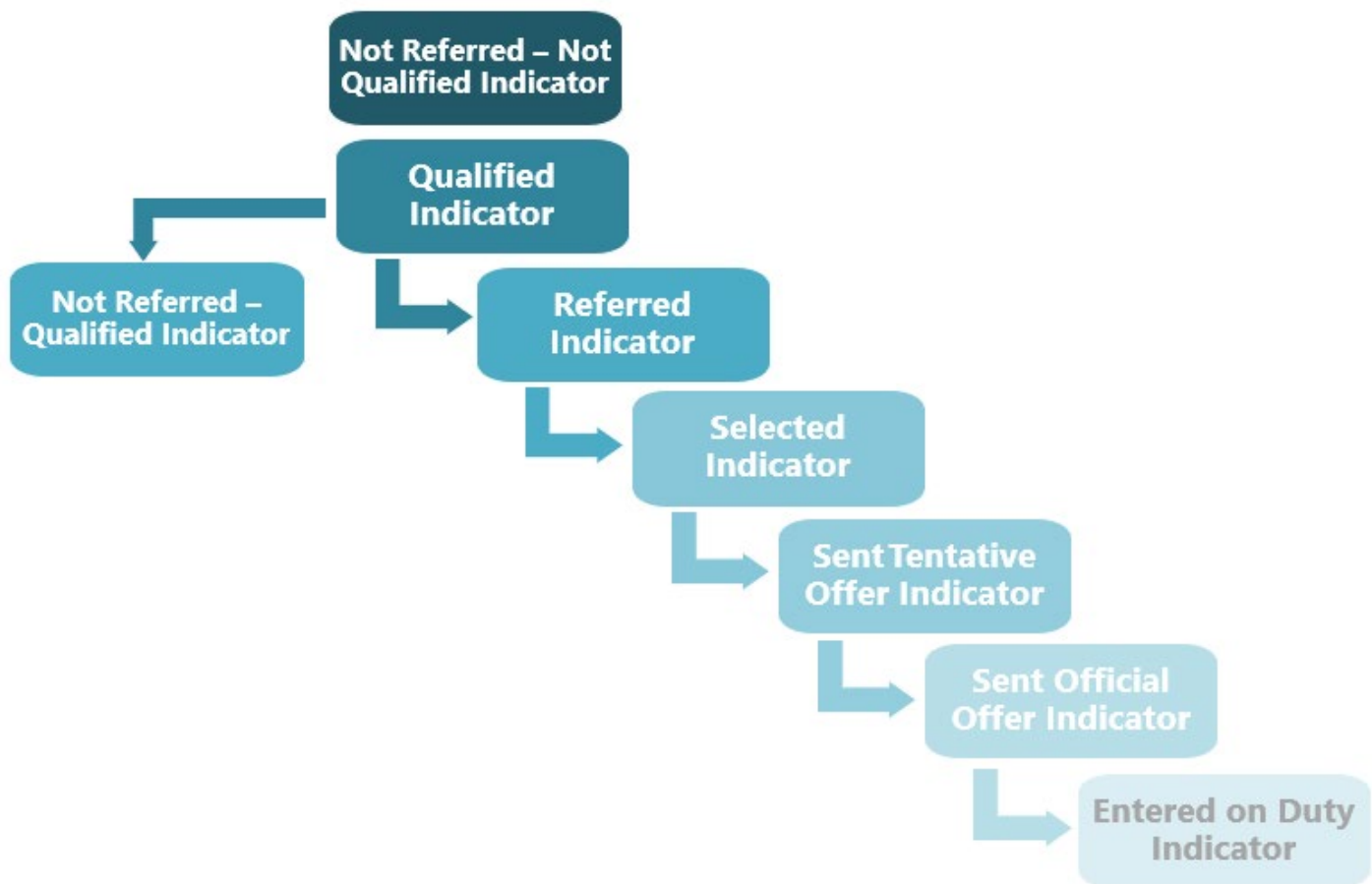




Applicant Flow Data Warehouse Application Rating Combination Metrics for Applicant Flow

What are Application Rating Combination Metrics for Applicant Flow?

Application Rating Combination Metrics for Applicant Flow are built-in metrics to enable reporting on the progression of applications through the hiring process at the application rating combination (series-grade-specialty) level. These metrics allow for differentiation of the rating combination(s) for which each application is considered. For example, if a vacancy is announced for the GS-5/7 grade levels and some applications indicate the lowest grade for which they should be considered is the GS-7 level, the rating combination metrics identify how many applications are considered at each step in the hiring process for the GS-5 level and which applications are considered at each step in the hiring process for the GS-7 level. These metrics differ from Application Metrics for Applicant Flow, which are focused on the vacancy level (across all rating combinations).



How are Application Rating Combination Metrics calculated?

Each metric uses defined criteria to determine the progression of an application through the hiring process. When used with the Vacancy Number and Applicant Unique Identifier query items (together) OR the Application Unique Identifier 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.

