



USA Staffing[®]
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USA Staffing Feature Planning & Glossary

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OPM HR SOLUTIONS
by government, for government

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Introduction






OPM employs agile IT development techniques in the development and maintenance of the USA Staffing system. This means we have the ability to update priorities through frequent, iterative releases based on changes in the hiring landscape or the identified needs of the collective customer base. Approximately every four weeks, these releases take place in the USA Staffing Stage environment.

This USA Staffing Feature Planning & Glossary document provides an overview of the current prioritization for the development of new system features and functionality. To learn more about the vision for features outlined in the “Feature Planning” section of this document, please reference the Glossary section of this document.

Each new publication of this document will show an updated prioritization of the remaining features. The feature prioritization is measured in relation to the date of publication only and does not contain delivery dates. To discuss potential time frames for specific functionality, please contact your USA Staffing Account Manager. To learn more about features that already exist in USA Staffing, please reference the [Product Summary](#) found on the [USA Staffing Resource Center](#).

Feature Planning

Contained within this section is a list of planned features that USA Staffing has identified for future development and implementation to the USA Staffing system. The features contained in this section are identified in consultation with system users and other stakeholders, as necessary. The following key should be used when reviewing the remainder of this document:

 Staffing Functionality	 Onboarding Functionality	 Hiring Manager Functionality
 Administrative Functionality	 Reporting and Analytics	

*Dependent on completion of a prior feature **Dependent on an interconnecting system

In Progress

These features are currently in development by the USA Staffing technical team.

Enable Reuse of Requests After Approval	Add New Hire Details to Core Activity Summary	Allow Multiple RPI Vendors in USAS Organizations	Improve Request Approval Process
New Hire Interconnection Status Receipt	Candidate Inventory	Structured Resume Review	Add Request Activity Log to HM Interface
Power BI: MVP1 - User License	AFDW - Rating Combos	HDW - Assessment	HDW - Hurdles

Coming Up Next

Development will begin on these features once those currently in progress are completed.

Embed CHCO Survey in Certificate Reviews**	HDW - Location Labels	Enable Editing of Individual Competencies	Request Owner Management
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In Planning

Planning is under way for these features, but they are not yet scheduled for development.

Implement Veterans Interconnection	Nature of Action Codes	Purge Staffing Content	Mass Action for New Hire Records*
Create New Hire Activity Summary	Enable Consolidated Filterable Certificate*	Refresh JOA Review in New HM Interface*	Refresh Request in New HM Interface*
Refresh Panel Review in New HM Interface*	Refresh PD Review in New HM Interface*	Create HM User Activity Summary	Capture Interview Status by List*
Add Location Bundle Library	Add Hiring Path Bundle Library	HDW - History	

Under Future Consideration

There is an understood desire for these features, but formal planning has not yet begun for their development.

Job Analysis	Purge New Hire Records	eVerify Interconnection**	NBIS (eQIP) Interconnection**
Panel Review Improvements	HDW - Reviews		

Feature Glossary

Detailed information for each of the features outlined above are as follows:

Staffing Enhancements

Add New Hire Details to Core Activity Summary: Add content to the Activity Summary emails sent to HR and Onboarding Only users to provide updates on New Hire records for which they are the Process Owner.

Enable Reuse of Requests After Approval: Update the HR User's Request module to retain the original page layout, enable field updates following the approval of a request, and improve the ability to reuse requests across request types.

Implement Veterans Interconnection: Collect and display an applicant's veteran status data from USAJOBS via the online application. This data was collected by USAJOBS from the Department of Veterans Affairs and enables the user to avoid having to open supporting DD-214s and Veterans Disability Letters to validate claims for Veterans' Preference.

Improve Request Approval Process: Enhance system handling of Request approval process to prevent potential data inconsistencies.

Job Analysis: Utilize existing request, library, task, and review capabilities to manage the job analysis process between the HR Office and Hiring Managers.

Allow Multiple RPI Vendors in USAS Organizations: Allow for multiple RPI vendors within an Organization to accommodate agencies that use multiple personnel systems.

Nature of Action Codes: Add relevant Nature of Action codes to the audit certificate process. The codes will transfer to the New Hire record upon creation to better inform onboarding specialists of the nature of the processing action.

Purge Staffing Content: Purge staffing content when retention is no longer required by Agency retention policies.

Request Owner Management: Enable HR users to better organize, track, and distribute requests through additional request fields and improvements to the existing Request Dashboard.

