

Talent Acquisition Cloud

Using Oracle Business Intelligence for Recruiting and Onboarding

19A

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Preface

This preface introduces information sources that can help you use the application and this guide.

Using Oracle Applications

To find guides for Oracle Applications, go to the Oracle Help Center at <http://docs.oracle.com/>.

Documentation Accessibility

For information about Oracle's commitment to accessibility, visit the [Oracle Accessibility Program website](#).

Contacting Oracle

Access to Oracle Support

Oracle customers that have purchased support have access to electronic support through My Oracle Support. For information, visit [My Oracle Support](#) or visit [Accessible Oracle Support](#) if you are hearing impaired.

Comments and Suggestions

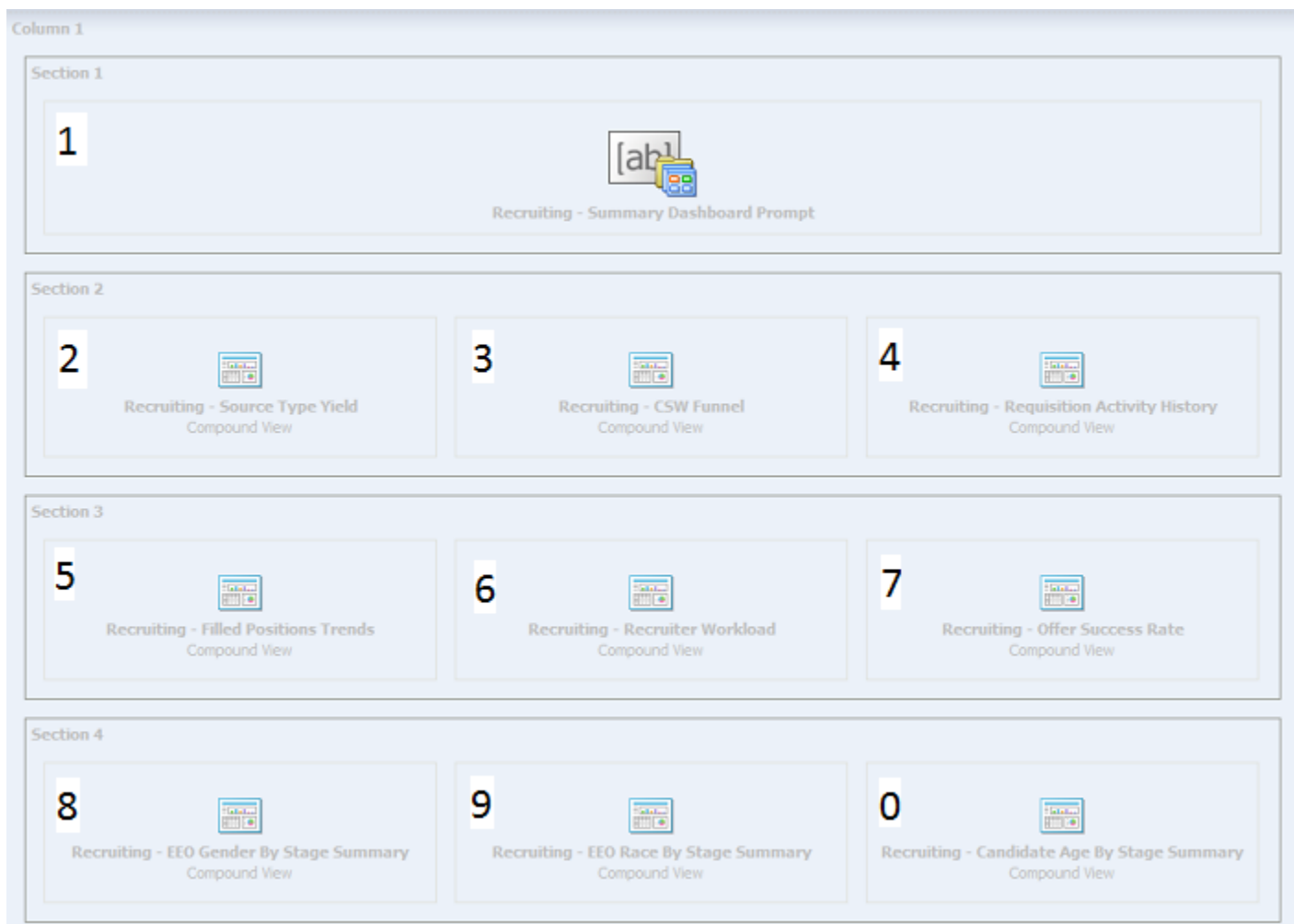
Please give us feedback about Oracle Applications Help and guides! You can send an e-mail to: talent_acquisition_doc_feedback_ww_grp@oracle.com.

1 Recruiting Standard Content

Sample Dashboard

Recruiting Summary

The dashboard displays a variety of summarized, trended Recruiting metrics, including Source Type Yield, Candidate Stage Conversion, Requisition Activity, Hired Candidates, Recruiting Productivity, Offer Success Rate, Gender by Stage, Race/Ethnicity by Stage and Candidate Age Band by Stage. The visualizations are filterable by a set of common filters and can be analyzed in different ways.

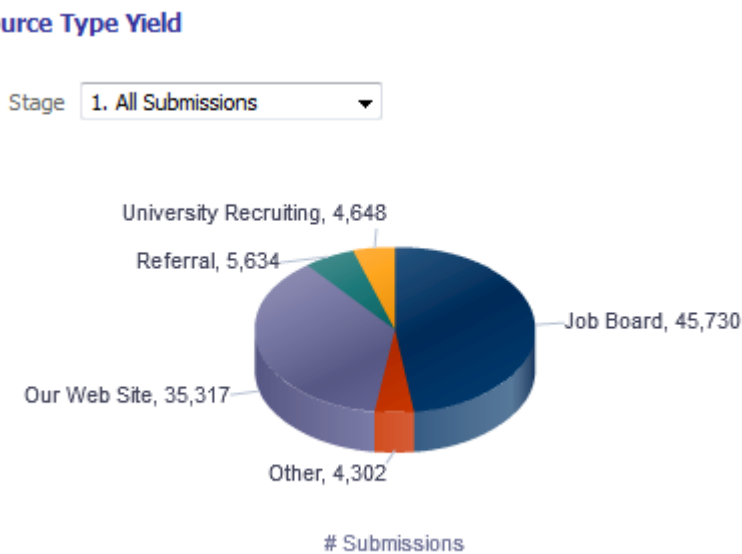


| Component | Name |
|-----------|---|
| 1 | Recruiting - Summary Dashboard Prompt |
| 2 | Recruiting - Source Type Yield |
| 3 | Recruiting - CSW Funnel |
| 4 | Recruiting - Requisition Activity History |
| 5 | Recruiting - Filled Positions Trends |
| 6 | Recruiting - Recruiter Workload |
| 7 | Recruiting - Offer Success Rate Recruiting - Offer Success Rate |
| 8 | Recruiting - EEO Gender By Stage Summary |
| 9 | Recruiting - EEO Race By Stage Summary |
| 0 | Recruiting - Candidate Age By Stage Summary |

Recruiting - Source Type Yield

The chart displays the top 5 source types based on various candidate measures.

Source Type Yield



Report Columns

| Name | Syntax |
|-------------------------|---|
| Stage (Data Identifier) | |
| Source Type | "Submission Source"."Submission Source Type (Display As)" |

| Name | Syntax |
|----------------------|-------------------------------|
| | *Interaction: Source Analysis |
| # Submissions (Fact) | |

Common Filters

| Name |
|--|
| Submission Source Type (Display As) is not null |
| Recruiting - Summary Dashboard Prompt Listener |

Unique Facts/Filters

| Stage (Data Identifier) | Filter | # Submissions (Fact) |
|--------------------------|--|--------------------------------|
| 1. All Submissions | # Submissions is in top 5 | # Submissions |
| 2. Completed Submissions | Submission is Completed is equal to / is in Yes # Submissions is in top 5 | # Submissions |
| 4. Interviewed | # Submissions Reached 1st Intv. is in top 5 | # Submissions Reached 1st Intv |
| 3. Reviewed | # Submissions Reached Reviewed is in top 5 | # Submissions Reached Reviewed |
| 5. Hired | # Submissions Currently Hired is in top 5 | # Submissions Currently Hired |
| 6. Hires Ace | # Submissions Currently Hired is in top 5 Is Ace is equal to / is in Yes | # Submissions Currently Hired |

Pie Graph Configuration

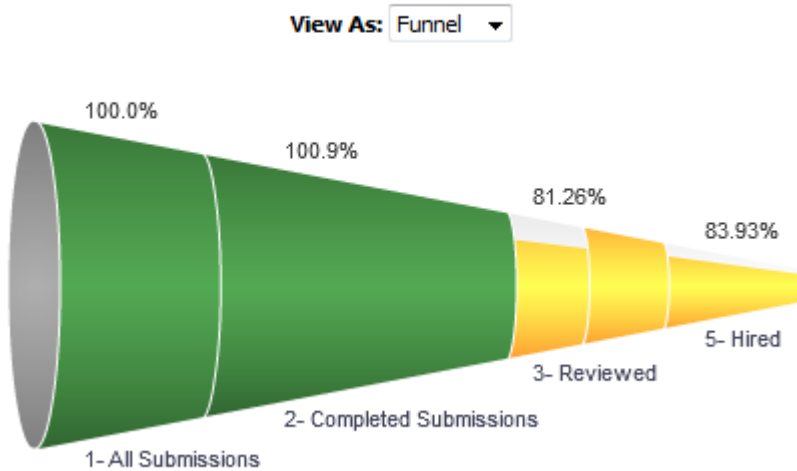
| Name | Object |
|--------------|---------------|
| Graph Prompt | Stage |
| Slice Size | # Submissions |
| Slices | Source Type |

Recruiting - CSW Funnel

The chart reveals health indicators based on candidate conversion rates across the key standard reference recruiting statuses.

Stage Conversion

Stage Conversion



Report Columns

| Name | Syntax |
|---------------|--|
| Stage | <pre> CASE WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - No' THEN '1- All Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - Yes' THEN '2- Completed Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Reviewed - No', 'Reviewed - Yes') THEN '3- Reviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('1st Interview - No', '1st Interview - Yes') THEN '4- Interviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Hired - No', 'Hired - Yes') THEN '5- Hired' ELSE "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" END </pre> |
| # Submissions | <pre> CASE when CASE WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" </pre> |

| Name | Syntax |
|------|---|
| | <pre> = 'New - No' THEN 'All Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - Yes' THEN 'Completed Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Reviewed - No', 'Reviewed - Yes') THEN 'Reviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('1st Interview - No', '1st Interview - Yes') THEN 'Interviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Hired - No', 'Hired - Yes') THEN 'Hired' ELSE "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" END <> 'All Submissions' THEN "Candidate Counts"."# Submissions" ELSE EVALUATE('LEAD(%1,1) OVER (ORDER BY 1)', "Candidate Counts"."# Submissions") + "Candidate Counts"."# Submissions" END </pre> |

| Target | |
|--------|--|
| | <pre> IFNULL(((MSUM (CASE when CASE WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - No' THEN 'All Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - Yes' THEN 'Completed Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Reviewed - No', 'Reviewed - Yes') THEN 'Reviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('1st Interview - No', '1st Interview - Yes') THEN 'Interviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Hired - No', 'Hired - Yes') THEN 'Hired' ELSE "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" END <> 'All Submissions' THEN "Candidate Counts"."# Submissions" ELSE EVALUATE('LEAD(%1,1) OVER (ORDER BY 1)', "Candidate Counts"."# Submissions") + "Candidate Counts"."# Submissions" END, 2) - CASE when CASE WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" </pre> |

| Name | Syntax |
|-------------|---|
| | <pre> = 'New - No' THEN 'All Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - Yes' THEN 'Completed Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Reviewed - No', 'Reviewed - Yes') THEN 'Reviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('1st Interview - No', '1st Interview - Yes') THEN 'Interviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Hired - No', 'Hired - Yes') THEN 'Hired' ELSE "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" END <> 'All Submissions' THEN "Candidate Counts"."# Submissions" END) * CASE CASE WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - No' THEN '1- All Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - Yes' THEN '2- Completed Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Reviewed - No', 'Reviewed - Yes') THEN '3- Reviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('1st Interview - No', '1st Interview - Yes') THEN '4- Interviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Hired - No', 'Hired - Yes') THEN '5- Hired' ELSE "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" END WHEN '2- Completed Submissions' THEN 0.9 WHEN '3- Reviewed' THEN 0.1 WHEN '4- Interviewed' THEN 0.8 WHEN '5- Hired' THEN 0.5 ELSE 1 END) ,EVALUATE('LEAD(%1,1) OVER (ORDER BY 1)', "Candidate Counts"."# Submissions") + "Candidate Counts"."# Submissions") </pre> |
| % Converted | <pre> cast(CASE when CASE </pre> |

| Name | Syntax |
|------|--|
| | <pre> WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - No' THEN 'All Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - Yes' THEN 'Completed Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Reviewed - No', 'Reviewed - Yes') THEN 'Reviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('1st Interview - No', '1st Interview - Yes') THEN 'Interviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Hired - No', 'Hired - Yes') THEN 'Hired' ELSE "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" END <> 'All Submissions' THEN "Candidate Counts"."# Submissions" ELSE EVALUATE('LEAD(%1,1) OVER (ORDER BY 1)', "Candidate Counts"."# Submissions") + "Candidate Counts"."# Submissions" END /(msum(CASE when CASE WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - No' THEN 'All Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - Yes' THEN 'Completed Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Reviewed - No', 'Reviewed - Yes') THEN 'Reviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('1st Interview - No', '1st Interview - Yes') THEN 'Interviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Hired - No', 'Hired - Yes') THEN 'Hired' ELSE "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" END END <> 'All Submissions' THEN "Candidate Counts"."# Submissions" ELSE EVALUATE('LEAD(%1,1) OVER (ORDER BY 1)', "Candidate Counts"."# Submissions") + "Candidate Counts"."# Submissions" END,2) - CASE when CASE WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - No' THEN 'All Submissions' </pre> |

| Name | Syntax |
|------|---|
| | <pre> WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - Yes' THEN 'Completed Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Reviewed - No', 'Reviewed - Yes') THEN 'Reviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('1st Interview - No', '1st Interview - Yes') THEN 'Interviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Hired - No', 'Hired - Yes') THEN 'Hired' ELSE "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" END <> 'All Submissions' THEN "Candidate Counts"."# Submissions" ELSE EVALUATE('LEAD(%1,1) OVER (ORDER BY 1)', "Candidate Counts"."# Submissions") + "Candidate Counts"."# Submissions" END) as double) * 100 </pre> |

Filters

| Name |
|--|
| Historical Reference Status Name is equal to / is in New; Hired; 1st Interview; Reviewed |
| Recruiting - Summary Dashboard Prompt Listener |

View Configurations

| Name | Additional Information |
|--------|---|
| Funnel | Actual: # Submissions Target: Target Stage: Stage |
| Column | Bars: # Submissions, Target Group By: Stage |
| Table | Columns and Measures: Stage, # Submissions, Target, % Converted |

Funnel Settings

For this funnel, high values are desirable.

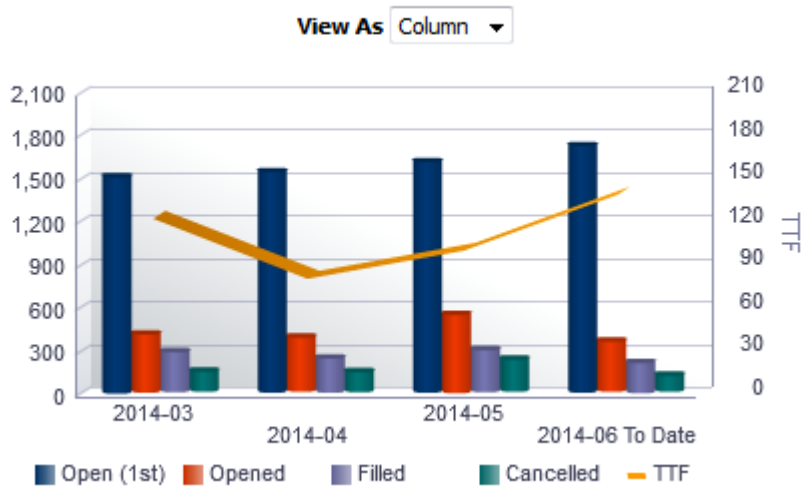
| Threshold | Status |
|-----------|-----------------|
| 115 | Exceeded Target |
| 95 | 95% of Target |
| 75 | 75% of Target |
| 50 | 50 % Of Target |

Recruiting - Requisition Activity History

The chart displays a 3 month rolling plus current's month's trend of key requisition activity measures, including filled requisitions, opened requisitions and time to fill.

Requisition Activity

Requisition Activity



Result Columns

In the following table the value i is replaced in the criteria with 0, -1, -2, -3, in the combined results criteria to get the metrics for the last 4 months rolling.

| Name | Syntax |
|------------|--|
| Period | <code>EVALUATE('TO_CHAR(%1,%2)' as char, TIMESTAMPADD(SQL_TSI_MONTH, i, CURRENT_TIMESTAMP),'yyy-mm') replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",')</code> |
| Open (1st) | <code>FILTER("Requisition Counts"."# Requisitions"</code> |

| Name | Syntax |
|----------|--|
| | <pre> USING ("Requisition Status - Historical"."Req. Historical Status Start Date" <= CAST(EVALUATE('TO_DATE(%1,%2)' as date,EVALUATE('TO_CHAR(%1, %2)' as char, TIMESTAMPADD(SQL_TSI_MONTH, i, CURRENT_TIMESTAMP),'yyyy-mm') '01','yyyy-mm-dd') AS DATE)) AND (("Requisition Status - Historical"."Req. Historical Status End Date" >= CAST(EVALUATE('TO_DATE(%1,%2)' as date, EVALUATE('TO_CHAR(%1,%2)' as char, TIMESTAMPADD(SQL_TSI_MONTH, i, CURRENT_TIMESTAMP),'yyyy-mm') '01','yyyy-mm-dd') AS DATE)) OR "Requisition Status - Historical"."Req. Historical Status End Date" IS NULL) AND ("Requisition Identification"."Has Unlimited Openings"='No') AND ("Requisition Status - Historical"."Historical Status"='Sourcing')) </pre> |
| Opened | <pre> FILTER("Requisition Counts"."# Requisitions" USING ("Requisition Status - Historical"."Req. Historical Status Start Date" BETWEEN CAST(EVALUATE('TO_DATE(%1,%2)' as date,EVALUATE('TO_CHAR(%1, %2)' as char, TIMESTAMPADD(SQL_TSI_MONTH, i, CURRENT_TIMESTAMP),'yyyy-mm') '01','yyyy-mm-dd') AS DATE) AND CAST(EVALUATE('TO_DATE(%1,%2)' as date, EVALUATE('TO_CHAR(%1,%2)' as char, TIMESTAMPADD(SQL_TSI_MONTH, i+1, CURRENT_TIMESTAMP),'yyyy-mm') '01','yyyy-mm-dd') AS DATE) AND ("Requisition Identification"."Has Unlimited Openings"='No') AND ("Requisition Status - Historical"."Historical Status"='Sourcing')) </pre> |
| Filled | <pre> FILTER("Requisition Counts"."# Requisitions" USING ("Requisition Status - Historical"."Req. Historical Status Start Date" BETWEEN CAST(EVALUATE('TO_DATE(%1,%2)' as date,EVALUATE('TO_CHAR(%1, %2)' as char, TIMESTAMPADD(SQL_TSI_MONTH, i, CURRENT_TIMESTAMP),'yyyy-mm') '01','yyyy-mm-dd') AS DATE) AND CAST(EVALUATE('TO_DATE(%1,%2)' as date,EVALUATE('TO_CHAR(%1,%2)' as char, TIMESTAMPADD(SQL_TSI_MONTH, i+1, CURRENT_TIMESTAMP),'yyyy-mm') '01','yyyy-mm-dd') AS DATE) AND ("Requisition Identification"."Has Unlimited Openings"='No') AND ("Requisition Status - Historical"."Historical Status"='Filled')) </pre> |
| Can/Hold | <pre> FILTER("Requisition Counts"."# Requisitions" USING ("Requisition Status - Historical"."Req. Historical Status Start Date" BETWEEN CAST(EVALUATE('TO_DATE(%1,%2)' as date,EVALUATE('TO_CHAR(%1, %2)' as char, TIMESTAMPADD(SQL_TSI_MONTH, i, CURRENT_TIMESTAMP),'yyyy-mm') '01','yyyy-mm-dd') AS DATE) AND CAST(EVALUATE('TO_DATE(%1,%2)' as date,EVALUATE('TO_CHAR(%1,%2)' as char, TIMESTAMPADD(SQL_TSI_MONTH, i+1, CURRENT_TIMESTAMP),'yyyy-mm') '01','yyyy-mm-dd') AS DATE) AND ("Requisition Identification"."Has Unlimited Openings"='No') AND ("Requisition Status - Historical"."Historical Status" IN ('Canceled','On Hold')))) </pre> |
| TTF | <pre> FILTER("Requisition Cycle Time"."Average Time To Fill" </pre> |

| Name | Syntax |
|------|---|
| | <pre> USING ("Requisition Status - Historical"."Req. Historical Status Start Date" BETWEEN CAST(EVALUATE('TO_DATE(%1,%2)' as date,EVALUATE('TO_CHAR(%1,%2)' as char, SQL_TIMESTAMPADD(SQL_TSI_MONTH, i, CURRENT_TIMESTAMP),'yyyy-mm') '01','yyyy-mm-dd') AS DATE) AND CAST(EVALUATE('TO_DATE(%1,%2)' as date,EVALUATE('TO_CHAR(%1,%2)' as char, SQL_TIMESTAMPADD(SQL_TSI_MONTH, i+1, CURRENT_TIMESTAMP),'yyyy-mm') '01','yyyy-mm-dd') AS DATE) AND ("Requisition Identification"."Has Unlimited Openings"='No') AND ("Requisition Status - Historical"."Historical Status"='Filled')) </pre> |

Filters

| Name |
|---|
| Recruiting - Summary Dashboard Prompt Listener - No Filled Date |

View Configurations

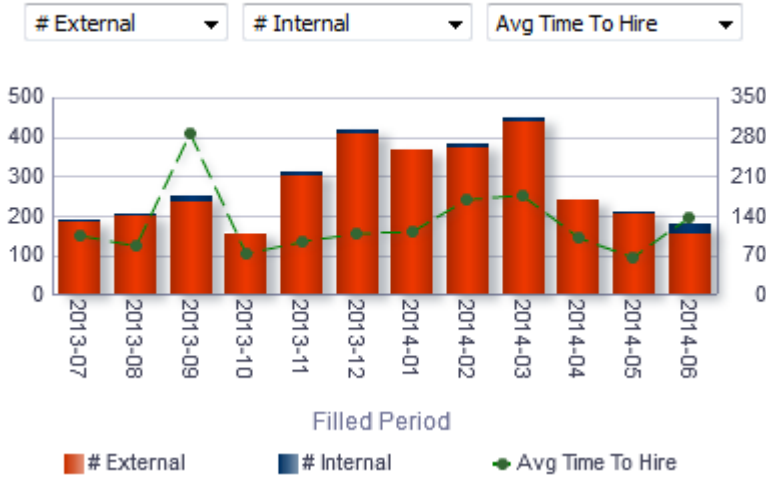
| Name | Additional Information |
|--------|--|
| Column | Bars: Open (1st), Opened, Filled, Can/Hold Lines: TTF Group By: Period |
| Table | Columns and Measures: Period, Open (1st), Opened, Filled, Can/Hold, TTF |

Recruiting - Filled Positions Trends

The chart displays a trend of hired candidates with corresponding time metrics such as average time to hire.

Hires

Hires



Report Columns

| Name | Syntax |
|--------------|--|
| Filed Period | <code>EVALUATE('to_char(%1,%2)' as char,"Requisition Dates"."Latest Filled Date",'YYYY-MM')</code> |
| Dimension 1 | |
| Dimension 2 | |
| Fact | |

Filters

| Name |
|--|
| Current Reference Status Name is equal to / is in Hired |
| Hired Date is not null |
| Recruiting - Summary Dashboard Prompt Listener |

Dimension 1

Short sentence or paragraph to describe the configuration table.

| Name | Syntax |
|------------------------|---|
| # Submissions Internal | "Candidate Counts"."# Submissions Internal" |

| Name | Syntax |
|-------------------------------------|--|
| # Submissions Ace | "Candidate Counts"."# Submissions Ace" |
| # Submissions Min. Requirements Met | "Candidate Counts"."# Submissions Min. Requirements Met" |
| # Male | FILTER("Candidate Counts"."# Submissions" USING ("Candidate Regulations"."Gender"='Gender - Male')) |
| # White | FILTER("Candidate Counts"."# Submissions" USING ("Candidate Regulations"."Race"='Race - White') AND ("Candidate Regulations"."Ethnicity" <> 'Ethnicity - Hispanic Latino') OR ("Candidate Regulations"."Ethnicity" IS NULL))) |

Dimension 2

Short sentence or paragraph to describe the configuration table.

| Name | Syntax |
|---------------------------------------|--|
| # Submissions External | "Candidate Counts"."# Submissions External" |
| # Submissions Non-Ace | "Candidate Counts"."# Submissions Non-Ace" |
| # Submissions Min. Requirements Unmet | "Candidate Counts"."# Submissions Min. Requirements Unmet" |
| # Female | FILTER("Candidate Counts"."# Submissions" USING ("Candidate Regulations"."Gender"='Gender - Female')) |
| # Non-White | FILTER("Candidate Counts"."# Submissions" USING ("Candidate Regulations"."Race" NOT IN ('Race - White', 'Not Specified', 'Undisclosed') OR ("Candidate Regulations"."Ethnicity"='Ethnicity - Hispanic Latino')) |

Facts

Short sentence or paragraph to describe the configuration table.

| Name | Syntax |
|-------------------------------|---|
| Average Time to Hire | "Candidate Cycle Time"."Average Time to Hire" |
| Median Time to Hire | MEDIAN("Candidate Cycle Time"."Time to Hire") |
| Average Submission Cycle Time | "Candidate Cycle Time"."Average Submission Cycle Time" |
| Median Submission Cycle Time | MEDIAN("Candidate Cycle Time"."Submission Cycle Time") |
| Average Time to Start | "Candidate Cycle Time"."Average Time to Start" |
| Median Time to Start | MEDIAN("Candidate Cycle Time"."Time to Start") |

| Name | Syntax |
|----------------------|--|
| Avg Time To Intv. | <code>AVG(TIMESTAMPDIFF(SQL_TSI_DAY, "Submission Dates"."Submission Completed Date", "Submission Dates"."1st Interviewed Date"))</code> |
| Median Time to Intv. | <code>MEDIAN(TIMESTAMPDIFF(SQL_TSI_DAY, "Submission Dates"."Submission Completed Date", "Submission Dates"."1st Interviewed Date"))</code> |

Bar Graph View

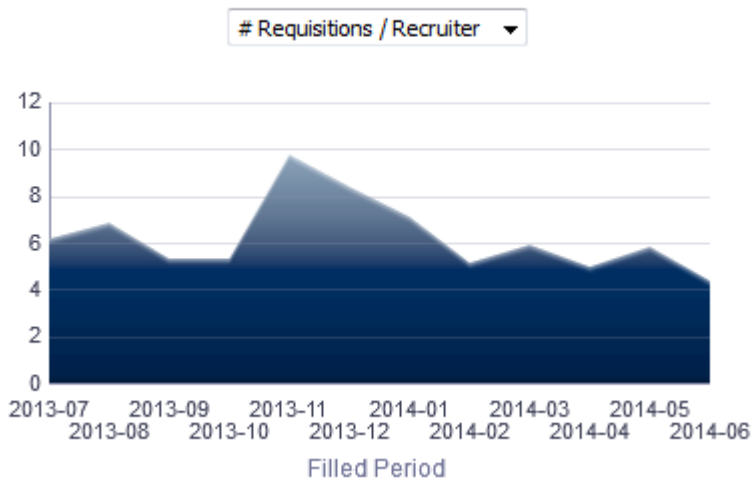
| Element | Details |
|----------|--------------------------|
| Bars | Dimension 1, Dimension 2 |
| Lines | Fact |
| Group By | Filled Period |

Recruiting - Recruiter Workload

The chart reveals ratios between active recruiters and workload/productivity metrics such as # Hires, # Requisitions and # Candidates Reviewed.

Recruiter Productivity

Recruiter Productivity



Report Columns

| Name | Syntax |
|---------------|--|
| Filled Period | <code>EVALUATE('to_char(%1,%2)' as char,"Requisition Dates"."Latest Filled Date",'YYYY-MM')</code> |
| Fact | |

Filters

| Name |
|--|
| Current Status is equal to / is in Filled |
| Recruiting - Summary Dashboard Prompt Listener |

Fact

| Name | Location |
|-----------------------------|---|
| # Requisitions by Recruiter | "Requisition Counts"."# Requisitions By Recruiter" |
| # Applicants / Recruiter | <code>FILTER("Candidate Counts"."# Submissions By Recruiter" USING (("Submission General Info"."Submission Is Completed"='Yes') AND ("Submission Prescreening Results"."Minimum Requirements Met"='Yes')))</code> |
| # Reviewed / Recruiter | <code>FILTER("Candidate Counts"."# Submissions By Recruiter" USING ("Submission Dates"."Reviewed Date" IS NOT NULL))</code> |
| # Interviewed / Recruiter | <code>FILTER("Candidate Counts"."# Submissions By Recruiter" USING (((("Submission Dates"."1st Interviewed Date" IS NOT NULL) OR ("Submission Dates"."2nd Interviewed Date" IS NOT NULL)) OR ("Submission Dates"."3rd Interviewed Date" IS NOT NULL)))</code> |
| # Hired / Recruiter | <code>FILTER("Candidate Counts"."# Submissions By Recruiter" USING ("Submission Dates"."Hired Date" IS NOT NULL))</code> |
| # Recruiters | <code>COUNT(DISTINCT "Requisition Recruiter"."Recruiter ID")</code> |

Area Graph View

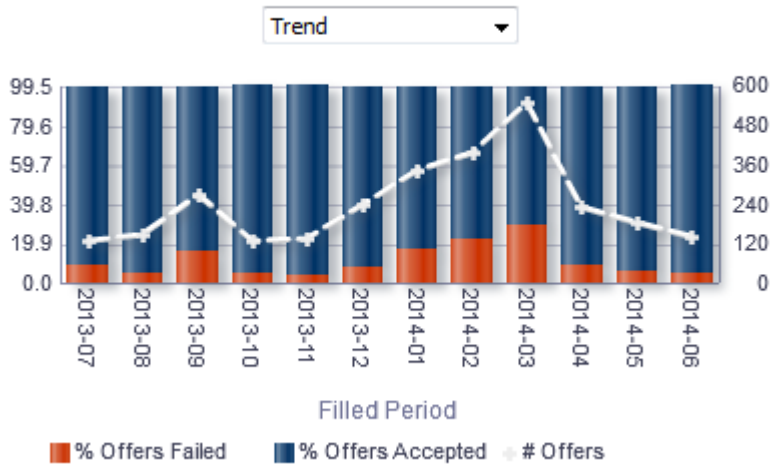
| Element | Details |
|----------|---------------|
| Areas | Fact |
| Group By | Filled Period |

Recruiting - Offer Success Rate

The chart displays a trend of offers accepted vs. refused, alongside # offers extended.

Offer Success Rate

Offer Success Rate



Report Columns

| Name | Syntax |
|------------------------|---|
| Filled Period | <code>EVALUATE('to_char(%1,%2)' as char, "Requisition Dates"."Latest Filled Date", 'YYYY-MM')</code> |
| Reject/Decline Motives | <code>"Submission General Info"."Reject/Decline Motives"</code> |
| # Offers | <code>"Candidate Counts"."# Submissions"</code> |
| # Offers Accepted | <code>"Candidate Counts"."# Submissions Offer Accepted"</code> |
| # Offers Failed | <code>"Candidate Counts"."# Submissions" - "Candidate Counts"."# Submissions Offer Accepted"</code> |
| % Offers Failed | <code>cast(("Candidate Counts"."# Submissions" - "Candidate Counts"."# Submissions Offer Accepted") / "Candidate Counts"."# Submissions" as float) * 100</code> |
| % Offers Accepted | <code>cast("Candidate Counts"."# Submissions Offer Accepted" / "Candidate Counts"."# Submissions" as float) * 100</code> |

Filters

| Name |
|--|
| Is Most Recent is equal to / is in Yes |
| Status is equal to / is in Accepted; Refused; Reneged; Rescinded |
| Current Status is euql to / is in Filled |
| Recruiting - Summary Dashboard Prompt Listener |

View Configurations

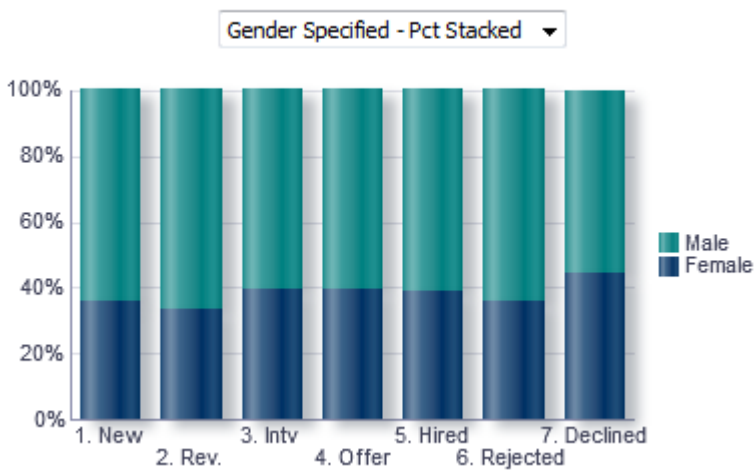
| Name | Additional Information |
|----------------------|--|
| Trend | Bars: % Offers Accepted, % Offers Failed Lines: # Offers Group By: Filled Period |
| Failed Offer Reasons | Slice Size: # Offers Failed Slices: Reject/Decline Motives |

Recruiting - EEO Gender By Stage Summary

The chart displays a distribution of candidates by gender and historical recruiting status.

Gender By Stage

Gender By Stage



Configuration

| Name | Syntax |
|--------------------|---|
| Status | <pre> case when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'New' then '1. New' when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'Reviewed' then '2. Rev.' when "Submission CSW Status - Historical"."Historical Reference Status Name" = '1st Interview' then '3. Intv' when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'Offer' then '4. Offer' when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'Hired' then '5. Hired' when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'Rejected' then '6. Rejected' when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'Declined' then '7. Declined' end </pre> |
| Gender | <pre> case when "Candidate Regulations"."Gender"='Undisclosed' then 'Undisc.' when "Candidate Regulations"."Gender" is not null then replace("Candidate Regulations"."Gender",'Gender - ','') else 'Not Specified' end </pre> |
| Gender (Specified) | <p>Selection steps are used to limit returned values to Male and Female.</p> <pre> case when "Candidate Regulations"."Gender"='Undisclosed' then 'Undisc.' when "Candidate Regulations"."Gender" is not null then replace("Candidate Regulations"."Gender",'Gender - ','') else 'Not Specified' end </pre> |
| # Submissions | <p>"Candidate Counts"."# Submissions"</p> |

Filters

| Name |
|---|
| Historical Reference Status Name is equal to / is in Hired; 1st Interview; Declined; Rejected; Reviewed; Offer; New |

Name

Is Max Standard USA EEO Form With Answer is equal to / is in Yes

OR

Gender is null

Submission Is Completed is equal to / is in Yes

Minimum Requirements Met is equal to / is in Yes

[Recruiting - Summary Dashboard Prompt Listener](#)

View Configurations

Name

Additional Information

All Values - Pct Stacked

Bars: # Submissions

Group By: Status

Vary Color By: Gender

Gender Specified - Pct Stacked

Bars: # Submissions

Group By: Status

Vary Color By: Gender (Specified)

All Values - Nb Log Stacked

Bars: # Submissions

Group By: Status

Vary Color By: Gender

Pivot Table

Measures: # Submissions

Rows: Status

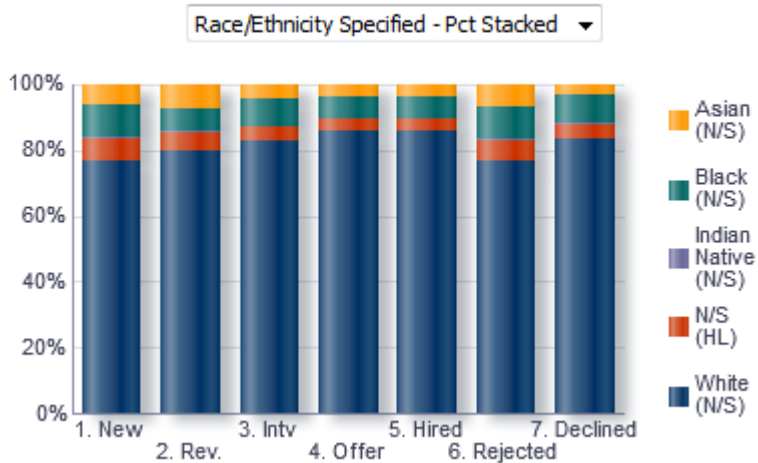
Columns: Gender

Recruiting - EEO Race By Stage Summary

The chart displays a distribution of candidates by race/ethnicity and historical recruiting status.

Race/Ethnicity By Stage

Race/Ethnicity By Stage



Configuration

| Name | Syntax |
|--------|---|
| Status | <pre> case when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'New' then '1. New' when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'Reviewed' then '2. Rev.' when "Submission CSW Status - Historical"."Historical Reference Status Name" = '1st Interview' then '3. Intv' when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'Offer' then '4. Offer' when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'Hired' then '5. Hired' when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'Rejected' then '6. Rejected' when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'Declined' then '7. Declined' end </pre> |

| Name | Syntax |
|------------------|--|
| Race | <pre> case when "Candidate Regulations"."Race"='Undisclosed' then 'Undisc.' when "Candidate Regulations"."Race"='Not Specified' then 'N/S' when "Candidate Regulations"."Race" is not null then replace("Candidate Regulations"."Race",'Race - ','') else 'N/S' end ' (' case when "Candidate Regulations"."Ethnicity"='Undisclosed' then 'Undisc.' when "Candidate Regulations"."Ethnicity"='Ethnicity - Not Hispanic Latino' then 'NHL' when "Candidate Regulations"."Ethnicity"='Ethnicity - Hispanic Latino' then 'HL' when "Candidate Regulations"."Ethnicity" is not null then replace("Candidate Regulations"."Ethnicity",'Ethnicity - ','') else 'N/S' end ')'</pre> |
| Race (Specified) | <p>Selection Steps are used to remove N/S (N/S) and Undisc (N/S) values.</p> <pre> case when "Candidate Regulations"."Race"='Undisclosed' then 'Undisc.' when "Candidate Regulations"."Race"='Not Specified' then 'N/S' when "Candidate Regulations"."Race" is not null then replace("Candidate Regulations"."Race",'Race - ','') else 'N/S' end ' (' case when "Candidate Regulations"."Ethnicity"='Undisclosed' then 'Undisc.' when "Candidate Regulations"."Ethnicity"='Ethnicity - Not Hispanic Latino' then 'NHL' when "Candidate Regulations"."Ethnicity"='Ethnicity - Hispanic Latino' then 'HL' when "Candidate Regulations"."Ethnicity" is not null then replace("Candidate Regulations"."Ethnicity",'Ethnicity - ','') else 'N/S' end ')'</pre> |
| # Submissions | "Candidate Counts". "# Submissions" |

Filters

| Name |
|---|
| Historical Reference Status Name is equal to / is in Hired; 1st Interview; Declined; Rejected; Reviewed; Offer; New |
| Is Max Standard USA EEO Form With Answer is equal to / is in Yes |
| OR |
| Race is null |
| Submission Is Completed is equal to / is in Yes |
| Minimum Requirements Met is equal to / is in Yes |
| Recruiting - Summary Dashboard Prompt Listener |

View Configurations

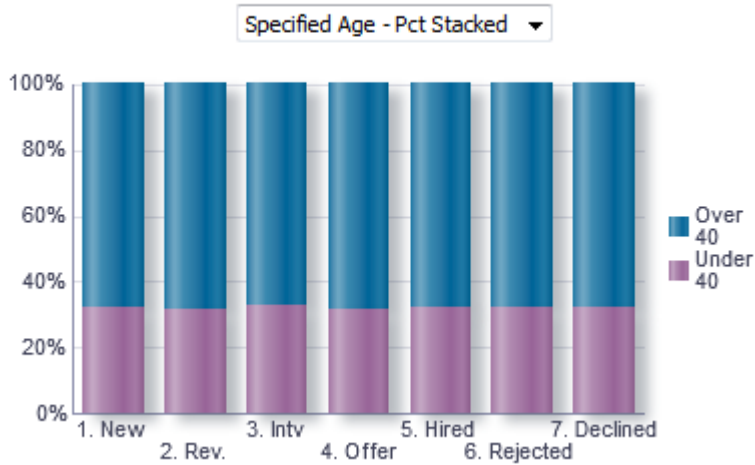
| Name | Additional Information |
|---|--|
| All Values - Pct Stacked | Bars: # Submissions Group By: Status Vary Color By: Race |
| Race/ Ethnicity Specified - Pct Stacked | Bars: # Submissions Group By: Status Vary Color By: Race (Specified) |
| All Values - Nb Log Stacked | Bars: # Submissions Group By: Status Vary Color By: Race |
| Pivot Table | Measures: # Submissions Rows: Status Columns: Race |

Recruiting - Candidate Age by Stage Summary

The chart displays a distribution of candidates by age band and historical recruiting status.

Candidate Age Band By Stage

Candidate Age Band By Stage



Report Fields

| Name | Syntax |
|--------|---|
| Status | <pre> case when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'New' then '1. New' when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'Reviewed' then '2. Rev.' when "Submission CSW Status - Historical"."Historical Reference Status Name" = '1st Interview' then '3. Intv' when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'Offer' then '4. Offer' when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'Hired' then '5. Hired' when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'Rejected' then '6. Rejected' when "Submission CSW Status - Historical"."Historical Reference Status Name" = 'Declined' then '7. Declined' end </pre> |

| Name | Syntax |
|-----------------|--|
| Age | <pre> case when TimeStampDiff(SQL_TSI_YEAR,"Candidate Identification"."Date of Birth","Submission Dates"."Submission Completed Date") < 40 then 'Under 40' when TimeStampDiff(SQL_TSI_YEAR,"Candidate Identification"."Date of Birth","Submission Dates"."Submission Completed Date") >= 40 then 'Over 40' else 'N/S' end </pre> |
| Age (Specified) | <p>Selection Steps are utilized to remove N/S records.</p> <pre> case when TimeStampDiff(SQL_TSI_YEAR,"Candidate Identification"."Date of Birth","Submission Dates"."Submission Completed Date") < 40 then 'Under 40' when TimeStampDiff(SQL_TSI_YEAR,"Candidate Identification"."Date of Birth","Submission Dates"."Submission Completed Date") >= 40 then 'Over 40' else 'N/S' end </pre> |
| # Submissions | "Candidate Counts"."# Submissions" |

Filters

| Name |
|---|
| Historical Reference Status Name is equal to / is in Hired; 1st Interview; Declined; Rejected; Reviewed; Offer; New |
| Submission Is Completed is equal to / is in Yes |
| Minimum Requirements Met is equal to / is in Yes |
| Recruiting - Summary Dashboard Prompt Listener |

View Configurations

| Name | Additional Information |
|-----------------------------|--|
| All Values - Pct Stacked | <p>Bars: # Submissions</p> <p>Group By: Status</p> <p>Vary Color By: Age</p> |
| Specified Age - Pct Stacked | <p>Bars: # Submissions</p> <p>Group By: Status</p> <p>Vary Color By: Age (Specified)</p> |
| All Values - Nb Log Stacked | <p>Bars: # Submissions</p> <p>Group By: Status</p> |

| Name | Additional Information |
|-------------|---|
| | Vary Color By: Age |
| Pivot Table | Measures: # Submissions Rows: Status Columns: Age |

Open Requisitions

The dashboard displays a series of charts and KPIs related to currently open requisitions, enabling users to consume an at-a-glance view of in-process Recruiting activity. The charts/KPIs include open requisition summary tiles, open requisition counts, open requisition aging and candidate pipeline. The visualizations are filterable by a set of common filters and can be analyzed in different ways.

Column 1

Section 1

1  **Recruiting - Open Req Dashboard Prompt**

Section 2

2  **Recruiting - Open Reqs Tiles**
Compound View

Section 3

3  **Recruiting - Open Reqs By Dim**
Compound View

4  **Recruiting - Open Req Aging**
Compound View

Section 4

5  **Recruiting - Pipeline Summary**
Compound View

| Component | Name |
|-----------|---|
| 1 | Recruiting - Open Req. Dashboard Prompt |
| 2 | Recruiting - Open Reqs Tiles Recruiting - Open Reqs Tiles |
| 3 | Recruiting - Open Reqs By Dim |

| Component | Name |
|-----------|---|
| 4 | Recruiting - Open Req Aging |
| 5 | Recruiting - Pipeline Summary |

Recruiting - Open Reqs Tiles

The summary is comprised of tiles outlining key measures pertaining to open requisitions.



[Edit](#) - [Refresh](#) - [Print](#) - [Export](#) - [Add to Briefing Book](#)

Report Columns

| Name | Syntax |
|--------------------------------|--|
| Organization Level1 Name | "Requisition Organization"."Organization Level1 Name" |
| # Requisitions | "Requisition Counts"."# Requisitions" |
| # Requisitions by Recruiter | "Requisition Counts"."# Requisitions By Recruiter" |
| | <p>*Requisitions by Recruiter gives both the information about # of requisitions by recruiter and has conditional formatting to help identify when a recruiter may be over or under worked.</p> <p>If # Requisitions by Recruiter is between 0 and 5 then Yellow background</p> <p>If # Requisitions by Recruiter is between 12 and 20 then Yellow background</p> <p>If # Requisitions by Recruiter is between 5 and 12 then Green background</p> <p>If # Requisitions by Recruiter is greater than or equal to 20 then Red background</p> |
| # Submissions Currently New | "Candidate Counts"."# Submissions Currently New" |
| # Submissions Currently Active | <pre>"Candidate Counts"."# Submissions Currently In 1st Intv." + "Candidate Counts"."# Submissions Currently In 2nd Intv." + "Candidate Counts"."# Submissions Currently In 3rd Intv." + "Candidate Counts"."# Submissions Currently In Offer" + "Candidate Counts"."# Submissions Currently in Review" + "Candidate Counts"."# Submissions Currently In Testing"</pre> |
| Req. Aging | <pre>Avg(TIMESTAMPDIFF(SQL_TSI_DAY, "Requisition Dates"."First Sourced Date", CURRENT_TIMESTAMP))</pre> <p>*Req. Aging gives both the information about requisition aging and has conditional formatting to help identify when a requisition might be getting stale.</p> <p>If Req. Aging is greater than or equal to 70 then Red background</p> |

| Name | Syntax |
|-------------------|--|
| | If Req. Aging is between 0 and 45 then Green background |
| | If Req. Aging is between 45 and 70 then Yellow background |
| # Offers Extended | COUNT (CASE WHEN "Submission Job Offer"."Status"='Extended' THEN "Submission General Info"."Submission Identifier" END) |

Report Filters

| Name |
|--|
| Current Status is equal to / is in Sourcing |
| Has Unlimited Openings is equal to / is in No |
| Recruiting - Open Req. Dashboard Prompt Listener |

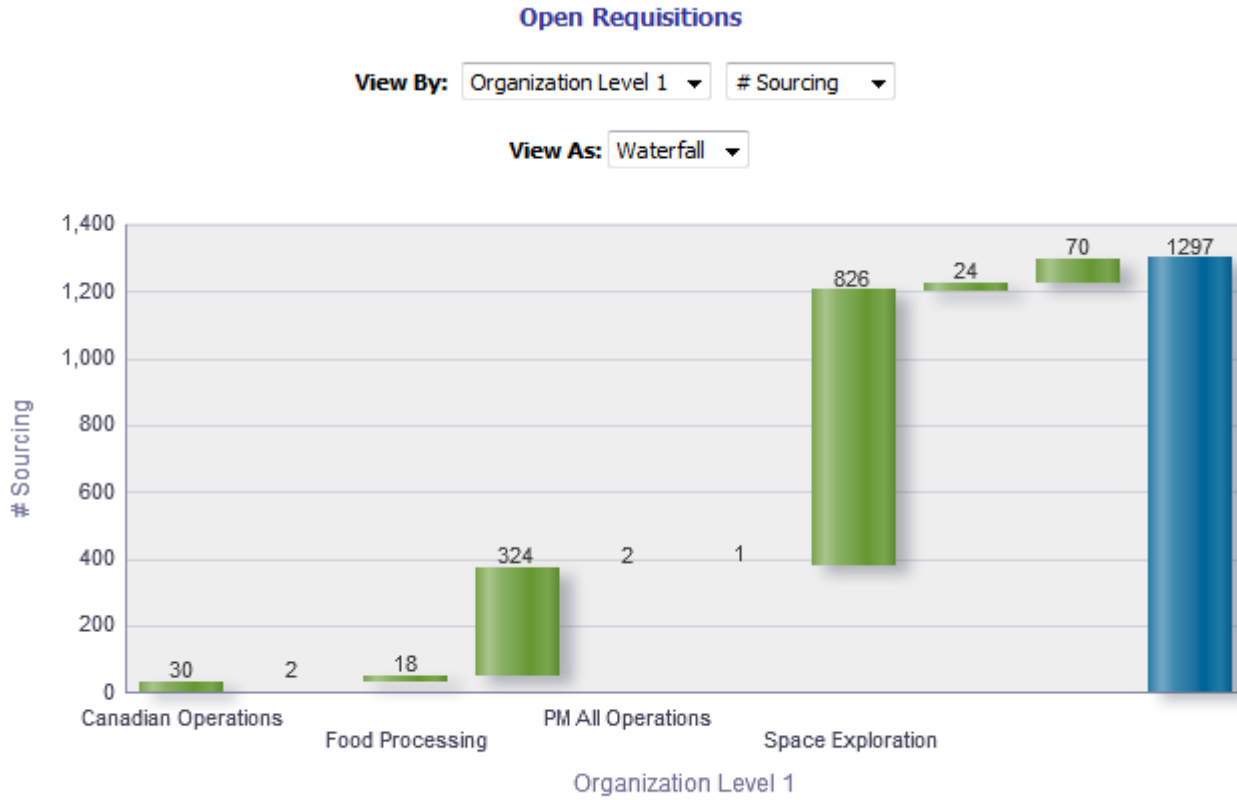
Report Tile Views

| Measure | Name | Description |
|--------------------------------|------------------|--|
| # Requisitions | # Open Reqs. | Currently open requisitions |
| # Requisitions by Recruiter | Reqs / Recruiter | # Open requisitions by recruiter. |
| Req. Aging | Avg Days Open | Avg. Aging of requisitions (from sourcing date till now.) |
| # Submissions Currently Active | # Active Apps | Returns the number of distinct submissions currently active in the hiring process. |
| # Submissions Currently New | # New Apps | Returns the number of submissions currently in the "New" status |

Recruiting - Open Reqs by Dim

The chart displays a summary of open requisitions by various dimensions.

Open Requisitions



[Edit](#) - [Refresh](#) - [Print](#) - [Export](#) - [Add to Briefing Book](#)

View By: Column 1 - Dimensions

| Name | Syntax |
|---------------------------|---|
| Organization Level 1 Name | "Requisition Organization"."Organization Level1 Name" |
| Organization Level 2 Name | "Requisition Organization"."Organization Level2 Name" |
| Location Level 1 Name | "Requisition Primary Location"."Location Level1 Name" |
| Location Level 2 Name | "Requisition Primary Location"."Location Level2 Name" |
| Job Field Level 1 Name | "Requisition Job Field"."Job Field Level1 Name" |
| Job Field Level 2 Name | "Requisition Job Field"."Job Field Level2 Name" |
| Hiring Manager | "Requisition Hiring Manager"."Hiring Manager Name" |
| Recruiter | "Requisition Recruiter"."Recruiter Name" |
| Job Level | "Requisition Profile"."Req. Job Level" |
| Job Type | "Requisition Profile"."Req. Job Type" |

| Name | Syntax |
|---------------|--|
| Justification | "Requisition Identification"."Justification" |

View By: Column 2 - Fact

| Name | Syntax |
|------------|--|
| # Sourcing | "Requisition Counts"."# Requisitions Currently Sourcing" |
| # On Hold | "Requisition Counts"."# Requisitions Currently On Hold" |
| # Approved | "Requisition Counts"."# Requisitions Currently Approved" |

View Configurations

| View | Additional Information |
|-----------|---|
| Waterfall | Group By: Column 1 - Dimensions Measures: Column 2 - Facts |
| Pie | Slices: Column 1 - Dimensions Slice Size: Column 2 - Facts |
| Column | Group By: Column 1 - Dimensions Bars: Column 2 - Facts |
| Table | Columns and Measures: Column 1 - Dimensions, Column 2 - Facts |

Report Filters

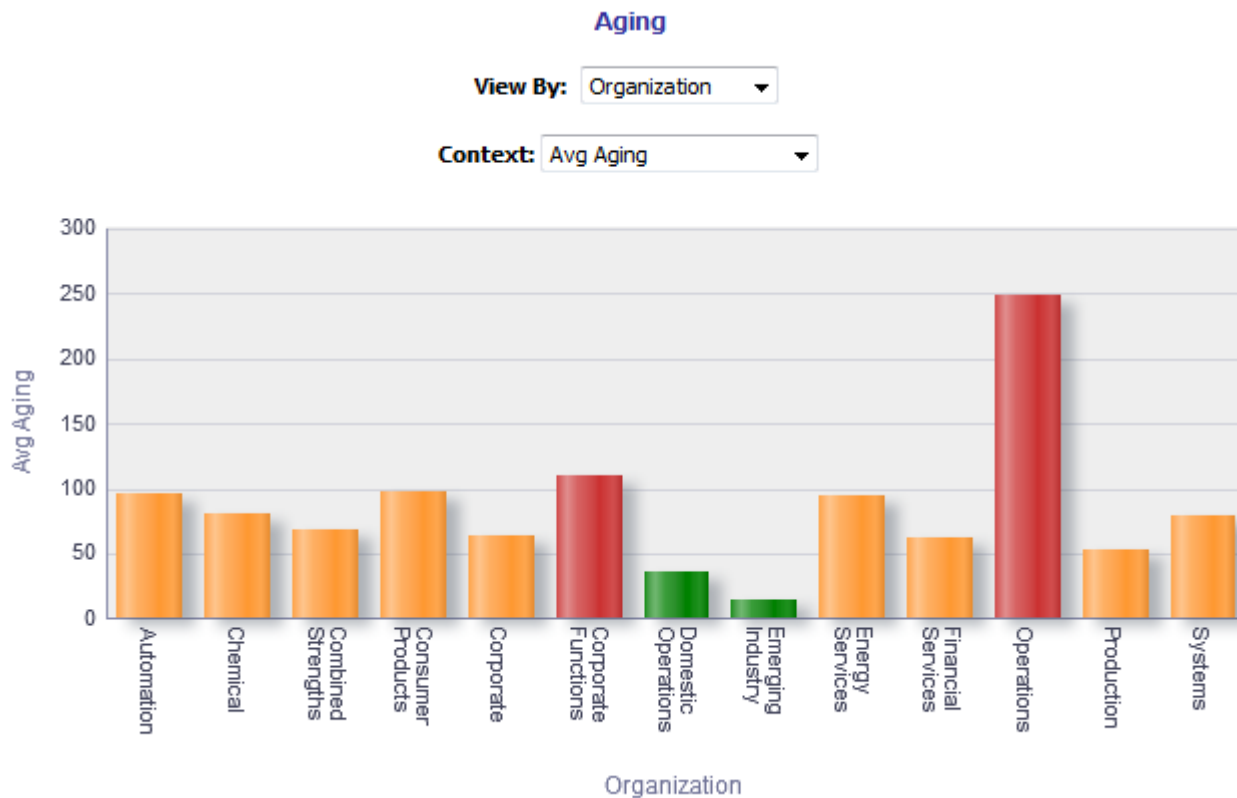
Short sentence or paragraph to describe the configuration table.

| Name |
|--|
| Current Status is equal to / is in Sourcing; Approved; On Hold |
| Has Unlimited Openings is equal to / is in No |
| Recruiting - Open Req. Dashboard Prompt Listener |

Recruiting - Open Req Aging

The chart outlines aging of open requisitions across various dimensions.

Aging



Report Columns

Short sentence or paragraph to describe the configuration table.

| Type Permission | |
|--------------------|--|
| Name | Location |
| Dimensions | |
| Avg Aging | <code>Avg (TIMESTAMPDIFF (SQL_TSI_DAY, "Requisition Dates"."First Sourced Date", CURRENT_TIMESTAMP))</code> |
| # Open 0-45 Days | <code>count(distinct case when TIMESTAMPDIFF (SQL_TSI_DAY, "Requisition Dates"."First Sourced Date", CURRENT_TIMESTAMP) between 0 and 45 then "Requisition Identification"."Req. Identifier" end)</code> |
| # Open 45-100 Days | <code>count(distinct case when TIMESTAMPDIFF (SQL_TSI_DAY, "Requisition Dates"."First Sourced Date", CURRENT_TIMESTAMP) between 45 and 100 then "Requisition Identification"."Req. Identifier" end)</code> |

| Type Permission | |
|---------------------|--|
| Name | Location |
| # Open 100-150 Days | <code>count(distinct case when TIMESTAMPDIFF(SQL_TSI_DAY, "Requisition Dates"."First Sourced Date", CURRENT_TIMESTAMP) between 100 and 150 then "Requisition Identification"."Req. Identifier" end)</code> |
| # Open 150+ Days | <code>count(distinct case when TIMESTAMPDIFF(SQL_TSI_DAY, "Requisition Dates"."First Sourced Date", CURRENT_TIMESTAMP) >= 150 then "Requisition Identification"."Req. Identifier" end)</code> |

View By: Dimensions

Short sentence or paragraph to describe the configuration table.

| Name | Syntax |
|---------------------------|--|
| Organization Level 1 Name | "Requisition Organization"."Organization Level1 Name" *Interaction:Requisition Details, Candidate Details |
| Organization Level 2 Name | "Requisition Organization"."Organization Level2 Name" *Interaction:Requisition Details, Candidate Details |
| Location Level 1 Name | "Requisition Primary Location"."Location Level1 Name" *Interaction:Requisition Details, Candidate Details |
| Location Level 2 Name | "Requisition Primary Location"."Location Level2 Name" *Interaction:Requisition Details, Candidate Details |
| Job Field Level 1 Name | "Requisition Job Field"."Job Field Level1 Name" *Interaction:Requisition Details, Candidate Details |
| Job Field Level 2 Name | "Requisition Job Field"."Job Field Level2 Name" *Interaction:Requisition Details, Candidate Details |
| Hiring Manager | "Requisition Hiring Manager"."Hiring Manager Name" *Interaction:Requisition Details, Candidate Details |
| Recruiter | "Requisition Recruiter"."Recruiter Name" *Interaction:Requisition Details, Candidate Details |
| Job Level | "Requisition Profile"."Req. Job Level" *Interaction:Requisition Details, Candidate Details |

| Name | Syntax |
|-----------------------------------|---|
| Job Type | "Requisition Profile"."Req. Job Type" *Interaction:Requisition Details, Candidate Details |
| Justification | "Requisition Identification"."Justification" *Interaction:Requisition Details, Candidate Details |
| Organization Level 1 Name (Drill) | "Requisition Organization"."Organization Level1 Name" |
| Location Level 1 Name (Drill) | "Requisition Primary Location"."Location Level1 Name" |
| Job Field Level 1 Name (Drill) | "Requisition Job Field"."Job Field Level1 Name" |

View Configurations

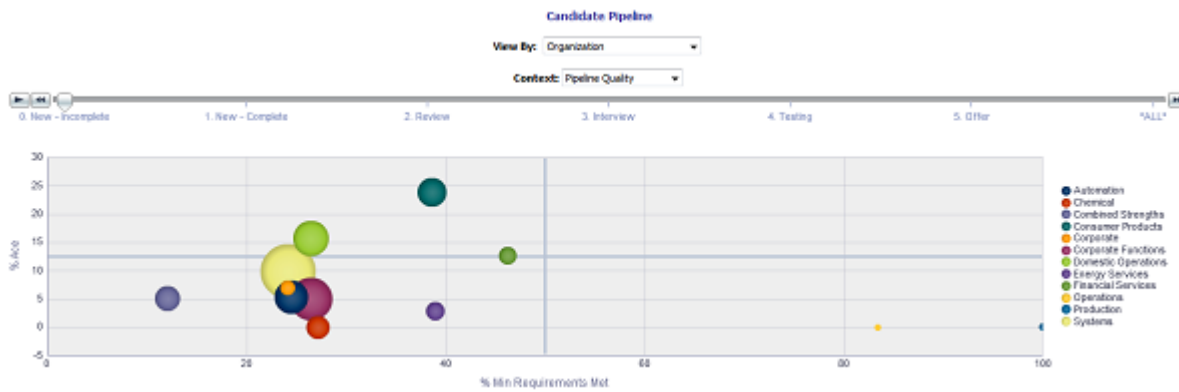
| Context | Additional Information |
|-----------------------|--|
| Avg Aging | Group By: Dimension Bars: Avg Aging This view has conditional formatting based on average aging. When average aging is between 0 and 45 the bars will be green. When average aging is between 45 and 100 the bars will be orange. When average aging is between 100 and 150 the bars will be red. When average aging is greater than or equal to 150 the bars will be red. |
| # Reqs by Aging Band | Group By: Dimension Areas: #Open 0-45 Days, # Open 45-100 Days, # Open 100-150 Days, # Open 150+ Days |
| Pareto of Urgent Reqs | Group By: Dimension Measures: # Open 150+ Days |

Report Filters

| Name |
|--|
| Current Status is equal to / is in Sourcing |
| Has Unlimited Openings is equal to / is in No |
| Recruiting - Open Req. Dashboard Prompt Listener |

Recruiting - Pipeline Summary

The chart provides a quantitative and qualitative summary of the candidate pipeline on requisitions across various dimensions.



Report Columns

| Name | Syntax |
|----------------|---|
| Dimension | |
| Status | <p>Statuses are binned into the following categories: 0. New - Incomplete, 1. New - Complete, 2. Review, 3. Interview, 4. Testing, 5. Offer, NS.</p> <pre> CASE WHEN "Submission CSW Status - Current"."Current Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - No' THEN '0. New - Incomplete' WHEN "Submission CSW Status - Current"."Current Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - Yes' THEN '1. New - Complete' WHEN "Submission CSW Status - Current"."Current Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Reviewed - No', 'Reviewed - Yes') THEN '2. Review' WHEN "Submission CSW Status - Current"."Current Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('1st Interview - No', '1st Interview - Yes') THEN '3. Interview' WHEN "Submission CSW Status - Current"."Current Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Testing - No', 'Testing - Yes') THEN '4. Testing' WHEN "Submission CSW Status - Current"."Current Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'Offer - Yes' THEN '5. Offer' ELSE 'NS' END </pre> |
| # Submissions | "Candidate Counts"."# Submissions" |
| # New Complete | <pre> FILTER("Candidate Counts"."# Submissions Currently New" USING (("Submission General Info"."Submission Is Completed"='Yes') AND ("Submission Prescreening Results"."Minimum Requirements Met"='Yes'))) </pre> |

| Name | Syntax |
|------------------------|---|
| # New Incomplete | FILTER("Candidate Counts"."# Submissions Currently New" USING ("Submission General Info"."Submission Is Completed"='No') AND ("Submission Prescreening Results"."Minimum Requirements Met"='Yes')) |
| # Review | "Candidate Counts"."# Submissions Currently in Review" |
| # Intv. | "Candidate Counts"."# Submissions Currently In 1st Intv." |
| # Offer | "Candidate Counts"."# Submissions Currently In Offer" |
| # Testing | "Candidate Counts"."# Submissions Currently In Testing" |
| % Ace | cast("Candidate Counts"."# Submissions Ace"/"Candidate Counts"."# Submissions" as double) * 100 |
| % Min Requirements Met | cast("Candidate Counts"."# Submissions Min. Requirements Met" / "Candidate Counts"."# Submissions" as double) * 100 |

View By: Dimension

Short sentence or paragraph to describe the configuration table.

| Name | Syntax |
|------------------------------|---|
| Organization Level 1 Name | "Requisition Organization"."Organization Level1 Name" |
| Organization Level 2 Name | "Requisition Organization"."Organization Level2 Name" |
| Location Level 1 Name | "Requisition Primary Location"."Location Level1 Name" |
| Location Level 2 Name | "Requisition Primary Location"."Location Level2 Name" |
| Job Field Level 1 Name | "Requisition Job Field"."Job Field Level1 Name" |
| Job Field Level 2 Name | "Requisition Job Field"."Job Field Level2 Name" |
| Hiring Manager | "Requisition Hiring Manager"."Hiring Manager Name" |
| Recruiter | "Requisition Recruiter"."Recruiter Name" |
| Job Level | "Requisition Profile"."Req. Job Level" |
| Job Type | "Requisition Profile"."Req. Job Type" |
| Justification | "Requisition Identification"."Justification" |
| Degree | "Submission Education History"."Submission Education Degree Type" |
| Source Type | "Submission Source"."Submission Source Type (Display As)" |
| Internal/External Submission | CASE WHEN "Submission General Info"."Submission Is Internal" = 'Yes' THEN 'Internal' ELSE 'External' END |
| Submission Medium | "Submission General Info"."Submission Medium" |
| Gender | "Candidate Regulations"."Gender" |
| Race | "Candidate Regulations"."Race" |

View Configurations

| Name | Additional Information |
|----------------------|---|
| Pipeline Quality | Horizontal Axis: % Min Requirements Met XY(Vertical Axis): % Ace XY(Bubble Size): # Submissions Vary Color By: Dimension |
| Submissions by Stage | Bars: # New Incomplete, # New Complete, # Review, # Intv., # Testing, # Offer Group By: Dimension |

Report Filters

| Name |
|--|
| Current Status is equal to / is in Sourcing |
| Has Unlimited Openings is equal to / is in No |
| Current Reference Status Name is equal to / is in 1st Interview; New; Reviewed; Testing; Offer |
| Recruiting - Open Req. Dashboard Prompt Listener |

Source Analysis

The dashboard provides an in depth view pertaining to source efficiency and effectiveness. The charts include source yield, candidate stage conversion, source efficiency analysis, top 5 source trends by stage and source volume/conversion rate trends. The visualizations are filterable by a set of common filters and can be analyzed in different ways.

Column 1

Section 1

1



Recruiting - Summary Dashboard Prompt

2



Recruiting - Source Type And Source Dashboard Prompt

Section 2

3



Recruiting - Source Yield
Compound View

4



Recruiting - CSW Funnel (Source Dashboard)
Compound View

Section 3

5



Recruiting - Source Efficiency Analysis
Compound View

Section 4

6



Recruiting - Source Yield Top Sources Trend (Pie Trellis)
Compound View

7



Recruiting - Source Yield Stats (Line Trellis)
Compound View

| Component | Name |
|-----------|---|
| 1 | Recruiting - Summary Dashboard Prompt |
| 2 | Recruiting - Source Type and Source Dashboard Prompt |
| 3 | Recruiting - Source Yield |
| 4 | Recruiting - CSW Funnel (Source Dashboard) |
| 5 | Recruiting - Source Efficiency Analysis |
| 6 | Recruiting - Source Yield Top Sources Trend (Pie Trellis) |
| 7 | Recruiting - Source Yield Stats (Line Trellis) |

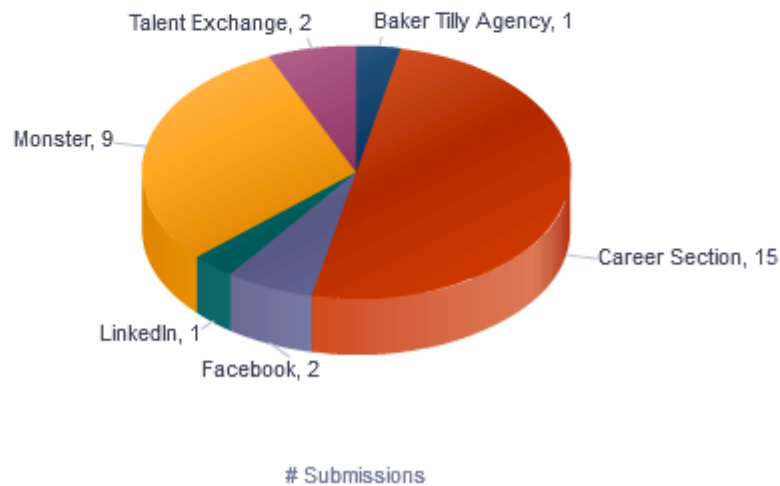
Recruiting - Source Yield

The chart displays the top 5 sources based on various candidate measures.

Top Sources

Top Sources

Stage



Selected Columns

| Name | Syntax |
|-------------------------|--|
| Stage (Data Identifier) | Each of the 6 unioned criteria has a unique data identifier. |
| Source Type | "Submission Source"."Submission Source Type (Display As)" |

| Name | Syntax |
|-------------------|--|
| Submission Source | "Submission Source"."Submission Source (BL)" |
| # Submissions | The value used for # of submissions varies based on stage. |

Unique Columns/Filters

| Data Identifier | # Submissions | Additional Filter(s) |
|----------------------------|--|---|
| '1. All Submissions' | "Candidate Counts"."# Submissions" | |
| '2. Completed Submissions' | "Candidate Counts"."# Submissions" | Submission Is Completed is equal to / is in Yes |
| '4. Interviewed' | "Candidate Counts"."# Submissions Reached 1st Intv." | |
| '3. Reviewed' | "Candidate Counts"."# Submissions Reached Reviewed" | |
| '5. Hired' | "Candidate Counts"."# Submissions Currently Hired" | |
| '6. Hires Ace' | "Candidate Counts"."# Submissions Currently Hired" | Is Ace is equal to /is in Yes |

Filters

| Name |
|--|
| Submission Source Type (Display As) is not null |
| # Submissions is in top 10 |
| Submission Source (BL) is prompted |
| Submission Source (Display As) is prompted |
| Recruiting - Summary Dashboard Prompt Listener |

Pie Graph Configuration

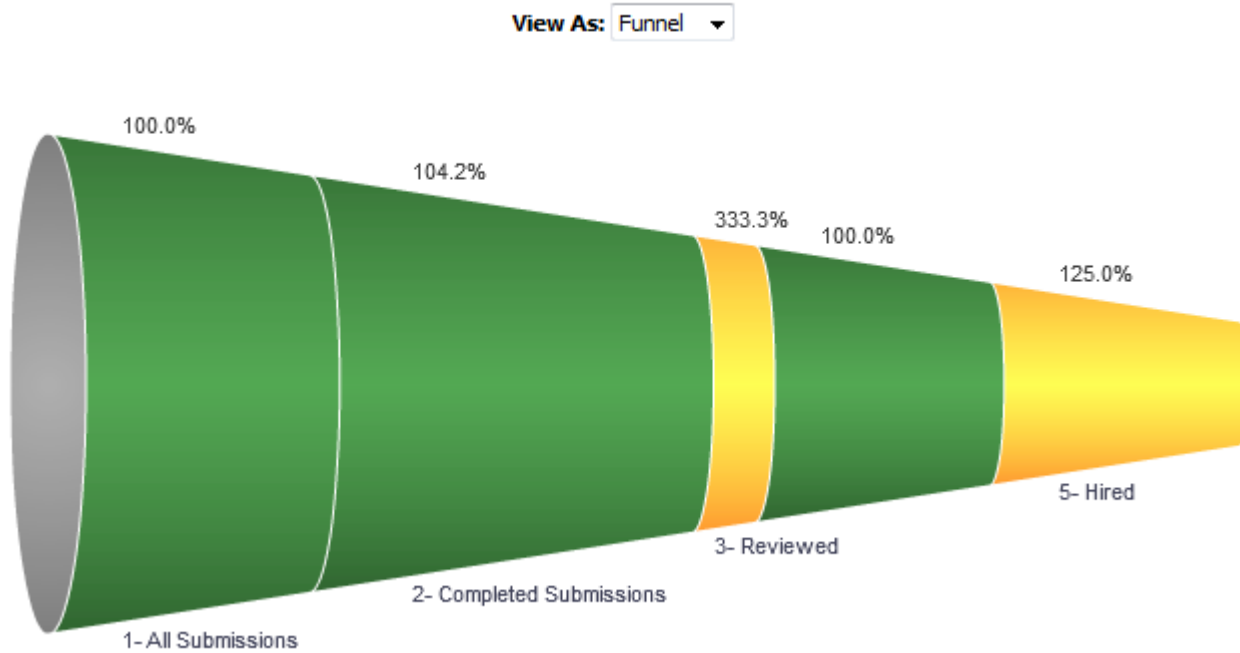
| Name | Details |
|--------------|------------------------|
| Graph Prompt | Stage |
| Slice Size | # Submissions |
| Slices | Submission Source (BL) |

Recruiting - CSW Funnel (Source Dashboard)

The chart reveals health indicators based on candidate conversion rates across the key standard reference recruiting statuses.

Stage Conversion

Stage Conversion



Report Columns

| Name | Syntax |
|-------|--|
| Stage | <pre> CASE WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - No' THEN '1- All Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - Yes' THEN '2- Completed Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Reviewed - No', 'Reviewed - Yes') THEN '3- Reviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('1st Interview - No', '1st Interview - Yes') THEN '4- Interviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Hired - No', 'Hired - Yes') THEN '5- Hired' ELSE "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" END </pre> |

| Name | Syntax |
|------|--------|
|------|--------|

```
# Submissions
CASE
  when CASE
  WHEN "Submission CSW Status - Historical"."Historical Reference Status
  Name" || ' - ' || "Submission General Info"."Submission Is Completed"
  = 'New - No'
  THEN 'All Submissions'
  WHEN "Submission CSW Status - Historical"."Historical Reference Status
  Name" || ' - ' || "Submission General Info"."Submission Is Completed"
  = 'New - Yes'
  THEN 'Completed Submissions'
  WHEN "Submission CSW Status - Historical"."Historical Reference Status
  Name" || ' - ' || "Submission General Info"."Submission Is Completed"
  IN ('Reviewed - No', 'Reviewed - Yes')
  THEN 'Reviewed'
  WHEN "Submission CSW Status - Historical"."Historical Reference Status
  Name" || ' - ' || "Submission General Info"."Submission Is Completed"
  IN ('1st Interview - No', '1st Interview - Yes')
  THEN 'Interviewed'
  WHEN "Submission CSW Status - Historical"."Historical Reference Status
  Name" || ' - ' || "Submission General Info"."Submission Is Completed"
  IN ('Hired - No', 'Hired - Yes')
  THEN 'Hired'
  ELSE "Submission CSW Status - Historical"."Historical Reference Status
  Name" || ' - ' || "Submission General Info"."Submission Is Completed"
  END
  <> 'All Submissions'
  THEN "Candidate Counts"."# Submissions"
  ELSE EVALUATE('LEAD(%1,1) OVER (ORDER BY 1)', "Candidate Counts"."#
  Submissions") + "Candidate Counts"."# Submissions"
END
```

```
Target
IFNULL(
(
(MSUM
(CASE when
CASE WHEN "Submission CSW Status - Historical"."Historical Reference
Status Name" || ' - ' || "Submission General Info"."Submission Is
Completed"
= 'New - No'
THEN 'All Submissions'
WHEN "Submission CSW Status - Historical"."Historical Reference Status
Name" || ' - ' || "Submission General Info"."Submission Is Completed"
= 'New - Yes'
THEN 'Completed Submissions'
WHEN "Submission CSW Status - Historical"."Historical Reference Status
Name" || ' - ' || "Submission General Info"."Submission Is Completed"
IN ('Reviewed - No', 'Reviewed - Yes')
THEN 'Reviewed'
WHEN "Submission CSW Status - Historical"."Historical Reference Status
Name" || ' - ' || "Submission General Info"."Submission Is Completed"
IN ('1st Interview - No', '1st Interview - Yes')
THEN 'Interviewed'
WHEN "Submission CSW Status - Historical"."Historical Reference Status
Name" || ' - ' || "Submission General Info"."Submission Is Completed"
IN ('Hired - No', 'Hired - Yes')
THEN 'Hired'
ELSE "Submission CSW Status - Historical"."Historical Reference Status
Name" || ' - ' || "Submission General Info"."Submission Is Completed"
END
<> 'All Submissions'
THEN "Candidate Counts"."# Submissions"
```

| Name | Syntax |
|------|--|
| | <pre> ELSE EVALUATE('LEAD(%1,1) OVER (ORDER BY 1)', "Candidate Counts"."# Submissions") + "Candidate Counts"."# Submissions" END, 2) - CASE when CASE WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - No' THEN 'All Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - Yes' THEN 'Completed Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Reviewed - No', 'Reviewed - Yes') THEN 'Reviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('1st Interview - No', '1st Interview - Yes') THEN 'Interviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Hired - No', 'Hired - Yes') THEN 'Hired' ELSE "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" END <> 'All Submissions' THEN "Candidate Counts"."# Submissions" END) * CASE CASE WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - No' THEN '1- All Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - Yes' THEN '2- Completed Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Reviewed - No', 'Reviewed - Yes') THEN '3- Reviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('1st Interview - No', '1st Interview - Yes') THEN '4- Interviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Hired - No', 'Hired - Yes') THEN '5- Hired' ELSE "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" END WHEN '2- Completed Submissions' THEN 0.9 WHEN '3- Reviewed' THEN 0.1 WHEN '4- Interviewed' THEN 0.8 WHEN '5- Hired' THEN 0.5 ELSE 1 END) </pre> |

| Name | Syntax |
|-------------|--|
| | <pre>,EVALUATE('LEAD(%1,1) OVER (ORDER BY 1)', "Candidate Counts"."# Submissions") + "Candidate Counts"."# Submissions")</pre> |
| % Converted | <pre>cast(CASE when CASE WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - No' THEN 'All Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - Yes' THEN 'Completed Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Reviewed - No', 'Reviewed - Yes') THEN 'Reviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('1st Interview - No', '1st Interview - Yes') THEN 'Interviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Hired - No', 'Hired - Yes') THEN 'Hired' ELSE "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" END <> 'All Submissions' THEN "Candidate Counts"."# Submissions" ELSE EVALUATE('LEAD(%1,1) OVER (ORDER BY 1)', "Candidate Counts"."# Submissions") + "Candidate Counts"."# Submissions" END)/(msum(CASE when CASE WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - No' THEN 'All Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - Yes' THEN 'Completed Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Reviewed - No', 'Reviewed - Yes') THEN 'Reviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('1st Interview - No', '1st Interview - Yes') THEN 'Interviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Hired - No', 'Hired - Yes') THEN 'Hired' ELSE "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" END <> 'All Submissions' THEN "Candidate Counts"."# Submissions" ELSE EVALUATE('LEAD(%1,1) OVER (ORDER BY 1)', "Candidate Counts"."# Submissions") + "Candidate Counts"."# Submissions" END,2)</pre> |

| Name | Syntax |
|------|---|
| | <pre> - CASE when CASE WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - No' THEN 'All Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" = 'New - Yes' THEN 'Completed Submissions' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Reviewed - No', 'Reviewed - Yes') THEN 'Reviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('1st Interview - No', '1st Interview - Yes') THEN 'Interviewed' WHEN "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" IN ('Hired - No', 'Hired - Yes') THEN 'Hired' ELSE "Submission CSW Status - Historical"."Historical Reference Status Name" ' - ' "Submission General Info"."Submission Is Completed" END <> 'All Submissions' THEN "Candidate Counts"."# Submissions" ELSE EVALUATE('LEAD(%1,1) OVER (ORDER BY 1)', "Candidate Counts"."# Submissions") + "Candidate Counts"."# Submissions" END) as double) * 100 </pre> |

Filters

Short sentence or paragraph to describe the configuration table.

| Name |
|--|
| Historical Reference Status Name is equal to / is in New; Hired; 1st Interview; Reviewed |
| Submission Source Type (Display As) is prompted |
| Submission Source (BL) is prompted |
| Recruiting - Summary Dashboard Prompt Listener |

View Configurations

| Name | Additional Information |
|--------|---|
| Funnel | Actual: # Submissions Target: Target Stage: Stage |
| Column | Bars: # Submissions, Target Group By: Stage |

| Name | Additional Information |
|-------|---|
| Table | Columns and Measures: Stage, # Submissions, Target, % Converted |

Funnel Settings

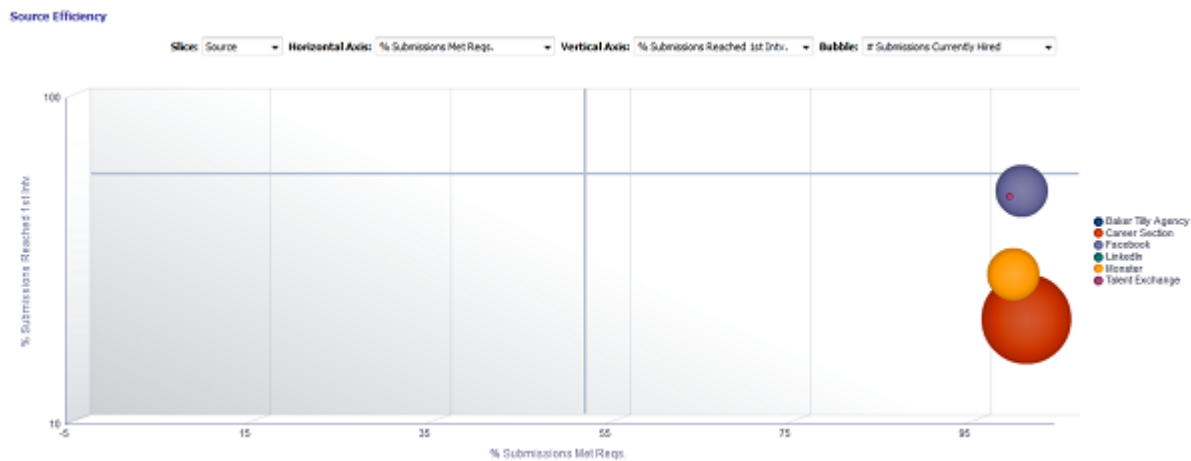
For this funnel, high values are desirable.

| Threshold | Status |
|-----------|-----------------|
| 115 | Exceeded Target |
| 95 | 95% of Target |
| 75 | 75% of Target |
| 50 | 50 % Of Target |

Recruiting - Source Efficiency Analysis

The chart enables comparing of sources across various measures.

Source Efficiency



Selected Columns

Short sentence or paragraph to describe the configuration table.

| Name | Syntax |
|---------------|---|
| Filled Period | EVALUATE('to_char(%1,%2)' as char,"Requisition Dates"."Latest Filled Date" , 'YYYY-MM') |
| Source Type | "Submission Source"."Submission Source Type (Display As)" |

| Name | Syntax |
|---------------------------------|--|
| Slice | |
| # Submissions | "Candidate Counts"."# Submissions" |
| # Submissions Complete | "Candidate Counts"."# Submissions Complete" |
| # Apps Met Reqs. | FILTER("Candidate Counts"."# Submissions Min. Requirements Met" USING ("Submission General Info"."Submission Is Completed"='Yes')) |
| # Submissions Reached 1st Intv. | "Candidate Counts"."# Submissions Reached 1st Intv." |
| Horizontal Axis | |
| Vertical Axis | |
| Bubble | |

Filters

| Name |
|--|
| Submission Source Type (Display As) is not null |
| Submission Source Type (Display As) is prompted |
| Submission Source (BL) is prompted |
| Recruiting - Summary Dashboard Prompt Listener |

Slice

| Name | Syntax |
|---------------|---|
| Source | "Submission Source"."Submission Source (BL)" |
| Source Type | "Submission Source"."Submission Source Type (Display As)" |
| Filled Period | EVALUATE('to_char(%1,%2)' as char,"Requisition Dates"."Latest Filled Date" , 'YYYY-MM') |

Horizontal/Vertical Axis

| Type Permission | Name | Syntax |
|-----------------|-------------------------|---|
| | % Submissions Met Reqs. | <code>cast(FILTER("Candidate Counts"."# Submissions Min. Requirements Met" USING ("Submission General Info"."Submission Is Completed"='Yes')) / "Candidate Counts"."# Submissions Complete" as float)*100</code> |
| | % Submissions Complete | <code>cast("Candidate Counts"."# Submissions Complete"/"Candidate Counts"."# Submissions" as float)*100</code> |
| | % Submissions Ace | <code>cast(</code> |

| Type Permission | |
|---------------------------------|---|
| Name | Syntax |
| | FILTER("Candidate Counts"."# Submissions Ace" USING ("Submission General Info"."Submission Is Completed"='Yes')) / "Candidate Counts"."# Submissions Complete" as float)*100 |
| % Submissions Reached Reviewed | cast("Candidate Counts"."# Submissions Reached Reviewed"/"Candidate Counts"."# Submissions Complete" as float)*100 |
| % Submissions Reached 1st Intv. | cast("Candidate Counts"."# Submissions Reached 1st Intv. "/"Candidate Counts"."# Submissions Complete" as float)*100 |
| % Submissions Reached Offer | cast("Candidate Counts"."# Submissions Reached Offer"/"Candidate Counts"."# Submissions Complete" as float)*100 |
| % Submissions Reached Hired | cast("Candidate Counts"."# Submissions Currently Hired"/"Candidate Counts"."# Submissions Complete" as float)*100 |

Bubble

| Name | Syntax |
|-------------------------------------|--|
| # Submissions Currently Hired | "Candidate Counts"."# Submissions Currently Hired" |
| # Submissions Reached 1st Intv. | "Candidate Counts"."# Submissions Reached 1st Intv." |
| # Submissions Reached Offer | "Candidate Counts"."# Submissions Reached Offer" |
| # Submissions Ace | "Candidate Counts"."# Submissions Ace" |
| # Submissions Min. Requirements Met | "Candidate Counts"."# Submissions Min. Requirements Met" |
| # Submissions Complete | "Candidate Counts"."# Submissions Complete" |
| # Submissions Reached Reviewed | "Candidate Counts"."" |

Bubble Graph Configuration

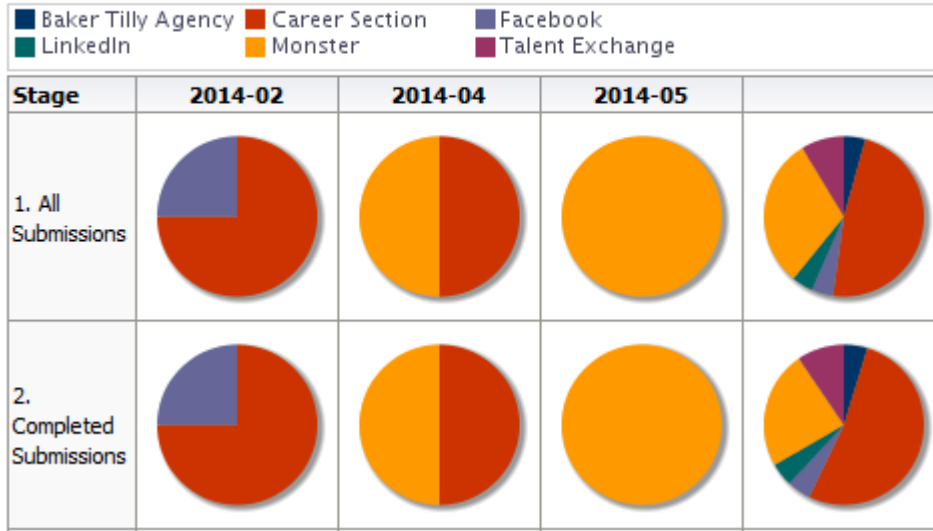
| Name | Location |
|-----------------|-----------------|
| Horizontal Axis | Horizontal Axis |
| Vertical Axis | Vertical Axis |
| Bubble Size | Bubble |
| Vary Color By | Slice |

Recruiting - Source Yield Top Sources Trend (Pie Trellis)

The trellis provides a table view of pie charts displaying top 5 sources by stage conversion, enabling an at a glance view of top 5 source performance over time.

Top 5 Source Trends By Stage

Top 5 Source Trends By Stage



Selected Columns

| Name | Syntax |
|-------------------------|--|
| Stage (Data Identifier) | Each of the 6 unioned criteria has a unique data identifier. |
| Source Type | "Submission Source"."Submission Source Type (Display As)" |
| Submission Source | "Submission Source"."Submission Source (BL)" |
| # Submissions | The value used for # of submissions varies based on stage. |
| Filled Period | EVALUATE('to_char(%1,%2)' as char, "Requisition Dates"."Latest Filled Date",'YYYY-MM') |

Unique Columns/Filters

| Data Identifier | # Submissions | Additional Filter(s) |
|----------------------------|--|---|
| '1. All Submissions' | "Candidate Counts"."# Submissions" | |
| '2. Completed Submissions' | "Candidate Counts"."# Submissions" | Submission Is Completed is equal to / is in Yes |
| '4. Interviewed' | "Candidate Counts"."# Submissions Reached 1st Intv." | |
| '3. Reviewed' | "Candidate Counts"."# Submissions Reached Reviewed" | |
| '5. Hired' | "Candidate Counts"."# Submissions Currently Hired" | |

| Data Identifier | # Submissions | Additional Filter(s) |
|-----------------|--|-------------------------------|
| '6. Hires Ace' | "Candidate Counts"."# Submissions Currently Hired" | Is Ace is equal to /is in Yes |

Filters

| Name |
|---|
| Submission Source Type (Display As) is not null |
| Rank("Candidate Counts"."# Submissions Currently Hired" By EVALUATE('to_char(%1,%2)' as char, "Requisition Dates"."Latest Filled Date",'YYYY-MM')) is less than or equal to 5 |
| Submission Source (BL) is prompted |
| Submission Source (Display As) is prompted |
| Recruiting - Summary Dashboard Prompt Listener |

Trellis Configuration

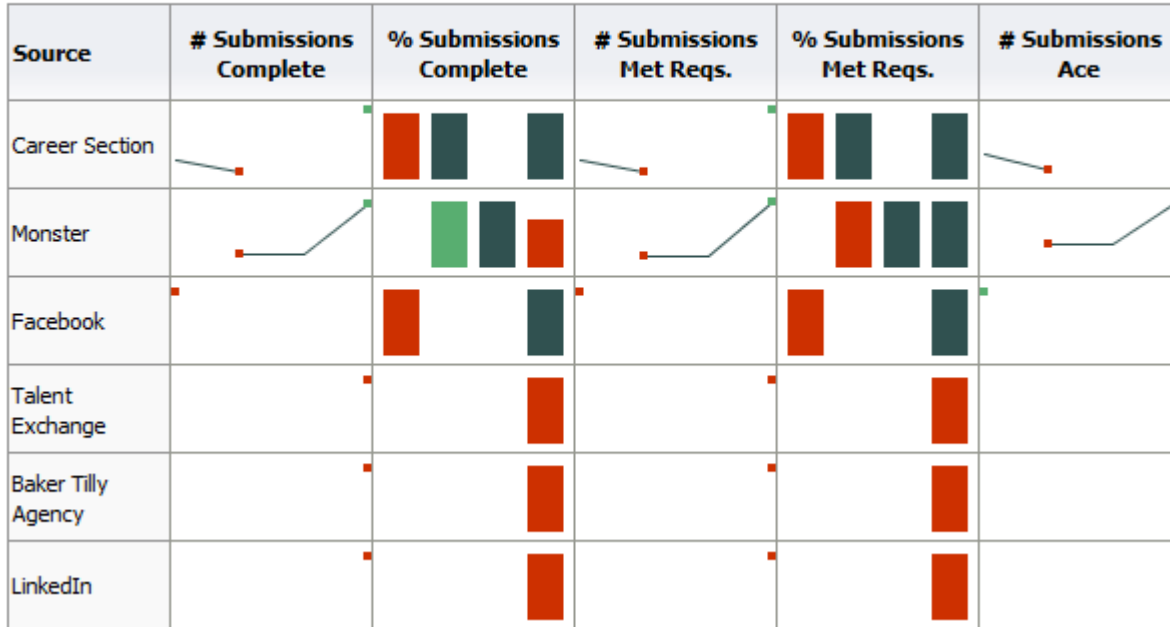
| Name | Location |
|---------|---|
| Columns | Latest Filled Date |
| Rows | Stage |
| View as | Pie |
| Slices | Submission Source (BL) # Submissions |

Recruiting - Source Yield Stats (Line Trellis)

The trellis provides a table view of trends for sources across a variety of measures.

Source Volume and Conversion Rate Trends

Source Volume And Conversion Rate Trends



Selected Columns

| Name | Syntax |
|---------------------------------|---|
| Filled Period | EVALUATE('to_char(%1,%2)' as char,"Requisition Dates"."Latest Filled Date",'YYYY-MM') |
| Source Type | "Submission Source"."Submission Source Type (Display As)" |
| Source | "Submission Source"."Submission Source (BL)" |
| # Submissions Complete | "Candidate Counts"."# Submissions Complete" |
| # Submissions Met Reqs. | "Candidate Counts"."# Submissions Min. Requirements Met" |
| # Submissions Ace | "Candidate Counts"."# Submissions Ace" |
| # Submissions Reached 1st Intv. | "Candidate Counts"."# Submissions Reached 1st Intv." |
| # Submissions Hired | "Candidate Counts"."# Submissions Currently Hired" |
| # Ace Hires | FILTER("Candidate Counts"."# Submissions Currently Hired" USING ("Submission Prescreening Results"."Is Ace" = 'Yes')) |
| % Submissions Complete | cast("Candidate Counts"."# Submissions Complete"/"Candidate Counts"."# Submissions" as float) * 100 |
| % Submissions Met Reqs. | cast(FILTER("Candidate Counts"."# Submissions Min. Requirements Met" USING ("Submission General Info"."Submission Is Completed"='Yes'))/"Candidate Counts"."# Submissions Complete" as float)*100 |

| Name | Syntax |
|--------------------------------|--|
| % Submissions Ace | <code>cast(FILTER("Candidate Counts"."# Submissions Ace" USING ("Submission General Info"."Submission Is Completed" = 'Yes'))/"Candidate Counts"."# Submissions Complete" as float)*100</code> |
| % Submissions Reached 1st Intv | <code>cast("Candidate Counts"."# Submissions Reached 1st Intv."/"Candidate Counts"."# Submissions Complete" as float) * 100</code> |
| % Submissions Hired | <code>cast("Candidate Counts"."# Submissions Currently Hired"/"Candidate Counts"."# Submissions Complete" as float) * 100</code> |
| % Ace Hires | <code>cast(FILTER("Candidate Counts"."# Submissions Currently Hired" USING ("Submission Prescreening Results"."Is Ace"='Yes')) /"Candidate Counts"."# Submissions Ace" as float) * 100</code> |

Filters

| Name |
|--|
| Submission Source Type (Display As) is not null |
| Submission Source Type (Display As) is prompted |
| Submission Source (BL) is prompted |
| Recruiting - Summary Dashboard Prompt Listener |

Trellis Configuration

| Name | Location |
|----------|---------------------------------|
| Rows | Source |
| Measures | # Submissions Complete |
| | % Submissions Complete |
| | # Submissions Met Min Reqs. |
| | % Submissions Met Min Reqs. |
| | # Submissions Ace |
| | % Submissions Ace |
| | # Submissions Reached 1st Intv. |
| | % Submissions Reached 1st Intv. |
| | # Submissions Hired |
| | % Submissions Hired |
| | # Ace Hires |
| | % Ace Hires |


| Name | Location |
|----------------------|---------------------------------|
| Visualization | # Submissions Complete |
| View As: Spark Line | # Submissions Met Min Reqs. |
| Lines: Filled Period | # Submissions Ace |
| | # Submissions Reached 1st Intv. |
| | # Submissions Hired |
| | # Ace Hires |
| Visualization | % Submissions Complete |
| View As: Spark Bar | % Submissions Met Min Reqs. |
| Bars: Filled Period | % Submissions Ace |
| | % Submissions Reached 1st Intv. |
| | % Submissions Hired |
| | % Ace Hires |

Open Reqs. Pivot

Column 1

Section 1


1



Recruiting - Open Req Dashboard Prompt

Section 2

2



Recruiting - Open Req Summary Pivot
Compound View

| Component | Name |
|-----------|--|
| 1 | Recruiting - Open Req Dashboard Prompt |
| 2 | Recruiting - Open Req Summary Pivot |

Recruiting - Open Req. Summary Pivot

This pivot table view provides details on a variety of metrics that can be viewed using different contexts by choosing different sections, rows, and columns.

Section: Row: Column:

All

| Organization | Open | On Hold | # Openings Left To Hire | Avg. Days Open | New Apps | Active Apps | Apps In Offer Stage | # Hired | Accounting | | | | | | | |
|---------------------|-------------|-----------|-------------------------|----------------|--------------|-------------|---------------------|------------|------------|----------|-------------------------|----------------|-------------|-------------|---------------------|------------|
| | | | | | | | | | Open | On Hold | # Openings Left To Hire | Avg. Days Open | New Apps | Active Apps | Apps In Offer Stage | # Hired |
| Grand Total | 1514 | 24 | 1662 | 7 | 15173 | 1571 | 259 | 274 | 288 | 1 | 291 | 6 | 1423 | 315 | 39 | 105 |
| Automation | 171 | 0 | 237 | 11 | 1157 | 120 | 14 | 2 | 37 | 0 | 36 | 13 | 96 | 29 | 4 | 0 |
| Chemical | 110 | 2 | 113 | 1 | 1091 | 3 | 5 | 2 | 18 | 0 | 19 | 12 | 196 | 1 | 0 | 0 |
| Combined Strengths | 70 | 1 | 72 | 4 | 1085 | 83 | 6 | 0 | 34 | 0 | 34 | 0 | 149 | 34 | 3 | 0 |
| Consumer Products | 200 | 4 | 241 | 3 | 2009 | 225 | 36 | 5 | 33 | 0 | 32 | 4 | 81 | 14 | 0 | 0 |
| Corporate | 12 | 1 | 14 | 0 | 110 | 27 | 3 | 2 | 2 | 1 | 4 | 0 | 14 | 8 | 0 | 0 |
| Corporate Functions | 260 | 8 | 289 | 10 | 3139 | 244 | 11 | 1 | 41 | 0 | 43 | 8 | 164 | 44 | 3 | 0 |
| Domestic Operations | 201 | 0 | 191 | 0 | 1360 | 261 | 18 | 10 | 16 | 0 | 15 | 7 | 43 | 31 | 2 | 0 |
| Emerging Industry | 1 | 0 | 1 | 0 | 5 | 0 | 0 | 0 | | | | | | | | |
| Energy Services | 56 | 5 | 62 | 12 | 583 | 19 | 2 | 0 | 17 | 0 | 18 | 3 | 36 | 12 | 0 | 0 |
| Financial Services | 45 | 0 | 46 | 17 | 447 | 33 | 7 | 0 | 26 | 0 | 27 | 0 | 149 | 14 | 4 | 0 |
| Operations | 9 | 0 | 9 | 33 | 90 | 0 | 0 | 0 | | | | | | | | |
| Production | 42 | 0 | 31 | 1 | 1106 | 189 | 130 | 244 | 3 | 0 | 1 | 6 | 416 | 84 | 22 | 105 |
| Systems | 337 | 3 | 356 | 9 | 2991 | 367 | 27 | 8 | 61 | 0 | 62 | 10 | 79 | 44 | 1 | 0 |

Selected Columns

| Name | Syntax |
|---------|--------|
| Section | |

| Name | Syntax |
|---------------------------------|---|
| Row | |
| Column | |
| Open | "Requisition Counts". "# Requisitions Currently Sourcing" |
| On Hold | "Requisition Counts". "# Requisitions Currently On Hold" |
| # Openings Left To Fill (Hired) | "Requisition Counts". "# Openings Left To Fill (Hired)" |
| Avg. Days Open | FILTER(Avg(TIMESTAMPDIFF(SQL_TSI_DAY, "Requisition Dates"."First Sourced Date", CURRENT_TIMESTAMP)) USING ("Requisition Status - Current"."Current Status"='Sourcing')) |
| New Apps | FILTER("Candidate Counts". "# Submissions Currently New" USING ("Submission General Info"."Submission Is Completed" = 'Yes')) |
| Active Apps | "Candidate Counts". "# Submissions Currently In 1st Intv." + "Candidate Counts". "# Submissions Currently In 2nd Intv." + "Candidate Counts". "# Submissions Currently In 3rd Intv." + "Candidate Counts". "# Submissions Currently in Review" + "Candidate Counts". "# Submissions Currently In Testing" |
| Apps In Offer Stage | "Candidate Counts". "# Submissions Currently In Offer" |
| # Submissions Currently Hired | "Candidate Counts". "# Submissions Currently Hired" |

Filters

| Name |
|--|
| Current Status is equal to / is in On Hold; Sourcing |
| Recruiting - Open Req. Dashboard Prompt Listener |

Section

| Name | Syntax |
|--------------------------|---|
| Organization Level1 Name | "Requisition Organization"."Organization Level1 Name" |
| Organization Level2 Name | "Requisition Organization"."Organization Level2 Name" |
| Location Level1 Name | "Requisition Primary Location"."Location Level1 Name" |
| Location Level2 Name | "Requisition Primary Location"."Location Level2 Name" |
| Job Field Level1 Name | "Requisition Job Field"."Job Field Level1 Name" |
| Job Field Level2 Name | "Requisition Job Field"."Job Field Level2 Name" |
| Employee Status | "Requisition Profile"."Req. Employee Status" |
| All | 'All' |

Row

| Name | Syntax |
|-----------|--|
| Recruiter | "Requisition Recruiter"."Recruiter Name" |

| Name | Syntax |
|--------------------------|---|
| Hiring Manager | "Requisition Hiring Manager"."Hiring Manager Name" |
| Organization Level1 Name | "Requisition Organization"."Organization Level1 Name" |
| Organization Level2 Name | "Requisition Organization"."Organization Level2 Name" |
| Location Level1 Name | "Requisition Primary Location"."Location Level1 Name" |
| Location Level2 Name | "Requisition Primary Location"."Location Level2 Name" |
| Job Field Level1 Name | "Requisition Job Field"."Job Field Level1 Name" |
| Job Field Level2 Name | "Requisition Job Field"."Job Field Level2 Name" |
| Employee Status | "Requisition Profile"."Req. Employee Status" |
| All | 'All' |

Column

| Name | Syntax |
|--------------------------|---|
| Organization Level1 Name | "Requisition Organization"."Organization Level1 Name" |
| Organization Level2 Name | "Requisition Organization"."Organization Level2 Name" |
| Location Level1 Name | "Requisition Primary Location"."Location Level1 Name" |
| Location Level2 Name | "Requisition Primary Location"."Location Level2 Name" |
| Job Field Level1 Name | "Requisition Job Field"."Job Field Level1 Name" |
| Job Field Level2 Name | "Requisition Job Field"."Job Field Level2 Name" |
| Employee Status | "Requisition Profile"."Req. Employee Status" |
| Job Level | "Requisition Profile"."Req. Job Level" |
| Job Type | "Requisition Profile"."Req. Job Type" |
| Job Schedule | "Requisition Profile"."Req. Job Schedule" |

Pivot Table Configuration

| Name | Location |
|---------------------------|-------------------------|
| Sections (Totals Enabled) | Section |
| Rows (Totals Enabled) | Row |
| Columns | Column |
| Measures | Open |
| | On Hold |
| | # Openings Left to Hire |
| | Avg. Days Open |
| | New Apps |

| Name | Location |
|------|---------------------|
| | Active Apps |
| | Apps In Offer Stage |
| | # Hired |

Dashboard Prompts

Recruiting - Open Req. Dashboard Prompt

Location (1)
 Organization (1)
 Requisition
 Department
 Job Field (1)

Location (2)
 Organization (2)
 Recruiter
 H. Manager
 Opened

| Name | Location |
|------------------|--|
| Location (1) | "Requisition Primary Location"."Location Level1 Name" |
| Location (2) | "Requisition Primary Location"."Location Level2 Name" Location 2 is limited by Location 1 selections. |
| Organization (1) | "Requisition Organization"."Organization Level1 Name" |
| Organization (2) | "Requisition Organization"."Organization Level2 Name" Organization (2) is limited by Organization (1) selections. |
| Requisition | "Requisition Identification"."Req. Identifier" |
| Recruiter | "Requisition Recruiter"."Recruiter Name" Recruiter is limited by the value of all prompts. |
| Department | "Requisition Department"."Department Name" |
| H. Manager | "Requisition Hiring Manager"."Hiring Manager Name" |
| Job Field 1 | "Requisition Job Field"."Job Field Level1 Name" |
| Opened | EVALUATE('TO_CHAR(%1,%2)' AS CHARACTER, "Requisition Dates"."First Sourced Date" , 'YYYY-MM') By default the last year rolling is selected. |

Recruiting - Summary Dashboard Prompt

Location (1) Organization (1) Requisition Department
 Location (2) Organization (2) Recruiter H. Manager

| Name | Location |
|------------------|--|
| Location (1) | "Requisition Primary Location"."Location Level1 Name" |
| Location (2) | "Requisition Primary Location"."Location Level2 Name" Location 2 is limited by Location 1 selections. |
| Organization (1) | "Requisition Organization"."Organization Level1 Name" |
| Organization (2) | "Requisition Organization"."Organization Level2 Name" Organization (2) is limited by Organization (1) selections. |
| Requisition | "Requisition Identification"."Req. Identifier" |
| Recruiter | "Requisition Recruiter"."Recruiter Name" Recruiter is limited by the value of all prompts. |
| Department | "Requisition Department"."Department Name" |
| H. Manager | "Requisition Hiring Manager"."Hiring Manager Name" |
| Job Field 1 | "Requisition Job Field"."Job Field Level1 Name" |
| Filled | EVALUATE('to_char(%1,%2)' as character, "Requisition Dates"."Latest Filled Date" , 'YYYY-MM') By default the last year rolling is selected. |

Recruiting - Source Type and Source Dashboard Prompt

Source Type Source

| Name | Location |
|-------------|--|
| Source Type | "Submission Source"."Submission Source Type (Display As)" |
| Source | "Submission Source"."Submission Source (BL)" Source is limited by the Source Type selections. |

Saved Filters

Recruiting - Open Req. Dashboard Prompt Listener

| Name |
|---|
| Recruiter Name is prompted |
| EVALUATE('TO_CHAR(%1,%2)' AS CHARACTER, "Requisition Dates"."First Sourced Date" , 'YYYY-MM') is prompted |
| "Requisition Primary Location"."Location Level1 Name" is prompted |
| "Requisition Primary Location"."Location Level2 Name" is prompted |
| "Requisition Job Field"."Job Field Level1 Name" is prompted |
| "Requisition Job Field"."Job Field Level2 Name" is prompted |
| "Requisition Primary Location"."Location Level1 Name" is prompted |
| "Requisition Primary Location"."Location Level2 Name" is prompted |
| Department Name is prompted |
| Hiring Manager Name is prompted |
| Req. Identifier is prompted |

Recruiting - Summary Dashboard Prompt Listener

| Name |
|--|
| Recruiter Name is prompted |
| EVALUATE('to_char(%1,%2)' as character, "Requisition Dates"."Latest Filled Date" , 'YYYY-MM')) is prompted |
| "Requisition Primary Location"."Location Level1 Name" is prompted |
| "Requisition Primary Location"."Location Level2 Name" is prompted |
| "Requisition Job Field"."Job Field Level1 Name" is prompted |
| "Requisition Job Field"."Job Field Level2 Name" is prompted |
| "Requisition Primary Location"."Location Level1 Name" is prompted |
| "Requisition Primary Location"."Location Level2 Name" is prompted |
| Department Name is prompted |
| Hiring Manager Name is prompted |
| Req. Identifier is prompted |

Recruiting - Summary Dashboard Prompt Listener - No Filled Date

| Name |
|---|
| Recruiter Name is prompted |
| "Requisition Primary Location"."Location Level1 Name" is prompted |
| "Requisition Primary Location"."Location Level2 Name" is prompted |
| "Requisition Job Field"."Job Field Level1 Name" is prompted |
| "Requisition Job Field"."Job Field Level2 Name" is prompted |
| "Requisition Primary Location"."Location Level1 Name" is prompted |
| "Requisition Primary Location"."Location Level2 Name" is prompted |
| Department Name is prompted |
| Hiring Manager Name is prompted |
| Req. Identifier is prompted |

Standard Reports

Candidate Details

The report provides a listing of candidate, submission and requisition attributes, based on a variety of user-selected parameters.

Report Columns

| Name | Description |
|-------------------------------------|--|
| Req. Identifier | <i>Returns the requisition id, as displayed in the recruiting application.</i> |
| Req. Title | <i>Returns the requisition title, in its base language.</i> |
| Candidate Identifier | <i>Returns Candidate ID</i> |
| Candidate Name | <i>Returns the candidate name</i> |
| Candidate is Internal | <i>Returns whether or not the candidate is internal</i> |
| Candidate Email | <i>Returns the candidate email</i> |
| Candidate Primary Phone Designation | <i>Returns the candidate primary phone designation</i> |
| Candidate Mobile Phone | <i>Returns the candidate mobile phone number</i> |
| Candidate Home Phone | <i>Returns the candidate home phone number</i> |
| Candidate Work Phone | <i>Returns the candidate work phone number</i> |
| Is Ace | <i>Returns yes or no value based on whether the submission was Ace.</i> |

| Name | Description |
|--|---|
| Minimum Requirements Met | Returns yes or no value based on whether the submission met minimum requirements. |
| Current Reference Status Name | Returns the current reference status name |
| Current Workflow Name | Returns the name of the candidate selection workflow used for this job submission. |
| Current Step Name | Returns the current CSW step name |
| Current Status Name | Returns the current CSW status name |
| Current Status Start Date | Returns the date when the candidate was moved to the current status. |
| Recruiter Name | Returns the recruiter name |
| Recruiter Email | Returns the recruiter email |
| # Openings Left to Fill (Hired) | Returns the number of positions left to fill on the requisition, based on the number of openings minus the number of candidates in the hired reference status. |
| Hiring Manager Name | Returns the hiring manager name |
| Hiring Manager Email | Returns the hiring manager email |
| Organization Level1 Name | Returns the name of the organization |
| Job Field Level1 Name | Returns the name of the requisition job field. |
| Location Level1 Name | Returns the name of the requisition primary location. |
| Submission Is Completed | Returns whether or not the submission is complete |
| Submission Medium | Returns the submission medium |
| Submission Is Internal | Returns whether or not the candidate was internal as of when he/she created the submission |
| Motives | Returns the candidate rejection/declination motives when they are automatically generated by the system . If an auto generated motive is not available, the system returns the candidate rejection/declination motives. |
| Submission Created Date | Returns the date/time when the submission was created |
| Submission Completed Date | Returns the date/time when the submission was completed |
| Hired Candidate Start Date | Returns the hire start date/time as entered when the candidate is moved to the Hired reference status . If the hire start date is not available the system returns the hire start date as entered in the candidate job offer section. |
| Latest Filled Date | Returns the date/time when the requisition was most recently filled. |
| First Sourced After Latest Approval Date | Returns the first time the requisition was put into the sourcing status after the most recent time the requisition the requisition was put into the approved status. |
| Current Status | Returns the current status of the requisition. Note that the values "Approved" and "Sourcing" roll up to the "Open" status. |
| Submission Source Type (Display As) | Returns the recruitment source type, as displayed in the recruiting administration application, under the "display as" column. |
| Submission Source (BL) | Returns the submission source, in its base locale |
| Race | Returns the answer to the regulation question |
| Gender | Returns the answer to the regulation question |
| Ethnicity | Returns the answer to the regulation question |
| Regulation Form Code | Returns the code associated to the global regulation data collection form. |

| Name | Description |
|------------------|---|
| EEO Job Category | Returns the requisition's EEO job category. |

Report Prompts

All report prompts are optional.

| Name | Description |
|--|--|
| Requisition Status | Filters the report based on whether the requisition current status is in the list of values selected. |
| Submission Current Status Start Date | Filters the report based on whether the submission current status start date is between two selected dates. |
| Submission Created Date | Filters the report based on whether the submission created date is between two selected dates. |
| Hired Candidate Start Date | Filters the report based on whether the hired start date is between two selected dates. If the hire start date is null the offer actual start date is used. |
| Latest Filled Date | Filters the report based on whether the latest filled date is between two selected dates. |
| First Sourced After Latest Approved Date | Filters the report based on whether the first sourced after latest approved date is between two selected dates. |
| Ref. Status Name | Filters the report based on whether the current status reference name is in the list of values selected. |
| Workflow Name | Filters the report based on whether the current workflow name is in the list of values selected. |
| Step Name | Filters the report based on whether the current step name is in the list of values selected. If the workflow name filter is being used, only the steps in the selected workflow will be available. |
| Status Name | Filters the report based on whether the current status name is in the list of values selected. If the step name filter is being used, only the statuses in the filtered steps will be available. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |

| Name | Description |
|--------------------------|--|
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |
| Minimum Requirements Met | Filters the report based on whether the minimum requirements met indicator is in the list of values selected. |
| Is Ace | Filters the report based on whether the is ace indicator is in the list of values selected. |
| Submission Is Internal | Filters the report based on whether the submission is internal indicator is in the list of values selected. |
| Submission Is Completed | Filters the report based on whether the submission is completed indicator is in the list of values selected. |

Report Filters

| Filter | Description |
|---|--|
| Is Max Standard USA EEO Form with Answer is equal to/ is in YES | Filters the report based on whether USA EEO form has been answered or no regulation form has been specified. |
| OR | |
| Regulation Form Code is null | |
| Current Status Start Date is prompted | This is a listener for a prompt. |
| Submission Created Date is prompted | This is a listener for a prompt. |
| Submission Completed Date is prompted | This is a listener for a prompt. |
| Latest Filled Date is prompted | This is a listener for a prompt. |
| Current Reference Status Name is prompted | This is a listener for a prompt. |
| Current Workflow Name is prompted | This is a listener for a prompt. |
| Current Step Name is prompted | This is a listener for a prompt. |
| Current Status Name is prompted | This is a listener for a prompt. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |

| Filter | Description |
|---|---|
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| IFNULL("Submission Dates"."Hire Start Date","Submission Dates"."Offer Actual Start Date") | This is a listener for a prompt. When the prompt is set this value filters on the Hire Start Date. If hire start date is null it filters on the Offer Actual Start Date. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| Is Ace is prompted | This is a listener for a prompt. |
| Minimum Requirements Met is prompted | This is a listener for a prompt. |
| Submission Is Internal is prompted | This is a listener for a prompt. |
| Submission Is Completed is prompted | This is a listener for a prompt. |
| Current Status is prompted | This is a listener for a prompt. |

| Filter | Description |
|--|----------------------------------|
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |

Candidate EEO Summary By Recruiting Status, Requisition

The report provides by requisition, a summary of candidates by historical recruiting status reached, race, ethnicity and gender.

Report Columns

| Name | Description |
|--------------------------|---|
| Req. Identifier | Returns the requisition id, as displayed in the recruiting application. |
| Req. Title | Returns the requisition title, in its base language. |
| Recruiter Name | Returns the recruiter name |
| Hiring Manager Name | Returns the hiring manager name |
| Organization Level1 Name | Returns the name of the organization |
| Job Field Level1 Name | Returns the name of the requisition job field. |
| Location Level1 Name | Returns the name of the requisition primary location. |
| Current Status | Returns the current status of the requisition. Note that the values "Approved" and "Sourcing" roll up to the "Open" status. |
| Race | Returns the answer to the regulation question |
| Gender | Returns the answer to the regulation question |
| Ethnicity | Returns the answer to the regulation question |
| Regulation Form Code | Returns the code associated to the global regulation data collection form. |
| EEO Job Category | Returns the requisition's EEO job category. |
| Historical Workflow Name | Returns the name of the candidate selection workflow used for this job submission. |
| Historical Step Sequence | Returns who changed the candidate to this status |
| Historical Step Name | Returns the sequence of the step in its workflow |
| # Submissions | Returns the number of distinct job submissions. |

Report Prompts

All report prompts are optional.

| Name | Description |
|--------------------|---|
| Requisition Status | Filters the report based on whether the requisition current status is in the list of values selected. |

| Name | Description |
|--|--|
| Submission Current Status Start Date | Filters the report based on whether the submission current status start date is between two selected dates. |
| Submission Created Date | Filters the report based on whether the submission created date is between two selected dates. |
| Hired Candidate Start Date | Filters the report based on whether the hired start date is between two selected dates. If the hire start date is null the offer actual start date is used. |
| Latest Filled Date | Filters the report based on whether the latest filled date is between two selected dates. |
| First Sourced After Latest Approved Date | Filters the report based on whether the first sourced after latest approved date is between two selected dates. |
| Ref. Status Name | Filters the report based on whether the current status reference name is in the list of values selected. |
| Workflow Name | Filters the report based on whether the current workflow name is in the list of values selected. |
| Step Name | Filters the report based on whether the current step name is in the list of values selected. If the workflow name filter is being used, only the steps in the selected workflow will be available. |
| Status Name | Filters the report based on whether the current status name is in the list of values selected. If the step name filter is being used, only the statuses in the filtered steps will be available. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |

| Name | Description |
|--------------------------|---|
| Minimum Requirements Met | Filters the report based on whether the minimum requirements met indicator is in the list of values selected. |
| Is Ace | Filters the report based on whether the is ace indicator is in the list of values selected. |
| Submission Is Internal | Filters the report based on whether the submission is internal indicator is in the list of values selected. |
| Submission Is Completed | Filters the report based on whether the submission is completed indicator is in the list of values selected. |

Report Filters

| Filter | Description |
|---|--|
| Is Max Standard USA EEO Form with Answer is equal to/ is in YES | Filters the report based on whether USA EEO form has been answered or no regulation form has been specified. |
| OR | |
| Regulation Form Code is null | |
| Historical Step Sequence is not null | Filters the report to remove candidates where no historical step sequence has been recorded. |
| Historical Step/Status Was Reverted is equal to/is in No | Filters the report to remove candidates whose step/status has been reverted. |
| Current Status Start Date is prompted | This is a listener for a prompt. |
| Submission Created Date is prompted | This is a listener for a prompt. |
| Submission Completed Date is prompted | This is a listener for a prompt. |
| Latest Filled Date is prompted | This is a listener for a prompt. |
| Current Reference Status Name is prompted | This is a listener for a prompt. |
| Current Workflow Name is prompted | This is a listener for a prompt. |
| Current Step Name is prompted | This is a listener for a prompt. |
| Current Status Name is prompted | This is a listener for a prompt. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |

| Filter | Description |
|---|---|
| IFNULL("Submission Dates"."Hire Start Date","Submission Dates"."Offer Actual Start Date") | This is a listener for a prompt. When the prompt is set this value filters on the Hire Start Date. If hire start date is null it filters on the Offer Actual Start Date. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| Is Ace is prompted | This is a listener for a prompt. |
| Minimum Requirements Met is prompted | This is a listener for a prompt. |
| Submission Is Internal is prompted | This is a listener for a prompt. |
| Submission Is Completed is prompted | This is a listener for a prompt. |
| Current Status is prompted | This is a listener for a prompt. |
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |

Candidate Offers Pending Approval

The report provides a listing of job offers that are currently in the pending approval status by aging.

Report Columns

| Name | Description |
|-------------------------------------|---|
| Req. Identifier | Returns the requisition id, as displayed in the recruiting application. |
| Req. Title | Returns the requisition title, in its base language. |
| Candidate Identifier | Returns Candidate ID |
| Candidate Name | Returns the candidate name |
| Candidate Email | Returns the candidate email |
| Candidate Primary Phone Designation | Returns the candidate primary phone designation |
| Candidate Mobile Phone | Returns the candidate mobile phone number |
| Candidate Home Phone | Returns the candidate home phone number |
| Candidate Work Phone | Returns the candidate work phone number |
| Is Ace | Returns yes or no value based on whether the submission was Ace. |
| Minimum Requirements Met | Returns yes or no value based on wheather the submission met minimum requirements. |
| Current Workflow Name | Returns the name of the candidate selection workflow used for this job submission. |
| Current Status Start Date | Returns the date when the candidate was moved to the current status. |
| Recruiter Name | Returns the recruiter name |
| Recruiter Email | Returns the recruiter email |
| # Openings Left to Fill (Hired) | Returns the number of positions left to fill on the requisition, based on the number of openings minus the number of candidates in the hired reference status. |
| Hiring Manager Name | Returns the hiring manager name |
| Hiring Manager Email | Returns the hiring manager email |
| Organization Level1 Name | Returns the name of the organization |
| Organization Level 2 Name | Returns the name of the organization |
| Job Field Level1 Name | Returns the name of the requisition job field. |
| Location Level1 Name | Returns the name of the requisition primary location. |
| Submission Is Completed | Returns whether or not the submission is complete |
| Submission Medium | Returns the submission medium |
| Submission Is Internal | Returns whether or not the candidate was internal as of when he/she created the submission |
| Motives | Returns the candidate rejection/declination motives when they are automatically generated by the system . If an auto generated motive is not available, the system returns the candidate rejection/declination motives. |

| Name | Description |
|---|---|
| Submission Created Date | <i>Returns the date/time when the submission was created</i> |
| Submission Completed Date | <i>Returns the date/time when the submission was completed</i> |
| First Sourced After Latest Approval Date | <i>Returns the first time the requisition was put into the sourcing status after the most recent time the requisition the requisition was put into the approved status.</i> |
| Current Status | <i>Returns the current status of the requisition. Note that the values "Approved" and "Sourcing" roll up to the "Open" status.</i> |
| Offer Target Start Date | <i>Returns the target start date as entered in the candidate job offer section</i> |
| Target Start Date | <i>Returns the requisition's target start date.</i> |
| Time Since Last CSW Status Change | <i>Returns the time (in days) spent on hold between now and the most recent candidate selection workflow status change.</i> |
| Time Since Submission Completion | <i>Returns the time (in days) the requisition spent on hold between now and the candidate submission completion date.</i> |
| Time on Hold Since Latest CSW Status Change | <i>Returns the average time (in days) between now and the most recent candidate selection workflow status change.</i> |
| Time on Hold Since Submission Completion | <i>Returns average the time (in days) between now and the candidate submission completion date.</i> |

Report Prompts

All report prompts are optional.

| Name | Description |
|--|--|
| Submission Current Status Start Date | Filters the report based on whether the submission current status start date is between two selected dates. |
| Submission Created Date | Filters the report based on whether the submission created date is between two selected dates. |
| Submission Completed Date | Filters the report based on whether the submission completed date is between two selected dates. |
| Req. Target Start Date | Filters the report based on whether the req. target start date is between two selected dates. |
| Offer Target Start Date | Filters the report based on whether the offer target start date is between two selected dates. |
| First Sourced After Latest Approved Date | Filters the report based on whether the first sourced after latest approved date is between two selected dates. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |

| Name | Description |
|---------------------|--|
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |

Report Filters

| Filter | Description |
|---|---|
| Submission Job Offer Status is equal to/ is in Approval in Progress | Filters the report based one whether the submission job offer status is currently Approval in Progress. |
| Current Status Start Date is prompted | This is a listener for a prompt. |
| Submission Created Date is prompted | This is a listener for a prompt. |
| Submission Completed Date is prompted | This is a listener for a prompt. |
| Current Status Name is prompted | This is a listener for a prompt. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |

| Filter | Description |
|--|----------------------------------|
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| Is Ace is prompted | This is a listener for a prompt. |
| Minimum Requirements Met is prompted | This is a listener for a prompt. |
| Submission Is Internal is prompted | This is a listener for a prompt. |
| Submission Is Completed is prompted | This is a listener for a prompt. |
| Current Status is prompted | This is a listener for a prompt. |
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |
| Target Start Date is prompted | This is a listener for a prompt. |
| Offer Target Start Date is prompted | This is a listener for a prompt. |

Candidate Summary by Recruiting Status (Time Spent in Each Status)

The report provides a summary of how long it takes to move candidates along in the recruiting cycle.

