Interconnections, Reporting and Analytics Fact Sheet

USA Staffing Data Available for Reporting and Analytics

USA Staffing uses the IBM Cognos® Analytics for all reporting and analytics. Through Cognos, users can access standard reports developed by the USA Staffing Program Office. Users with report author permissions in customer agencies may also develop custom reports that can be shared within the agency. Users have access to different data models for specific analytical needs:

- **Staffing Reports Data**: Real-time data sourced directly from the USA Staffing database and optimized for basic list reporting. This model covers all major subject areas in USA Staffing including Requests, Vacancies, Announcements, Applications, Assessments, Certificates (Referral), New Hires, Reviews, and Tasks. Metrics on commonly used production statistics are also included. A complete data dictionary of all elements in the Staffing Data Model is available in the "Staffing Model Outline" Cognos report.

- **Staffing Analytics Data**: The Staffing Analytics data model is loaded nightly from the USA Staffing database. This model is optimized for metrics and trend reporting and currently includes user license data.

- **Staffing Administration**: The Staffing Administration data model includes data on templates and other administrative data developed and stored in USA Staffing.

- **Applicant Flow Data Analytics Model**: Demographic information collected from job seekers and combined with milestones in the hiring process. Only users with specific permissions are able to access this data.

- **New Hire (End of Day)**: The New Hire (End of Day) data model is loaded nightly from the USA Staffing database. This model covers data specific to new hires and is intended to supplement or replace the New Hire namespace in the Staffing Reports model.

USA Staffing Interconnections

Request Processing Interconnection (RPI): RPI is a bi-directional web services interconnection that connects agency personnel processing systems with USA Staffing. First, the Core HR system sends request data to USA Staffing, which uses that data to populate the Request, Vacancy and Announcement. Throughout the hiring process, USA Staffing sends status updates and then selectee/hire data back to the Core HR system so both systems remain in sync. RPI provides a real-time, end-to-end status and workload tracking from "Request" to "Entry on duty."   RPI reduces dual data entry and improves data quality across the hiring process. RPI implementation support is included in the license fee for USA Staffing customer agencies.

New Hire Interconnection (NHI): NHI pushes new hire data to systems involved in the Onboarding process and soon will be able to receive a status and task result back into the new hire's record in USA Staffing.

Systems in scope for the New Hire Interconnection include payroll, identity management, credentialing, provisioning, and personnel security or suitability systems.

Data Self Service (DSS): Data Self Service uses IBM Cognos Mashup Service to allow agency systems to query any data from Cognos on demand. DSS is suitable for keeping agency tracking and HR Business Intelligence systems in sync with USA Staffing. For example, agency systems can use DSS to pull logs of announcements or certificates or completed staffing or onboarding tasks. DSS can also be used as a supplement to the Request Processing Interconnection so the Core HR system can get additional data about any hiring process task or milestone.

For more information:

The USA Staffing team is prepared to advise customers on how best to implement interconnections given the unique combination of systems in place in the agency. More information about USA Staffing's interconnection offerings, including technical specifications, can be found at the Interconnections Resource Center. Please direct questions to Emily Saeda, Interconnections Project Manager, at Emily.Saeda@opm.gov or 202-210-0935.