Onboarding Enhancements

Create New Hire Activity Summary: Enable automated system notifications to warn New Hire users about coming due or overdue task assignments.

eVerify Interconnection: Allow HR Users to submit a New Hire's information directly to eVerify without having to log into eVerify (with some exceptions). The interconnection would receive statuses back from eVerify as specific milestones are achieved, automatically closing out system generated tasks as they are completed.

Mass Action for New Hire Actions: Enable users to perform mass actions against a group of New Hire records from the New Hire Dashboard.

NBIS (eQIP) Interconnection: Allow HR Users to submit a New Hire's information directly to eQIP without having to log into eQIP. The interconnection would receive statuses back from eQIP as specific milestones are achieved, automatically closing out system generated tasks as they are completed.

New Hire Interconnection Status Receipt: Enable USA Staffing to collect and process incoming task status and task results updates from the interconnected HRIT systems so that corresponding changes to USA Staffing tasks may be made automatically.

Purge New Hire Records: Permanently delete new hire records following the completion of the onboarding process and in line with eOPF data retention policies.

Hiring Manager Enhancements

Add Request Activity Log to HM Interface: Add greater detail about the state of each Request to Fill Position to the new Hiring Manager Dashboard.

Candidate Inventory: Give HR users and Hiring Managers access to a filterable list of applicants that have previously been identified as qualified candidates on a certificate within that organization. Hiring Managers may search the inventory by series, grade, and location to look for applicants to consider prior to initiating a new announcement.

Capture Interview Status by List: Allow a Hiring Manager to record and HR to view if a referred Applicant was interviewed on one or more applicant lists on an Applicant List Review.

Create HM User Activity Summary: Send Hiring Manager users automated system notifications to warn them of coming due or overdue task and review assignments.

Embed CHCO Survey in Certificate Reviews: Embed the new and improved CHCO survey into the Hiring Manager's user flow when returning certificate reviews. The new survey will replace the currently published link that takes you to the legacy CHCO survey.

Enable Consolidated Filterable Certificate: Allow Hiring Managers a choice of viewing each applicant list individually or one consolidated list of all applicants as part of the refresh of the Applicant List review in the Hiring Manager Interface. Will also introduce a way to obtain more detailed information on the status of applicant lists and why selections are not made on a review.

Refresh JOA Review in New HM Interface: Merge the current JOA Review capabilities into the new Hiring Manager Interface. Included in this capability refresh will be improvements to the way that statuses are captured and displayed at both the assignment and review levels.

Refresh Request in New HM Interface: Merge the current Request to Fill Position capabilities into the new Hiring Manager Interface.

Refresh Panel Review in New HM Interface: Merge the current Panel Review capabilities into the new Hiring Manager Interface. Included in this capability refresh will be the ability to mass assign ratings to applicants.

Refresh PD Review in New HM Interface: Merge the PD Review capabilities into the new Hiring Manager Interface.

Panel Review Improvements: Allow the ability for HR users to send Panel Reviews at the Manual Assessment level and enable mass updates to applicant score overrides.

Structured Resume Review: Enable agency subject matter experts (SMEs), utilizing USA Staffing's Hiring Manager interface, to evaluate applicant resumes and qualify applicants for consideration under a new SME Evaluation assessment type.

Administration Enhancements

Add Location Bundle Library: Add a new administrative library for bundling and assigning pre-defined groups of Announcement Locations into an announcement.

Add Hiring Path Bundle Library: Add a new administrative library for bundling and assigning pre-defined groups of Hiring Paths into an announcement.

Enable Editing of Individual Competencies: Allow administrators to view and edit individual competencies within the Manage Competency Network section in Admin.

Reporting and Analytics

Hiring Data Warehouse: The following features will be added to the Hiring Data Warehouse.

HDW – Assessment: Enable reporting on external job analysis outputs and sources, and details about assessments in a vacancy including the assessment plan, scoring protocol, screen-out items, and categories.

HDW – History: Include history xml from various system areas in the hiring data warehouse.

HDW – Hurdles: Enable reporting on the use of hurdled assessment processes in the hiring data warehouse.

HDW – Location Labels: Enable reporting on location label information throughout all areas of the hiring data warehouse, including application locations, request locations, and applicant list/certificate filters.

HDW – Reviews: Add Review Followers and Reviewer Assignments into the hiring data warehouse.

Applicant Flow Data Warehouse: The following features will be added to the Applicant Flow Data Warehouse.

AFDW – Rating Combos: Enable the same vacancy and announcement data available from the AFD Vacancy feature for each rating combination an applicant is to be considered for.

Power BI: The following features will be added to Power BI.

MVP1 – User License: A dataset and dashboard will be available to customers in Power BI via single sign-on.