Report Columns

| Name | Description |
|----------------------------------|---|
| Req. Identifier | Returns the requisition id, as displayed in the recruiting application. |
| Req. Title | Returns the requisition title, in its base language. |
| Current Status Start Date | Returns the date when the candidate was moved to the current status. |
| Recruiter Name | Returns the recruiter name |
| Hiring Manager Name | Returns the hiring manager name |
| Job Field Level1 Name | Returns the name of the requisition job field. |
| Location Level1 Name | Returns the name of the requisition primary location. |
| Current Status | Returns the current status of the requisition. Note that the values "Approved" and "Sourcing" roll up to the "Open" status. |
| Historical Workflow Name | Returns the name of the candidate selection workflow used for this job submission. |
| Historical Step Sequence | Returns who changed the candidate to this status |
| Historical Step Name | Returns the sequence of the step in its workflow |
| Historical Status Name | Returns the sequence of the status in its step |
| Historical Reference Status Name | Returns the historical reference status name |
| Average Duration (Days) | Return an average, derived by function, of how long the candidates were in this status |
| # Submissions | Returns the number of distinct job submissions. |

Report Prompts

All report prompts are optional.

| Name | Description |
|--|--|
| Requisition Status | Filters the report based on whether the requisition current status is in the list of values selected. |
| Submission Current Status Start Date | Filters the report based on whether the submission current status start date is between two selected dates. |
| Submission Created Date | Filters the report based on whether the submission created date is between two selected dates. |
| Hired Candidate Start Date | Filters the report based on whether the hired start date is between two selected dates. If the hire start date is null the offer actual start date is used. |
| Latest Filled Date | Filters the report based on whether the latest filled date is between two selected dates. |
| First Sourced After Latest Approved Date | Filters the report based on whether the first sourced after latest approved date is between two selected dates. |
| Ref. Status Name | Filters the report based on whether the current status reference name is in the list of values selected. |
| Workflow Name | Filters the report based on whether the current workflow name is in the list of values selected. |
| Step Name | Filters the report based on whether the current step name is in the list of values selected. If the workflow name filter is being used, only the steps in the selected workflow will be available. |

| Name | Description |
|--------------------------|--|
| Status Name | Filters the report based on whether the current status name is in the list of values selected. If the step name filter is being used, only the statuses in the filtered steps will be available. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |
| Minimum Requirements Met | Filters the report based on whether the minimum requirements met indicator is in the list of values selected. |
| Is Ace | Filters the report based on whether the is ace indicator is in the list of values selected. |
| Submission Is Internal | Filters the report based on whether the submission is internal indicator is in the list of values selected. |
| Submission Is Completed | Filters the report based on whether the submission is completed indicator is in the list of values selected. |

Report Filters

| Filter | Description |
|--|--|
| Historical Status Sequence is not null | Filters the report to remove candidates where no historical status sequence has been recorded. |

| Filter | Description |
|--|---|
| Historical Reference Status Name is not equal to/is not in Declined; Hired; Rejected | Filters the report to remove the declined, hired, and rejected reference status as these status are final statuses. |
| Historical Step/Status Was Reverted is equal to/is in No | Filters the report to remove candidates whose step/status has been reverted. |
| Current Status Start Date is prompted | This is a listener for a prompt. |
| Submission Created Date is prompted | This is a listener for a prompt. |
| Submission Completed Date is prompted | This is a listener for a prompt. |
| Latest Filled Date is prompted | This is a listener for a prompt. |
| Current Reference Status Name is prompted | This is a listener for a prompt. |
| Current Workflow Name is prompted | This is a listener for a prompt. |
| Current Step Name is prompted | This is a listener for a prompt. |
| Current Status Name is prompted | This is a listener for a prompt. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| IFNULL("Submission Dates"."Hire Start Date", "Submission Dates"."Offer Actual Start Date") is prompted | This is a listener for a prompt. When the prompt is set this value filters on the Hire Start Date. If hire start date is null it filters on the Offer Actual Start Date. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |

| Filter | Description |
|--|----------------------------------|
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| Is Ace is prompted | This is a listener for a prompt. |
| Minimum Requirements Met is prompted | This is a listener for a prompt. |
| Submission Is Internal is prompted | This is a listener for a prompt. |
| Submission Is Completed is prompted | This is a listener for a prompt. |
| Current Status is prompted | This is a listener for a prompt. |
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |

Candidates Hired

The report provides a listing of hired candidates.

Report Columns

| Name | Description |
|-----------------------|--|
| Req. Identifier | <i>Returns the requisition id, as displayed in the recruiting application.</i> |
| Req. Title | <i>Returns the requisition title, in its base language.</i> |
| Candidate Identifier | <i>Returns Candidate ID</i> |
| Candidate Name | <i>Returns the candidate name</i> |
| Candidate is Internal | <i>Returns whether or not the candidate is internal</i> |
| Candidate Email | <i>Returns the candidate email</i> |

| Name | Description |
|--|---|
| Candidate Primary Phone Designation | Returns the candidate primary phone designation |
| Candidate Mobile Phone | Returns the candidate mobile phone number |
| Candidate Home Phone | Returns the candidate home phone number |
| Candidate Work Phone | Returns the candidate work phone number |
| Is Ace | Returns yes or no value based on whether the submission was Ace. |
| Minimum Requirements Met | Returns yes or no value based on whether the submission met minimum requirements. |
| Current Reference Status Name | Returns the current reference status name |
| Current Workflow Name | Returns the name of the candidate selection workflow used for this job submission. |
| Current Step Name | Returns the current CSW step name |
| Current Status Name | Returns the current CSW status name |
| Current Status Start Date | Returns the date when the candidate was moved to the current status. |
| Recruiter Name | Returns the recruiter name |
| Recruiter Email | Returns the recruiter email |
| # Openings Left to Fill (Hired) | Returns the number of positions left to fill on the requisition, based on the number of openings minus the number of candidates in the hired reference status. |
| Hiring Manager Name | Returns the hiring manager name |
| Hiring Manager Email | Returns the hiring manager email |
| Organization Level1 Name | Returns the name of the organization |
| Organization Level2 Name | Returns the name of the organization |
| Job Field Level1 Name | Returns the name of the requisition job field. |
| Location Level1 Name | Returns the name of the requisition primary location. |
| Submission Is Completed | Returns whether or not the submission is complete |
| Submission Medium | Returns the submission medium |
| Submission Is Internal | Returns whether or not the candidate was internal as of when he/she created the submission |
| Submission Created Date | Returns the date/time when the submission was created |
| Submission Completed Date | Returns the date/time when the submission was completed |
| Hired Candidate Start Date | Returns the hire start date/time as entered when the candidate is moved to the Hired reference status . If the hire start date is not available the system returns the hire start date as entered in the candidate job offer section. |
| Offer Accepted Date | Returns the date/time when the candidate accepted the job offer |
| Latest Filled Date | Returns the date/time when the requisition was most recently filled. |
| Latest Position Accepted Date | Returns the date/time when the last position was accepted on the requisition. |
| First Sourced After Latest Approval Date | Returns the first time the requisition was put into the sourcing status after the most recent time the requisition the requisition was put into the approved status. |
| Current Status | Returns the current status of the requisition. Note that the values "Approved" and "Sourcing" roll up to the "Open" status. |

| Name | Description |
|-------------------------------------|---|
| Submission Source Type (Display As) | Returns the recruitment source type, as displayed in the recruiting administration application, under the "display as" column. |
| Submission Source (BL) | Returns the submission source, in its base locale |
| Race | Returns the answer to the regulation question |
| Gender | Returns the answer to the regulation question |
| Ethnicity | Returns the answer to the regulation question |
| Regulation Form Code | Returns the code associated to the global regulation data collection form. |
| EEO Job Category | Returns the requisition's EEO job category. |
| Time to Hire | Returns the average number of days between the first fully approved date and the hired date. |
| Submission Cycle Time | Returns the average number of days between the submission completed date and hired date. |
| Time to Start | Returns the average number of days between the the first fully approved date and the hire start date (offer actual start date, if hire start date is null). |

Report Prompts

All report prompts are optional.

| Name | Description |
|--|--|
| Requisition Status | Filters the report based on whether the requisition current status is in the list of values selected. |
| Submission Current Status Start Date | Filters the report based on whether the submission current status start date is between two selected dates. |
| Submission Created Date | Filters the report based on whether the submission created date is between two selected dates. |
| Hired Candidate Start Date | Filters the report based on whether the hired start date is between two selected dates. If the hire start date is null the offer actual start date is used. |
| Hired Date | Filters the report based on whether the hired date is between two selected dates. |
| Latest Filled Date | Filters the report based on whether the latest filled date is between two selected dates. |
| Offer Accepted Date | Filters the report based on whether the offer accepted date is between two selected dates. |
| Last Position Accepted Date | Filters the report based on whether the last position accepted date is between two selected dates. |
| First Sourced After Latest Approved Date | Filters the report based on whether the first sourced after latest approved date is between two selected dates. |
| Ref. Status Name | Filters the report based on whether the current status reference name is in the list of values selected. |
| Workflow Name | Filters the report based on whether the current workflow name is in the list of values selected. |
| Step Name | Filters the report based on whether the current step name is in the list of values selected. If the workflow name filter is being used, only the steps in the selected workflow will be available. |
| Status Name | Filters the report based on whether the current status name is in the list of values selected. If the step name filter is being used, only the statuses in the filtered steps will be available. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |

| Name | Description |
|--------------------------|--|
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |
| Minimum Requirements Met | Filters the report based on whether the minimum requirements met indicator is in the list of values selected. |
| Is Ace | Filters the report based on whether the is ace indicator is in the list of values selected. |
| Submission Is Internal | Filters the report based on whether the submission is internal indicator is in the list of values selected. |
| Submission Is Completed | Filters the report based on whether the submission is completed indicator is in the list of values selected. |

Report Filters

| Filter | Description |
|---|--|
| Is Max Standard USA EEO Form with Answer is equal to/ is in YES | Filters the report based on whether USA EEO form has been answered or no regulation form has been specified. |
| OR | |
| Regulation Form Code is null | |

| Filter | Description |
|---|---|
| Content Reference Status Name is equal to / is in Hired | Filters the report to candidates who have reached a hired content reference status. |
| Historical Step Sequence is not null | Filters the report to remove candidates where no historical step sequence has been recorded. |
| Historical Step/Status Was Reverted is equal to/is in No | Filters the report to remove candidates whose step/status has been reverted. |
| Current Status Start Date is prompted | This is a listener for a prompt. |
| Submission Created Date is prompted | This is a listener for a prompt. |
| Submission Completed Date is prompted | This is a listener for a prompt. |
| Latest Filled Date is prompted | This is a listener for a prompt. |
| Current Reference Status Name is prompted | This is a listener for a prompt. |
| Current Workflow Name is prompted | This is a listener for a prompt. |
| Current Step Name is prompted | This is a listener for a prompt. |
| Current Status Name is prompted | This is a listener for a prompt. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| IFNULL("Submission Dates"."Hire Start Date","Submission Dates"."Offer Actual Start Date") | This is a listener for a prompt. When the prompt is set this value filters on the Hire Start Date. If hire start date is null it filters on the Offer Actual Start Date. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |

| Filter | Description |
|--|----------------------------------|
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| Is Ace is prompted | This is a listener for a prompt. |
| Minimum Requirements Met is prompted | This is a listener for a prompt. |
| Submission Is Internal is prompted | This is a listener for a prompt. |
| Submission Is Completed is prompted | This is a listener for a prompt. |
| Current Status is prompted | This is a listener for a prompt. |
| Last Position Accepted Date is prompted | This is a listener for a prompt. |
| Hired Date is prompted | This is a listener for a prompt. |
| Offer Accepted Date is prompted | This is a listener for a prompt. |
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |

Candidates Requiring Attention (Based on Aging)

The report returns a listing of candidates that have been in a recruiting status for a certain amount of time. The statuses and time thresholds are defined by the user at runtime. For example, candidates that are in the “New – To Be Reviewed” status and haven’t been moved for over 5 days.

Report Columns

| Name | Details |
|--|--|
| Req. Identifier | Returns the requisition id, as displayed in the recruiting application. |
| Req. Title | Returns the requisition title, in its base language. |
| Candidate Identifier | Returns Candidate ID |
| Candidate Name | Returns the candidate name |
| Candidate is Internal | Returns whether or not the candidate is internal |
| Candidate Email | Returns the candidate email |
| Candidate Primary Phone Designation | Returns the candidate primary phone designation |
| Candidate Mobile Phone | Returns the candidate mobile phone number |
| Candidate Home Phone | Returns the candidate home phone number |
| Candidate Work Phone | Returns the candidate work phone number |
| Is Ace | Returns yes or no value based on whether the submission was Ace. |
| Minimum Requirements Met | Returns yes or no value based on whether the submission met minimum requirements. |
| Current Reference Status Name | Returns the current reference status name |
| Current Workflow Name | Returns the name of the candidate selection workflow used for this job submission. |
| Current Step Name | Returns the current CSW step name |
| Current Status Name | Returns the current CSW status name |
| Current Status Start Date | Returns the date when the candidate was moved to the current status. |
| Days Since Last Candidate Status Change | Returns the time (in days) spent on hold between now and the most recent candidate selection workflow status change. |
| Recruiter Name | Returns the recruiter name |
| Recruiter Email | Returns the recruiter email |
| # Openings Left to Fill (Hired) | Returns the number of positions left to fill on the requisition, based on the number of openings minus the number of candidates in the hired reference status. |
| Hiring Manager Name | Returns the hiring manager name |
| Hiring Manager Email | Returns the hiring manager email |
| Organization Level1 Name | Returns the name of the organization |
| Job Field Level1 Name | Returns the name of the requisition job field. |
| Location Level1 Name | Returns the name of the requisition primary location. |
| Submission Is Completed | Returns whether or not the submission is complete |
| Submission Medium | Returns the submission medium |
| Submission Completed Date | Returns the date/time when the submission was completed |
| First Sourced After Latest Approval Date | Returns the first time the requisition was put into the sourcing status after the most recent time the requisition the requisition was put into the approved status. |

Report Prompts

All report prompts are optional.

| Name | Description |
|--|--|
| Days Since Last Status Change | This is a required prompt that filters the report based on whether the application has been in the current status for a certain amount of days. |
| Current Status Start Date | Filters the report based on whether the current status start date is between two selected dates. |
| Submission Completed Date | Filters the report based on whether the submission completed date is between two selected dates. |
| First Sourced After Latest Approved Date | Filters the report based on whether the first sourced after latest approved date is between two selected dates. |
| Ref. Status Name | Filters the report based on whether the current status reference name is in the list of values selected. |
| Workflow Name | Filters the report based on whether the current workflow name is in the list of values selected. |
| Step Name | Filters the report based on whether the current step name is in the list of values selected. If the workflow name filter is being used, only the steps in the selected workflow will be available. |
| Status Name | Filters the report based on whether the current status name is in the list of values selected. If the step name filter is being used, only the statuses in the filtered steps will be available. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |

| Name | Description |
|--------------------------|---|
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |
| Minimum Requirements Met | Filters the report based on whether the minimum requirements met indicator is in the list of values selected. |
| Is Ace | Filters the report based on whether the is ace indicator is in the list of values selected. |
| Submission Is Internal | Filters the report based on whether the submission is internal indicator is in the list of values selected. |
| Submission Is Completed | Filters the report based on whether the submission is completed indicator is in the list of values selected. |

Report Filters

| Filter | Explanation |
|--|--|
| Current Status Name is equal to / is in Sourcing | Filters the report to requisitions that are still actively sourcing. |
| Current Status Start Date is prompted | This is a listener for a prompt. |
| Submission Completed Date is prompted | This is a listener for a prompt. |
| Current Reference Status Name is prompted | This is a listener for a prompt. |
| Current Workflow Name is prompted | This is a listener for a prompt. |
| Current Step Name is prompted | This is a listener for a prompt. |
| Current Status Name is prompted | This is a listener for a prompt. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |

| Filter | Explanation |
|--|----------------------------------|
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| Is Ace is prompted | This is a listener for a prompt. |
| Minimum Requirements Met is prompted | This is a listener for a prompt. |
| Candidate Is Internal is prompted | This is a listener for a prompt. |
| Submission Is Completed is prompted | This is a listener for a prompt. |
| Last Position Accepted Date is prompted | This is a listener for a prompt. |
| Time Since Last CSW Status Change is prompted | This is a listener for a prompt. |
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |

Career Site Dropoff Statistics

The report provides visibility into incomplete job submissions in terms of where in the application process candidates are dropping off, in the context of career section application flows.

Report Columns

| Name | Description |
|--|--|
| Career Site Name (BL) | <i>Returns the job application career site at the time the candidate applied, in its base locale.</i> |
| Career Site Application Flow Name (BL) | <i>Returns the name of the submission flow of the career site at the time the candidate applied, in its base locale.</i> |

| Name | Description |
|---|--|
| Career Site Last Page Reached Name (BL) | Returns the name of the last submission flow page reached at the time the candidate applied, in its base locale. |
| Career Site Last Page Reached Sequence | Returns the sequence of the last submission flow page reached at the time the candidate applied. |
| # Submissions | Returns the number of distinct job submissions. |
| # Submissions Complete | Returns the number of distinct job submissions that are completed. |
| # Submissions Incomplete | Returns the number of distinct job submissions that are not completed. |
| % Submissions Incomplete | # Submissions Incomplete / # Submissions *100 |

Report Prompts

All report prompts are optional.

| Name | Description |
|--|--|
| Submission Created Date | Filters the report based on whether the submission created date is between two selected dates. |
| Latest Filled Date | Filters the report based on whether the latest filled date is between two selected dates. |
| First Sourced After Latest Approved Date | Filters the report based on whether the first sourced after latest approved date is between two selected dates. |
| Career Site Name | Filters the report based on whether the career site name is in the list of values selected. |
| Application Flow Name | Filters the report based on whether the application flow name is in the list of values selected. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |

| Name | Description |
|--------------------------|--|
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |
| Minimum Requirements Met | Filters the report based on whether the minimum requirements met indicator is in the list of values selected. |
| Requisition Status | Filters the report based on whether the requisition status is in the list of values selected |
| Is Ace | Filters the report based on whether the is ace indicator is in the list of values selected. |
| Submission Is Internal | Filters the report based on whether the submission is internal indicator is in the list of values selected. |

Report Filters

| Filter | Explanation |
|--|---|
| Career Site Name (BL) is not null | Filters the report based to submissions where career site name has been recorded. |
| Submission Medium is equal to/is in Online | Filters the report to submissions that were submitted online. |
| Submission Originator is equal to/is in Candidate | Filters the report to submissions that have been completed by the candidate. |
| Current Status is prompted | This is a listener for a prompt. |
| Submission Created Date is prompted | This is a listener for a prompt. |
| Latest Filled Date is prompted | This is a listener for a prompt. |
| Career Site Application Flow Name (BL) is prompted | This is a listener for a prompt. |
| Career Site Name is prompted | This is a listener for a prompt. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| Location Level1 Name is prompted | This is a listener for a prompt. |

| Filter | Explanation |
|--|----------------------------------|
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| Is Ace is prompted | This is a listener for a prompt. |
| Minimum Requirements Met is prompted | This is a listener for a prompt. |
| Submission Is Internal is prompted | This is a listener for a prompt. |
| Last Position Accepted Date is prompted | This is a listener for a prompt. |
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |

EEO Summary by EEO Category

The report displays a summary of candidates by race, gender, ethnicity and EEO category.