Rating Combination Metric	Criteria
Not Referred – Not Qualified Indicator	Any application for a specific rating combination where the notification message code does not start with 'E' for any rating combination = 1; all else = 0.
Qualified Indicator	Any application for a specific rating combination where the notification message code starts with 'E' = 1; all else = 0.
Not Referred – Qualified Indicator	Any application where the notification message code for a specific rating combination starts with 'E' and the application was not referred on any non-cancelled certificates for the vacancy = 1; all else = 0.
Referred Indicator	Any application that was referred on at least one non-cancelled certificate for a specific rating combination = 1; all else = 0.
Selected Indicator	Any application that has an audit code of 'Selected' on at least one non-cancelled certificate for a specific rating combination = 1; all else = 0.
Sent Tentative Offer Indicator	Any application that has been sent at least one tentative job offer for a specific rating combination for the vacancy = 1; all else = 0.
Sent Official Offer Indicator	Any application that has been sent at least one official job offer for a specific rating combination for the vacancy = 1; all else = 0.
Entered on Duty Indicator	Any application that has a new hire record for a specific rating combination where the 'verify new hire has entered on duty' task is complete = 1; all else = 0.

Vacancy Number	Applicant Unique Identifier	Application Series	Application Grade	Application Specialty	Qualified Indicator	Referred Indicator	Not Referred - Not Qualified Indicator	Not Referred - Qualified Indicator	Sent Tentative Offer Indicator	Sent Official Offer Indicator	Selected Indicator	Entered on Duty Indicator
10000682	13F6710BB5407A0A88697C1E8FB40E29	0201	11		1	1	0	0	1	1	1	1
10000682	13F6710BB5407A0A88697C1E8FB40E29	0201	12		1	0	0	1	0	0	0	0
10000932	2D8598D3DF35D0A9A5D2ADADE4DA12E7	0019	8	Data Analytics	1	1	0	0	0	0	1	0
10000932	5F3B18A067B8F550C060233B9138B20F	0019	8	Recruitment and Placement	1	0	0	1	0	0	0	0
10000932	A3C27AA4ECAE8F79130E271403E26C78	0019	8		1	0	0	1	0	0	0	0
10000932	D5DF47CEBEB1F4B8470B92192D8831C	0019	8		1	1	0	0	1	1	1	1
10003368	1819FD20C899ACDBCC84480C3CE870F5	0201	14	Classification	1	1	0	0	1	1	1	1
10003368	8EE955ABCD91747768D720C6DE7CE904	0201	14		1	1	0	0	1	1	1	0

How should Application Rating Combination Metrics for Applicant Flow be used?

Application Rating Combination Metrics **must be used** with application rating combination query items (Application Series, Application Grade, and Application Specialty; all located within the Application Rating Combination namespace, Application Information folder, Application Rating sub-folder). Application Rating Combination 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	Qualified Indicator	Referred Indicator	Not Referred - Not Qualified Indicator	Not Referred - Qualified Indicator	Sent Tentative Offer Indicator	Sent Official Offer Indicator	Selected Indicator	Entered on Duty Indicator
10000682	0201	11		1	1	0	0	1	1	1	1
10000682	0201	12		1	0	0	1	0	0	0	0
10000932	0019	8		4	2	0	2	1	1	2	1
10003368	0201	14		2	2	0	0	2	2	2	1

Veterans Preference (can use Claimed and/or Adjudicated)

Vacancy Number	Application Series	Application Grade	Application Specialty	Veterans Preference Claimed	Qualified Indicator	Referred Indicator	Not Referred - Not Qualified Indicator	Not Referred - Qualified Indicator	Sent Tentative Offer Indicator	Sent Official Offer Indicator	Selected Indicator	Entered on Duty
10000682	0201	11		XPD	1	1	0	0	0	0	0	1
10000682	0201	12		XPD	1	0	0	1	0	0	0	0
10000932	0019	8		XP	1	1	0	0	1	0	1	1
10000932	0019	8		CP	2	1	0	1	0	0	1	0
10000932	0019	8		TP	1	0	0	1	0	0	0	0
10003368	0201	14		CPS	1	1	0	0	1	1	1	1
10003368	0201	14		CP	1	1	0	0	1	1	1	0

Claimed Eligibilities*

Vacancy Number	Application Series	Application Grade	Application Specialty	Claimed Eligibilities	Qualified Indicator	Referred Indicator	Not Referred - Not Qualified Indicator	Not Referred - Qualified Indicator	Sent Tentative Offer Indicator	Sent Official Offer Indicator	Selected Indicator	Entered on Duty Indicator
10000682	0201	11			1	1	0	0	0	0	1	1
10000682	0201	12		Interagency Career Transition Assistance Plan	1	0	0	1	0	0	0	0
10000932	0019	8		Reasonable Accommodation, Career Transition Assistance Plan	4	2	0	2	1	0	2	1
10003368	0201	14		30% or More Disabled Vets, Transfer, Veterans Employment Opportunities Act	2	2	0	0	2	2	2	1

Locations*

Vacancy Number	Application Series	Application Grade	Application Specialty	Application Location Description	Qualified Indicator	Referred Indicator	Not Referred - Not Qualified Indicator	Not Referred - Qualified Indicator	Sent Tentative Offer Indicator	Sent Official Offer Indicator	Selected Indicator	Entered on Duty Indicator
10000682	0201	11		Bonner Springs, KS United States	1	1	0	0	0	0	1	1
10000682	0201	12		Bonner Springs, KS United States	1	0	0	1	0	0	0	0
10000932	0019	8		Danforth, IL United States	4	2	0	2	1	0	2	1
10003368	0201	14		Lackland AFB, TX United States	2	2	0	0	2	2	2	1
10003368	0201	14		Randolph AFB, TX United States	2	2	0	0	2	2	2	0

*When adding query items, always consider if the relationship between the query item and the application 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).**