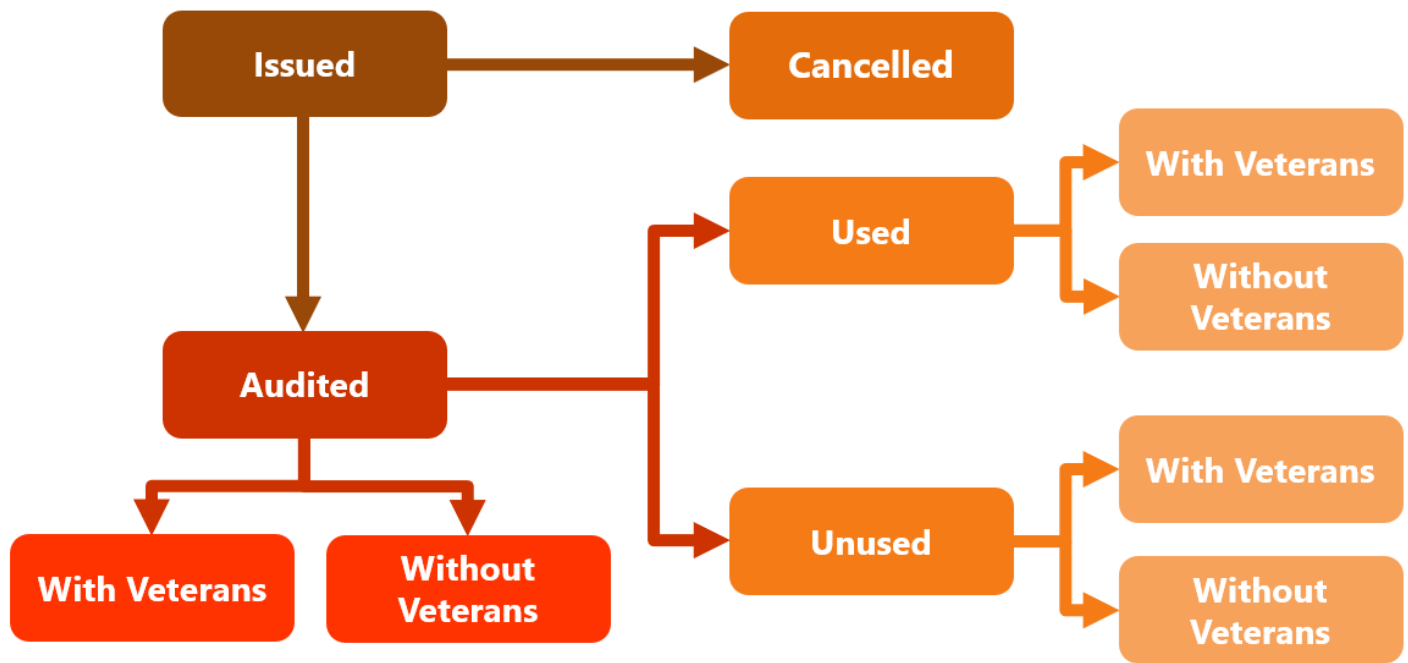




## Hiring Data Warehouse Workload Metrics

### What are Workload Metrics?

Workload Metrics are built-in metrics to enable reporting on the number of certificates in various states on the basis of certificate status (Issued, Selection Made, No Selection Made), audited status, and veteran referrals.



### How are Workload Metrics calculated?

Each metric uses defined criteria to determine the state of each certificate. The aggregation of each metric is set up to **automatically summarize up to the lowest level query item** included in the report.

Workload Metric	Criteria
Issued Certificates	Count of the unique certificates issued.
Cancelled Certificates	Count of the unique certificates issued where the certificate has been cancelled.
Audited Certificates	Count of the unique certificates issued where the Audit Complete checkbox/toggle is enabled.
Audited Certificates with Veterans	Count of the unique certificates issued where the Audit Complete checkbox/toggle is enabled and at least one veteran was referred.
Audited Certificates without Veterans	Count of the unique certificates issued where the Audit Complete checkbox/toggle is enabled and no veterans were referred.
Audited and Used Certificates	Count of the unique certificates issued where the Audit Complete checkbox/toggle is enabled and at least one application has an audit code of 'Selected.'
Audited and Used Certificates with Veterans	Count of the unique certificates issued where the Audit Complete checkbox/toggle is enabled, at least one application has an audit code of 'Selected,' and at least one veteran was referred.



Workload Metric	Criteria
Audited and Used Certificates without Veterans	Count of the unique certificates issued where the Audit Complete checkbox/toggle is enabled, at least one application has an audit code of 'Selected,' and no veterans were referred.
Audited and Unused Certificates	Count of the unique certificates issued where the Audit Complete checkbox/toggle is enabled and no applications have an audit code of 'Selected.'
Audited and Unused Certificates with Veterans	Count of the unique certificates issued where the Audit Complete checkbox/toggle is enabled, no applications have an audit code of 'Selected,' and at least one veteran was referred.
Audited and Unused Certificates without Veterans	Count of the unique certificates issued where the Audit Complete checkbox/toggle is enabled, no applications have an audit code of 'Selected,' and no veterans were referred.

Workload 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 Workload Metric will be 0.

### How should Workload Metrics be used?

Workload Metrics **can be used** with **certificate-level or higher** query items (i.e., query items in the Certificate query subject). When reporting at the certificate level, all metrics will be 0 or 1.

Certificate Number	Issued Certificates	Cancelled Certificates	Audited Certificates	Audited and Used Certificates	Audited and Unused Certificates
20140625-WB-001	1	0	0	0	0
20140625-WB-002	1	0	1	0	1
20140625-WB-003	1	0	1	0	1
20140710-WB-001	1	0	0	0	0
20150224-WP-001	1	0	0	0	0
20150225-WP-001	1	0	0	0	0
20150521-WB-001	1	0	1	1	0

Workload Metrics **can be used** with higher-level query items (e.g., Vacancy Number, Staffing Office Name, Staffing Organization Name), including but not limited to the examples provided below.

### Vacancy Number

Staffing Organization Name	Staffing Office Name	Vacancy Number	Issued Certificates	Cancelled Certificates	Audited Certificates	Audited and Used Certificates
Office of Personnel Management	OPM HR Boyers	10000028	1	0	0	0
		10000029	1	0	0	0
		10000031	2	0	2	0
		10000380	4	0	1	1
		10062401	3	0	0	0
		10098090	3	0	0	0
		10108303	1	0	1	1
		10108760	4	0	3	0
<b>OPM HR Boyers - Total</b>			<b>19</b>	<b>0</b>	<b>7</b>	<b>2</b>

### Staffing Office

Staffing Organization Name	Staffing Office Name	Issued Certificates	Cancelled Certificates	Audited Certificates	Audited and Used Certificates
Office of Personnel Management	OPM HR Boyers	19	0	7	2
	<b>OPM HR Boyers - Total</b>	<b>19</b>	<b>0</b>	<b>7</b>	<b>2</b>
	OPM HR Macon	2	0	0	0
	<b>OPM HR Macon - Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
	OPM HR TRB	13	0	0	0
	<b>OPM HR TRB - Total</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Office of Personnel Management - Total</b>		<b>34</b>	<b>0</b>	<b>7</b>	<b>2</b>
<b>Overall - Total</b>		<b>34</b>	<b>0</b>	<b>7</b>	<b>2</b>