Report Columns

| Name | Description |
|--------|--|
| Race | <i>Returns the answer to the regulation question</i> |
| Gender | <i>Returns the answer to the regulation question</i> |

| Name | Description |
|-------------------|--|
| Ethnicity | <i>Returns the answer to the regulation question</i> |
| EEO Job Category | <i>Returns the requisition's EEO job category.</i> |
| EEO Establishment | <i>If the position is offered in the United States, this is the EEO establishment associated with the requisition.</i> |
| # Submissions | <i>Returns the number of distinct job submissions.</i> |

Report Prompts

All report prompts are optional.

| Name | Description |
|--|--|
| Requisition Status | Filters the report based on whether the requisition current status is in the list of values selected. |
| Submission Current Status Start Date | Filters the report based on whether the submission current status start date is between two selected dates. |
| Submission Completed Date | Filters the report based on whether the submission completed date is between two selected dates. |
| Submission Created Date | Filters the report based on whether the submission created date is between two selected dates. |
| Hired Candidate Start Date | Filters the report based on whether the hired start date is between two selected dates. If the hire start date is null the offer actual start date is used. |
| Latest Filled Date | Filters the report based on whether the latest filled date is between two selected dates. |
| First Sourced After Latest Approved Date | Filters the report based on whether the first sourced after latest approved date is between two selected dates. |
| Ref. Status Name | Filters the report based on whether the current status reference name is in the list of values selected. |
| Workflow Name | Filters the report based on whether the current workflow name is in the list of values selected. |
| Step Name | Filters the report based on whether the current step name is in the list of values selected. If the workflow name filter is being used, only the steps in the selected workflow will be available. |
| Status Name | Filters the report based on whether the current status name is in the list of values selected. If the step name filter is being used, only the statuses in the filtered steps will be available. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |

| Name | Description |
|--------------------------|--|
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |
| Minimum Requirements Met | Filters the report based on whether the minimum requirements met indicator is in the list of values selected. |
| Is Ace | Filters the report based on whether the is ace indicator is in the list of values selected. |
| Submission Is Internal | Filters the report based on whether the submission is internal indicator is in the list of values selected. |
| Submission Is Completed | Filters the report based on whether the submission is completed indicator is in the list of values selected. |

Report Filters

| Filter | Description |
|---|--|
| Is Max Standard USA EEO Form with Answer is equal to/ is in YES | Filters the report based on whether USA EEO form has been answered or no regulation form has been specified. |
| OR | |
| Regulation Form Code is null | |
| Current Status Start Date is prompted | This is a listener for a prompt. |
| Submission Created Date is prompted | This is a listener for a prompt. |
| Submission Completed Date is prompted | This is a listener for a prompt. |
| Latest Filled Date is prompted | This is a listener for a prompt. |
| Current Reference Status Name is prompted | This is a listener for a prompt. |
| Current Workflow Name is prompted | This is a listener for a prompt. |

| Filter | Description |
|--|---|
| Current Step Name is prompted | This is a listener for a prompt. |
| Current Status Name is prompted | This is a listener for a prompt. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| IFNULL("Submission Dates"."Hire Start Date", "Submission Dates"."Offer Actual Start Date") | This is a listener for a prompt. When the prompt is set this value filters on the Hire Start Date. If hire start date is null it filters on the Offer Actual Start Date. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| Is Ace is prompted | This is a listener for a prompt. |
| Minimum Requirements Met is prompted | This is a listener for a prompt. |

| Filter | Description |
|--|----------------------------------|
| Submission Is Internal is prompted | This is a listener for a prompt. |
| Submission Is Completed is prompted | This is a listener for a prompt. |
| Current Status is prompted | This is a listener for a prompt. |
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |

Process Audits

The report provides a summary of data points that qualify under a variety of system audits.

Report Columns

| Name | Location |
|--------------------------|--|
| Req. Identifier | <i>Returns the requisition id, as displayed in the recruiting application.</i> |
| Title | <i>Returns the requisition title, in its base language.</i> |
| Exception | |
| Detail | |
| Candidate Identifier | <i>Returns Candidate ID</i> |
| Name | <i>Returns the candidate name</i> |
| Email | <i>Returns the candidate email</i> |
| Recruiter Name | <i>Returns the recruiter name</i> |
| Recruiter Email | <i>Returns the recruiter email</i> |
| Hiring Manager Name | <i>Returns the hiring manager name</i> |
| Hiring Manager Email | <i>Returns the hiring manager email</i> |
| Organization Level1 Name | <i>Returns the name of the organization</i> |
| Location Level1 Name | <i>Returns the name of the requisition primary location.</i> |
| Job Field Level1 Name | <i>Returns the name of the requisition job field.</i> |
| Current Status | <i>Returns the current status of the requisition. Note that the values "Approved" and "Sourcing" roll up to the "Open" status.</i> |
| Req. Audit | '@{ReqAudit}{*ALL*}' |

Original Columns/Filters

| Exception | Detail | Filters |
|-------------------------------------|---|--|
| 'Hire with Suspect Time to Hire' | 'Time to Hire: ' CAST("Candidate Cycle Time"."Time to Hire" AS CHAR) ' days.' | Content Reference Status Name is equal to / is in Hired AND (Time to Hire is less than or equal to 1 OR Time to Hire is greater than or equal to 365) AND @{ReqAudit}{*ALL*} is LIKE (pattern match) %Hires with Suspect Time to Hire% |
| 'Ace Candidate New 5+ Days' | 'New for ' cast(round("Submission Aging"."Time Since Last CSW Status Change",2) as CHAR) ' days.' | Time Since Last CSW Status Change is greater than or equal to 5 AND Is Ace is equal to / is in Yes AND Current Reference Status Name is equal to / is in New AND @{ReqAudit}{*ALL*} is LIKE (pattern match) %Ace Candidates New 5+ Days% |
| 'Hire Missing Source' | " | Current Reference Status Name is equal to / is in Hired AND Submission Source (BL) is null AND @{ReqAudit}{*ALL*} is LIKE (pattern match) %Hires Missing Source% |
| 'Hire Start Date < Submission Date' | 'Start Date: ' EVALUATE('to_char(%1,%2)' AS CHAR, ifnull("Submission Dates"."Hire Start Date", "Submission Dates"."Offer Target Start Date"), 'mm/dd/yyyy') ' ; Submission Complete Date: ' EVALUATE('to_char(%1,%2)' as CHAR, "Submission Dates"."Submission Completed Date", 'mm/dd/yyyy') | IFNULL("Submission Dates"."Hire Start Date", "Submission Dates"."Offer Actual Start Date") < "Submission Dates"."Submission Completed Date" AND IFNULL("Submission Dates"."Hire Start Date", "Submission Dates"."Offer Actual Start Date") is not null AND |

| Exception | Detail | Filters |
|--|---|---|
| | | Current Reference Status Name is equal to / is in Hired AND @({ReqAudit}{*ALL*}) is LIKE (pattern match) %Hires Start Date < Submission Date% |
| 'Hire Missing Race or Gender (U.S)' | case when "Candidate Regulations"."Gender" is null and "Candidate Regulations"."Race" is null then 'Missing Race & Gender' when "Candidate Regulations"."Gender" is not null and "Candidate Regulations"."Race" is null then 'Missing Race' else 'Missing Gender' end | @({ReqAudit}{*ALL*}) is LIKE (pattern match) %Hires Missing Race or Gender (U.S)% AND ((Is Max Standard USA EEO Form With Answer is equal to / is in Yes OR Regulation Form Code is null) AND (Gender is null OR Race is null) AND Location Level1 Name is equal to / is in United States) |
| 'Hire Offer Accepted Date < Submission Date' | 'Offer Accepted Date: ' EVALUATE('to_char(%1,%2)' AS CHAR, "Submission Dates"."Offer Accepted Date", 'mm/dd/yyyy') ' ; Submission Complete Date: ' EVALUATE('to_char(%1,%2)' as CHAR, "Submission Dates"."Submission Completed Date", 'mm/dd/yyyy') | Current Reference Status Name is equal to / is in Hired AND Status is equal to / is in Accepted AND evaluate('case when %1 < %2 then %3 end' as CHAR, "Submission Dates"."Offer Accepted Date", "Submission Dates"."Submission Completed Date", 'X') is equal to / is in X @({ReqAudit}{*ALL*}) is LIKE (pattern match) %Hires Offer Accepted Date < Submission Date% |

Report Filters

| Filter | Explanation |
|----------------------------|----------------------------------|
| Current Status is prompted | This is a listener for a prompt. |

| Filter | Explanation |
|---|---|
| Current Status Start Date is prompted | This is a listener for a prompt. |
| Submission Created Date is prompted | This is a listener for a prompt. |
| Submission Completed Date is prompted | This is a listener for a prompt. |
| Hired Date is prompted | This is a listener for a prompt. |
| Latest Filled Date is prompted | This is a listener for a prompt. |
| Current Reference Status Name is prompted | This is a listener for a prompt. |
| Current Workflow Name is prompted | This is a listener for a prompt. |
| Current Step Name is prompted | This is a listener for a prompt. |
| Current Status Name is prompted | This is a listener for a prompt. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| IFNULL("Submission Dates"."Hire Start Date","Submission Dates"."Offer Actual Start Date") is prompted | This is a listener for a prompt. When the prompt is set this value filters on the Hire Start Date. If hire start date is null it filters on the Offer Actual Start Date. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |

| Filter | Explanation |
|--|----------------------------------|
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| Is Ace is prompted | This is a listener for a prompt. |
| Minimum Requirements Met is prompted | This is a listener for a prompt. |
| Submission Is Internal is prompted | This is a listener for a prompt. |
| Submission Is Completed is prompted | This is a listener for a prompt. |
| Current Status is prompted | This is a listener for a prompt. |
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |
| Last Modified Date is prompted | This is a listener for a prompt. |
| Last Position Accepted Date is prompted | This is a listener for a prompt. |

Report Prompts

All report prompts are optional.

| Name | Description |
|---------------------------|---|
| Audits | This is a presentation variable for ReqAudit. It filters the report based on the selected audit criteria. |
| Current Status Start Date | Filters the report based on whether the submission current status start date is between two selected dates. |
| Submission Completed Date | Filters the report based on whether the submission completed date is between two selected dates. |
| Submission Created Date | Filters the report based on whether the submission created date is between two selected dates. |
| Hired Start Date | Filters the report based on whether the hired start date is between two selected dates. If the hire start date is null the offer actual start date is used. |
| Hired Date | Filters the report based on whether the hired date is between two selected dates. |
| Latest Filled Date | Filters the report based on whether the latest filled date is between two selected dates. |

| Name | Description |
|--|--|
| First Sourced After Latest Approved Date | Filters the report based on whether the first sourced after latest approved date is between two selected dates. |
| Last Position Accepted Date | Filters the report based on whether the last position accepted date is between two selected dates. |
| Ref. Status Name | Filters the report based on whether the current status reference name is in the list of values selected. |
| Workflow Name | Filters the report based on whether the current workflow name is in the list of values selected. |
| Step Name | Filters the report based on whether the current step name is in the list of values selected. If the workflow name filter is being used, only the steps in the selected workflow will be available. |
| Status Name | Filters the report based on whether the current status name is in the list of values selected. If the step name filter is being used, only the statuses in the filtered steps will be available. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |
| Requisition Status | Filters the report based on whether the current status is in the list of values selected. |
| Minimum Requirements Met | Filters the report based on whether the minimum requirements met indicator is in the list of values selected. |
| Is Ace | Filters the report based on whether the is ace indicator is in the list of values selected. |

| Name | Description |
|-------------------------|--|
| Submission Is Internal | Filters the report based on whether the submission is internal indicator is in the list of values selected. |
| Submission Is Completed | Filters the report based on whether the submission is completed indicator is in the list of values selected. |

Requisition Pipeline Detail (Active Requisitions)

The report displays a listing of active requisitions along with a summary of candidates by various attributes.

Report Columns

| Name | Description |
|--|--|
| Req. Identifier | Returns the requisition id, as displayed in the recruiting application. |
| Req. Title | Returns the requisition title, in its base language. |
| Recruiter Name | Returns the recruiter name |
| # Openings Left to Fill (Hired) | Returns the number of positions left to fill on the requisition, based on the number of openings minus the number of candidates in the hired reference status. |
| Hiring Manager Name | Returns the hiring manager name |
| Organization Level1 Name | Returns the name of the organization |
| Job Field Level1 Name | Returns the name of the requisition job field. |
| Location Level1 Name | Returns the name of the requisition primary location. |
| First Sourced After Latest Approval Date | Returns the first time the requisition was put into the sourcing status after the most recent time the requisition the requisition was put into the approved status. |
| # Submissions | Returns the number of distinct job submissions. |
| # Submissions Complete | Returns the number of distinct job submissions that are completed. |
| # Submissions Ace | Returns the number of distinct job submissions where the candidate is considered to be ACE. |
| # Submissions Min. Requirements Met | Returns the number of distinct job submissions where the candidate as met all the requisition minimum requirements. |
| # Submissions Internal | Returns the number of distinct submissions that are internal |
| # Submissions Currently New | Returns the number of distinct submissions currently in the "New" reference model status |
| # Submissions Current in Review | Returns the number of distinct submissions currently in the "Review" reference model status |
| # Submissions Currently in 1st Intv. | Returns the number of distinct submissions currently in the "1st Interview" reference model status |
| # Submissions Currently in 2nd Intv. | Returns the number of distinct submissions currently in the "2nd Interview" reference model status |
| # Submissions Currently in 3rd Intv. | Returns the number of distinct submissions currently in the "3rd Interview" reference model status |
| # Submissions Currently in Offer | Returns the number of distinct submissions currently in the "Offer" reference model status |

| Name | Description |
|------------------------------------|---|
| # Submissions Currently in Testing | Returns the number of distinct submissions currently in the "Testing" reference model status |
| # Submissions Currently Hired | Returns the number of distinct submissions currently in the "Hired" reference model status |
| # Submissions Currently Rejected | Returns the number of distinct submissions currently in the "Rejected" reference model status |
| # Submissions Currently Declined | Returns the number of distinct submissions currently in the "Declined" reference model status |
| # Submissions Matched | # Submissions filtered using <i>Submission Medium</i> =Matched to Job |
| # Submissions in Process | # Submissions Currently In 1st Intv.+ # Submissions Currently In 2nd Intv. + # Submissions Currently In 3rd Intv. + # Submissions Currently In Offer + # Submissions Currently in Review + # Submissions Currently In Testing |

Report Prompts

All report prompts are optional.

| Name | Description |
|--|--|
| Latest Fully Approved Date | Filters the report based on whether the latest fully approved date is between two selected dates. |
| First Sourced After Latest Approved Date | Filters the report based on whether the first sourced after latest approved date is between two selected dates. |
| Req. Creation Date | Filters the report based on whether the req. creation date is between two selected dates. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |

| Name | Description |
|---------------------------------|---|
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |
| # Openings Left to Fill (Hired) | Allows you to select the operator for the prompt on # openings left to fill (hired) and the corresponding values, if necessary. |

Report Filters

| Filter | Description |
|--|--|
| Current Status is equal to/ is in Sourcing | Filters the report to requisitions in the sourcing status. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |

| Filter | Description |
|--|----------------------------------|
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |
| Latest Fully Approved Date is prompted | This is a listener for a prompt. |

Requisition Pipeline Summary (Active Requisitions)

The report displays a summary of active requisitions by various dimensions.

Report Columns

| Name | Description |
|---|---|
| Requisition Organization Name | A hierarchical column based on <i>requisition organization names</i> . |
| Requisition Primary Location Name | A hierarchical column based on <i>requisition primary job location names</i> . |
| Requisition Job Field Name | A hierarchical column based on <i>requisition job field names</i> . |
| # Requisitions | <i>Returns the number of requisitions.</i> |
| # Openings | <i>Returns the number of openings on the requisition(s).</i> |
| # Openings Left to Fill (Hired) | <i>Returns the number of positions left to fill on the requisition, based on the number of openings minus the number of candidates in the hired reference status.</i> |
| # Requisitions by Recruiter | <i>Returns the number of requisitions divided by the number of recruiters.</i> |
| Average Time Since Most Recent Approval (Minus TOH) | <i>Returns the time (in days) between now and the first occurrence of the requisition being changed to the sourcing status.</i> |
| # Submissions | <i>Returns the number of distinct job submissions.</i> |
| # Submissions Complete | <i>Returns the number of distinct job submissions that are completed.</i> |
| # Submissions Ace | <i>Returns the number of distinct job submissions where the candidate is considered to be ACE.</i> |
| # Submissions Min. Requirements Met | <i>Returns the number of distinct job submissions where the candidate as met all the requisition minimum requirements.</i> |
| # Submissions Internal | <i>Returns the number of distinct submissions that are internal</i> |
| # Submissions Currently New | <i>Returns the number of distinct submissions currently in the "New" reference model status</i> |
| # Submissions Current in Review | <i>Returns the number of distinct submissions currently in the "Review" reference model status</i> |
| # Submissions Currently in 1st Intv. | <i>Returns the number of distinct submissions currently in the "1st Interview" reference model status</i> |
| # Submissions Currently in 2nd Intv. | <i>Returns the number of distinct submissions currently in the "2nd Interview" reference model status</i> |
| # Submissions Currently in 3rd Intv. | <i>Returns the number of distinct submissions currently in the "3rd Interview" reference model status</i> |
| # Submissions Currently in Offer | <i>Returns the number of distinct submissions currently in the "Offer" reference model status</i> |

| Name | Description |
|------------------------------------|---|
| # Submissions Currently in Testing | Returns the number of distinct submissions currently in the "Testing" reference model status |
| # Submissions Currently Hired | Returns the number of distinct submissions currently in the "Hired" reference model status |
| # Submissions Currently Rejected | Returns the number of distinct submissions currently in the "Rejected" reference model status |
| # Submissions Currently Declined | Returns the number of distinct submissions currently in the "Declined" reference model status |
| # Submissions Matched | # Submissions filtered using <i>Submission Medium</i> =Matched to Job |
| # Submissions in Process | # Submissions Currently In 1st Intv.+ # Submissions Currently In 2nd Intv. + # Submissions Currently In 3rd Intv. + # Submissions Currently In Offer + # Submissions Currently in Review + # Submissions Currently In Testing |
| # Submissions by Candidate | Returns the number of distinct submissions divided by the number of distinct candidates. |
| # Submissions by Recruiter | Returns the number of submissions divided by the number of recruiters. |
| # Submissions by Requisition | Returns the number of submissions divided by the number of requisitions. |
| # Recruiters | Count of distinct <i>recruiter id</i> . |

Report Prompts

All report prompts are optional.

| Name | Description |
|--|--|
| Latest Fully Approved Date | Filters the report based on whether the latest fully approved date is between two selected dates. |
| First Sourced After Latest Approved Date | Filters the report based on whether the first sourced after latest approved date is between two selected dates. |
| Req. Creation Date | Filters the report based on whether the req. creation date is between two selected dates. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |

| Name | Description |
|---------------------|--|
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |

Report Filters

| Filter | Description |
|--|--|
| Current Status is equal to/ is in Sourcing | Filters the report to requisitions in the sourcing status. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |

| Filter | Description |
|--|----------------------------------|
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| Req. Creation Date is prompted | This is a listener for a prompt. |
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |
| Latest Fully Approved Date is prompted | This is a listener for a prompt. |

Requisitions Active Historical Snapshot

The report displays how many requisitions were in the sourcing status as of a user defined point in time.

Report Columns

| Name | Description |
|-----------------------------------|---|
| Requisition Organization Name | A hierarchical column based on requisition organization names . |
| Requisition Primary Location Name | A hierarchical column based on requisition primary job location names . |
| Requisition Job Field Name | A hierarchical column based on requisition job field names . |
| # Requisitions | Returns the number of requisitions. |
| Avg Age | Returns the average time in days between the req. historical status start date and the point in time specified in the analysis prompt (ReqSnapDate). |
| # