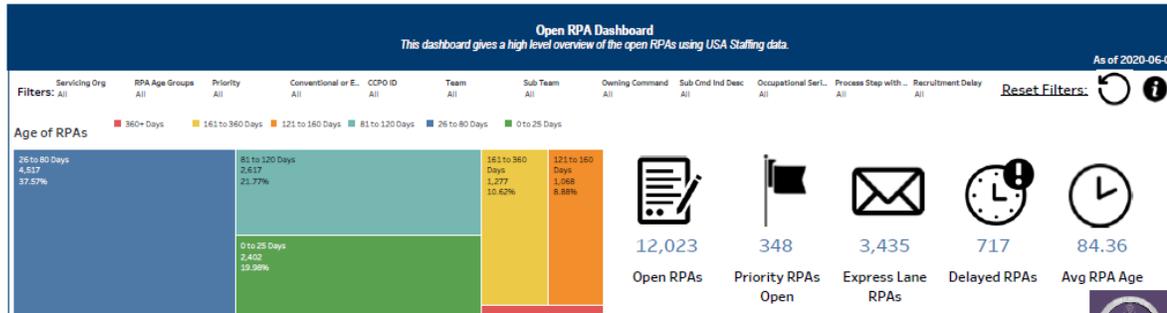
Open RPA and Individual Staffer Dashboards Demo Slides

Mr. Alberto Quinones, DP2IT

20 May 2020



AFPC Dashboard Demonstration





Open RPA Dashboard

- **Air Force currently uses Tableau to Aggregate and Visualize Staffing data.**
 - **Allows us to quickly visualize ALL ongoing staffing efforts.**
 - **We can also track the progress of these efforts and evaluate them against our goals for key milestones.**
 - **The data can be broken down by Age, Team, or Process Step.**
- **Benefits:**
 - **Quickly identify and work towards completing “Old RPAs”.**
 - **Identify steps in the process where RPAs are remaining stagnant.**
 - **Manage workload at the team level.**
 - **Help ensure work is completed within goals.**
 - **Reduce the overall End to End time for RPA completion.**

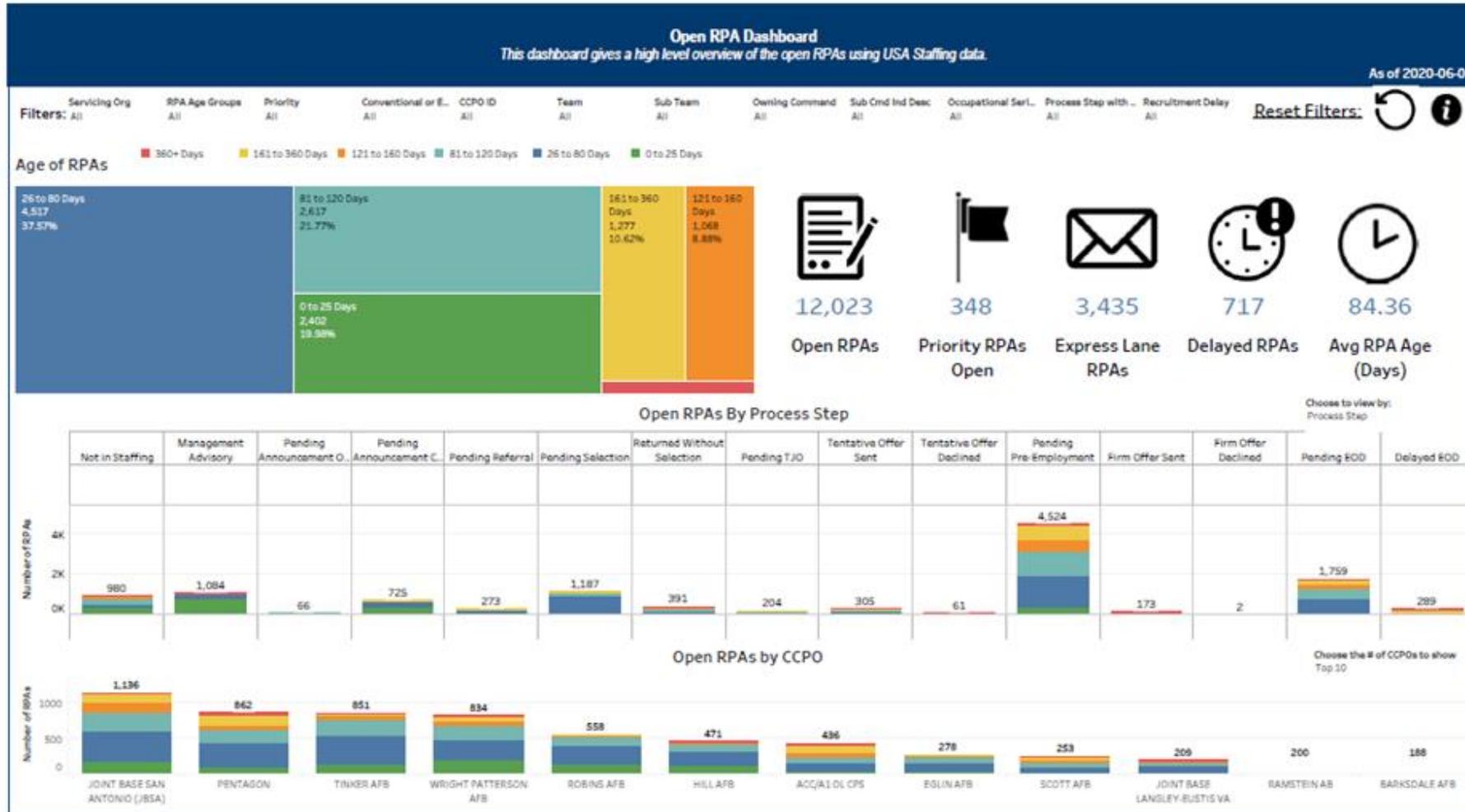


Individuals Dashboard

- **Individuals Dashboard enables us to Aggregate and Visualize specific actions completed monthly in USA Staffing.**
 - **Identifies amount of work completed at team or individual level.**
 - **We can determine specific times when work is being completed.**
- **Benefits:**
 - **Quickly identify when work is occurring and easily determine impact to production based on system downtime, meetings, etc.**
 - **Manage workload at the team or individual level.**
 - **This dashboard has allowed us to determine the impact of working remotely due to COVID-19.**

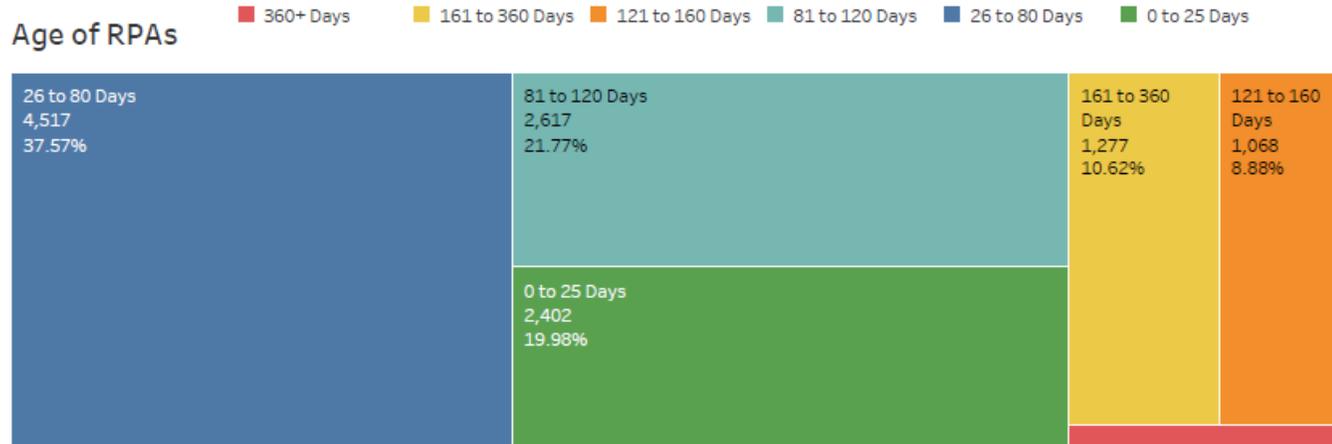


Open RPA Dashboard





Open RPA Dashboard

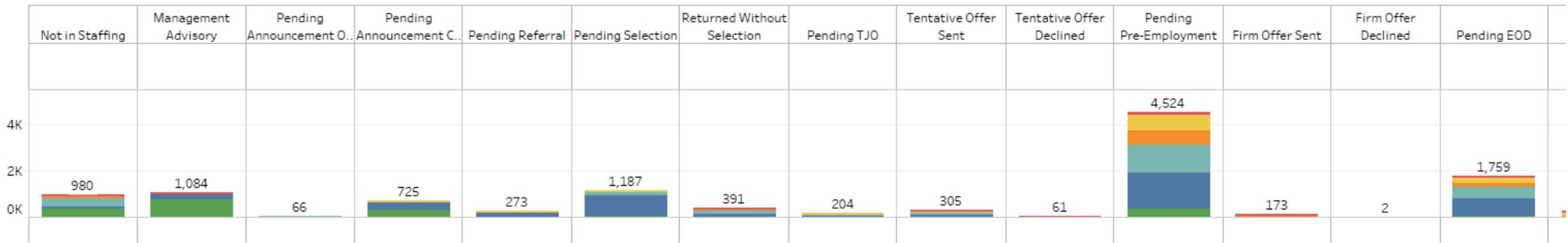


We can group RPAs by Age, allowing us to work towards completing the "old ones".

We can group RPAs by Age and Process Step, identifying RPAs that may have become stagnant

Open RPAs By Process Step

Choose to view by: Process Step





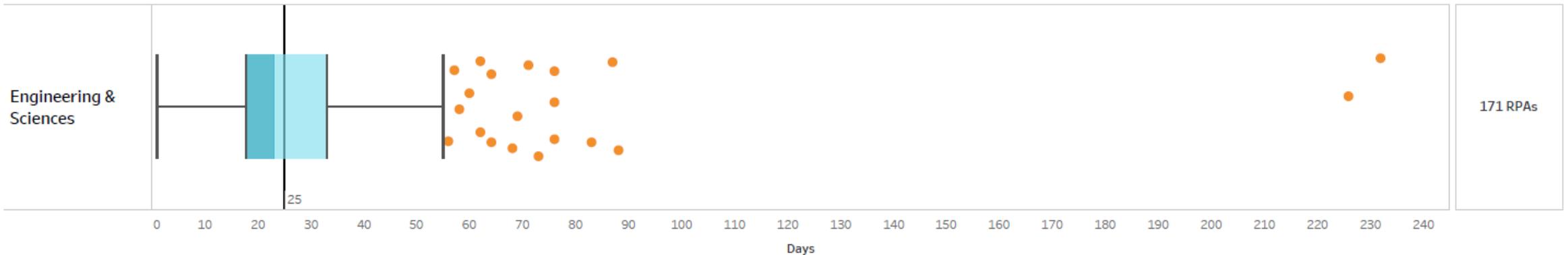
Open RPA Dashboard

The boxplot (Box and Whisker Plot graph) view is used to track the team's progress toward timeliness goals and to manage outliers. The information displayed is an indicator of past performance, showing the length of time it took to accomplish specific tasks.

Money Plot (Arrived at Staffing to Cert Issued)

Choose boxplot type:
Showing Outliers (By Team)

Choose which step to view:
Money Plot (Arrived at Staffing to Cert I..





Open RPA Dashboard

Most of the dashboard is interactive allowing us to drill down to specific actions, identifying them by RPA Number and providing additional information of where in the process it is and for how long.



12,023
RPAs Open



348
Priority RPAs



84.36
Average Age of RPA (Days)

Reset Filters:

Request Number	Team	Sub Team	Caree..	Date RPA Tr..	Last Annou..	Date Select..	Srs	Paypla..	Sub Cmd Ind Desc	Inbox Comments	PAS Code	Owning Cmd Id ..	Process Step w..	Days in Step	Total Ap..	RPA Age
17JUN8FKOSTJ00984832	Engineering & Sciences	Communication and I..	E	Null	Null	Null	0301	GS-11	Null	6SE-TEOD-060720-A..	FT3QFKS0	SAJ - AFELM US..	Not in Staffing	1,091	Null	1,091
17NOV8FSTRAT00111494	DCIPS	DCIPS/CES	G	12/1/2017	1/2/2018	4/2/2018 9:..	0132	GG-14	HQ STRATCOM	6SE-TEOD-122120-LJ..	FD3QFJSZ	SAJ - AFELM US..	Pending Pre-E..	779	167	930
17NOV8FSTRAT00119879	Business & Finance Tea..	Accounting and Budg..	C	3/3/2018	3/22/2018	Null	0560	GS-11	Null	6SE-EAH-OE-010720..	FT3QFKS8	SAJ - AFELM US..	Pending Pre-E..	719	21	921
17NOVDP2ICR000118856	Force Renewal	Force Renewal (Comp..	E	Null	Null	Null	1599	GS-04	Null	6SE-E-18-P-077-P OP..	SF1YF4S1	CCT - AIR FORC..	Not in Staffing	923	Null	923
17OCT5RSF00000079849	Security, Medical, & Em..	Security	8	11/16/2017	12/6/2017	2/9/2018 9:..	0083	GS-06	Null	6SE-EMS-TEOD-0720..	PF15FJQP	SPC - HQ AIR F..	Pending Pre-E..	780	102	958
17SEP9PDIAZJUD055293	Trades & Labor	All trade skills, labor, ..	N	12/29/2017	1/22/2018	2/27/2018 ..	6907	WG-05	502 AIR BASE WI..	6SE-TEOD-062220-A..	HNOJFTVK	AET - AIR EDUC..	Pending Pre-E..	825	30	992
18AUG5ISOCOM00317275	Operations & Facilities ..	Operations	S	1/2/2019	3/11/2019	5/9/2019 8:..	0343	GS-12	USSOCOM ACTIVI..	6SE-OPS-TEOD-0511..	MA3DFB..	ZVA - AFELM U..	Pending Pre-E..	379	46	671



Individuals Dashboard

Monthly Production Report Heatmap
 This dashboard provides a visual representation of actions completed by day of the month and time of day.
 (Calendar Year 2020)

Display Month: May
 Data as of: 2020-05-25

2,405
Management
Advisory

1,448
Announcements
Released

23,940
Applicants
Reviewed

1,432
Certificates
Issued

1,654
Reviews
Sent

2,501
TJOs Sent

2,149
FJOs Sent

8,539
Documents
Flowed

3,312
Actions HR'ed

[Reset Filters](#)

Team: All Completed By: All Task Name: All Total Completed: 406

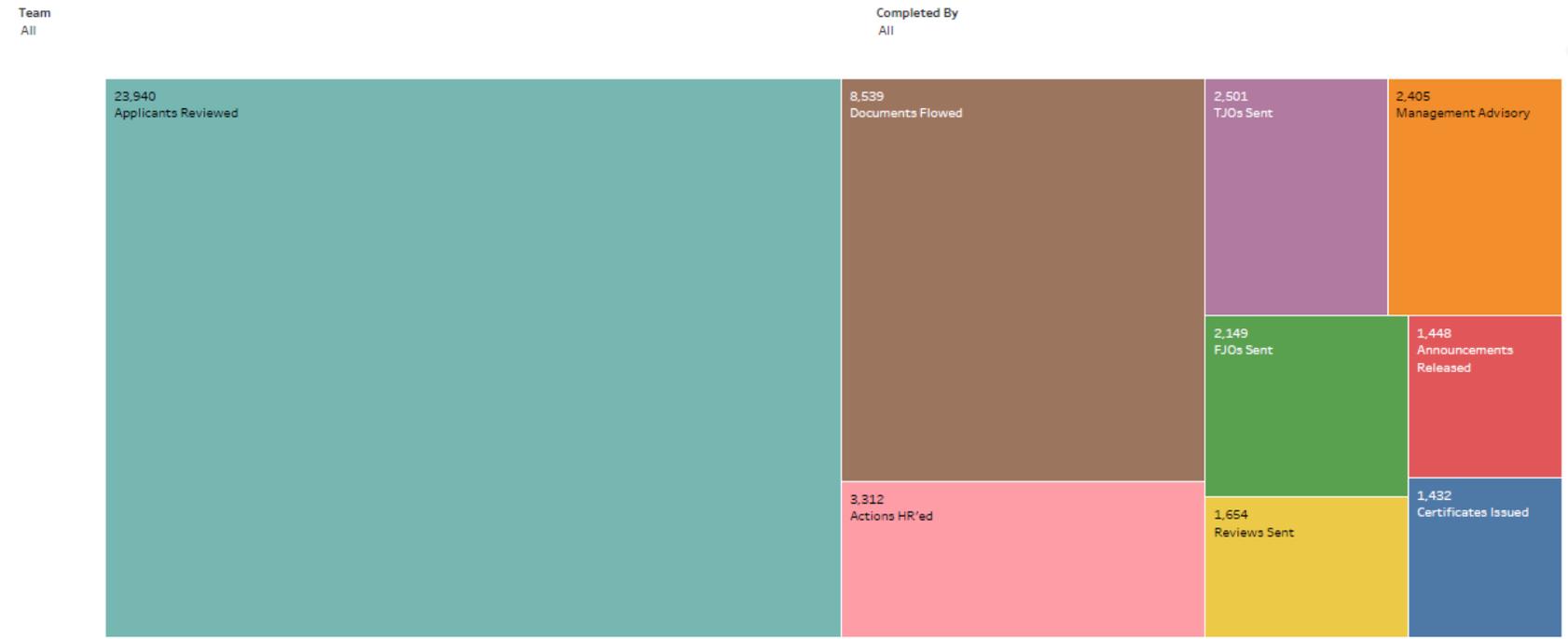
Hour of Day (EST)	Day (EST)																																	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
12 AM	11	6		2	13	2	7	7	10	9	33	17	2	10	10	9	6	15	20	1	9	13	9			19	4	14	14	25	10			
1 AM	3				2	1	4	6	1	5		1		16	11	5		1	9	4	1	8						16	22	11				
2 AM	1			1		2	4	10	1		2	3	1	3	11	8				1	2	3	2					3	14	8				
3 AM	1						2	14			1		1	1	4	2					2	1	2						7	8				
4 AM	2			3		2		1			3	2	4	1	2						2	5					1	5	9	12				
5 AM	4			4	7	6	6	3			2	7	10	21	10				3	17	8	13	1				15	11	27	21				
6 AM	39			15	49	38	21	12			30	117	29	35	30				63	35	23	32	29				32	50	37	16				
7 AM	71			54	114	88	149	42			44	85	98	76	69				133	74	96	102	43			1	73	133	90	73				
8 AM	127		1	196	248	104	213	80			111	140	126	131	249				155	141	220	145	120		1	2	4	135	206	341	137	9		
9 AM	159		1	228	318	177	207	214	2		248	170	237	114	288	1			154	185	190	224	106	6	1	8	232	287	434	192	34	1		
10 AM	269	2		249	246	158	301	184			185	198	190	222	194	2			171	243	276	206	112	3		4	351	290	406	196	6	2		
11 AM	252	5		219	192	231	282	126			222	187	137	222	280				206	247	247	275	167				6	364	281	334	199		4	
12 PM	269	7		178	249	223	233	142	2		231	181	147	244	173	2			177	242	284	184	90			1	3	239	205	305	297	19		
1 PM	234	7		198	309	195	135	141	4		179	193	125	155	146	3			153	223	268	146	60	3		1	234	273	489	238	30	1		
2 PM	302	9	1	252	159	206	195	150			1	231	242	204	226	249	4		6	270	496	299	196	133	5	1	2	282	367	481	169	19		
3 PM	199	8		149	335	275	217	185			1	234	221	193	158	287	5		12	266	236	180	303	140	2	3	2	396	314	258	260	15		
4 PM	142	16	1	147	234	259	182	89			2	143	160	131	116	163	2		12	165	150	196	157	43	7	2	13	206	229	318	187	8	4	
5 PM	75	7	1	125	128	138	48	53			2	106	57	174	68	65			7	126	76	96	57	40			11	87	189	180	57	2	1	
6 PM	34	18	5	45	26	52	44	33				14	31	64	62	41	11			36	60	37	51	13				125	63	83	42	2		
7 PM	14	13	3	23	19	64	14	26				35	24	19	21	19	1			22	11	14	28	1				12	34	47	53	11		
8 PM	5		4	10	13	15	24	8				19	29	20	23	13	1		2	20	11	26	20	2			4	16	34	40	25	21	1	2
9 PM	15			5	21	26	10	26	7			1	25	25	11	32	11	3			30	13	30	20	4			11	13	45	18	47		3
10 PM	10			15	21	44	15	24	10			15	27	29	28	4	15			6	22	20	17	17				24	5	35	21	13		
11 PM	14			2	20	12	11	10	9			6	3	18	10	18	6	6		12	16	8	20	18	1			2	7	19	27			



Individuals Dashboard



The dashboard provides the total number of actions completed during the month. These are based on timestamped events in USA Staffing.





Individuals Dashboard

Hour of Day (EST)	Day (EST)																															
	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	
12 AM	11	6		2	13	2	7	7	10	9	33	17	2	10	10	9	6	15	20	1	9	13	9		19	4	14	14	25	10		
1 AM	3				2	1	4	6	1	5		1		16	11	5		1	9	4	1	8					16	22	11			
2 AM	1			1		2	4	10	1		2	3	1	3	11	8			1	2	3	2					3	14	8			
3 AM	1						2	14			1		1	1	4	2				2	1	2						7	8			
4 AM	2			3		2			1		3	2	4	1	2					2	5					1	5	9	12			
5 AM	4			4	7	6	6	3			2	7	10	21	10				3	17	8	13	1			15	11	27	21			
6 AM	39			15	49	38	21	12			30	117	29	35	30				63	35	23	32	29			32	50	37	16			
7 AM	71			54	114	88	149	42			44	86	98	76	69				133	74	96	102	43		1	73	133	90	73			
8 AM	127		1	196	248	104	213	60			111	140	126	131	249				155	141	220	145	120	1	2	4	135	206	341	137	9	
9 AM	159		1	228	318	177	207	214	2		248	170	237	114	288	1			154	185	190	224	106	6	1	8	232	287	434	192	34	1
10 AM	269	2		249	246	158	301	184			185	198	190	222	194	2			171	243	276	206	112	3		4	351	290	406	196	6	2
11 AM	252	5		219	192	231	282	126			222	187	137	222	280				206	247	247	275	167			6	364	281	334	199		4
12 PM	269	7		178	249	223	233	142	2		231	181	147	244	173	2			177	242	284	184	90		1	3	239	205	305	297	19	
1 PM	234	7		198	309	195	135	141	4		179	193	125	155	146	3	5		153	223	268	146	60	3		1	234	273	489	238	30	1
2 PM	302	9	1	252	159	206	195	150		1	231	242	204	226	249	4	6		270	496	299	196	133	5	1	2	282	367	481	169	19	
3 PM	199	8		149	335	275	217	185		1	234	221	193	158	287	5	12		266	236	180	303	140	2	3	2	396	314	258	260	15	
4 PM	142	16	1	147	234	259	182	89		2	143	160	131	116	163	2	12		165	150	196	157	43	7	2	13	206	229	318	187	8	4
5 PM	75	7	1	125	128	138	48	53		2	106	57	174	68	65		7		126	76	96	57	40			11	87	189	180	57	2	1
6 PM	34	18	5	45	26	52	44	33			14	31	64	62	41	11			36	60	37	51	13				125	63	83	42	2	
7 PM	14	13	3	23	19	64	14	26			35	24	19	21	19	1			22	11	14	28	1				12	34	47	53	11	
8 PM	5		4	10	13	15	24	8			19	29	20	23	13	1	2		20	11	26	20	2		4	16	34	40	25	21	1	2
9 PM	15		5	21	26	10	26	7		1	25	25	11	32	11	3			30	13	30	20	4			11	13	45	18	47		3
10 PM	10		15	21	44	15	24	10			15	27	29	28	4	15	6		22	20	17	17				24	5	35	21	13		
11 PM	14		2	20	12	11	10	9		6	3	18	10	18	6	6	12		16	8	20	18	1			2	7	19	27			

Because these are based on timestamped events in USA Staffing, we can provide a heatmap of when the actions are happening. This has allowed us to determine impact to production of system downtime, meetings, and other events.



Individuals Dashboard

The dashboard is interactive allowing us to drill down to specific teams and team members. This will enable Team Leads to better distribute workload within the teams.



Team	Completed By	Management Advisory	Announcements Released	Applicants Reviewed	Certificates Issued	Reviews Sent	TJOs Sent	FJOs Sent	Documents Flowed	Actions HR'ed
DP2I - Leadership	[REDACTED]	1								
DP2IA - Human Resources and Social Sciences, Team 1	[REDACTED]								1	
	[REDACTED]			279		2				
	[REDACTED]	16		215	23	14	21	21	3	20
	[REDACTED]								5	
	[REDACTED]	26		25	1	1				
	[REDACTED]	17		18						
	[REDACTED]	1		3	3	3	4	4	28	6
	[REDACTED]	21		25						
	[REDACTED]	4		412	21	22	46	35	158	32
	[REDACTED]			397	14	20	15	7	181	4
[REDACTED]	6		5	320	10	13	21	12	15	8



Individuals Dashboard

This data has allowed us to evaluate actions completed over time. In the most recent case, we have been able to evaluate the impact of working remotely due to COVID-19.

Total Actions Completed

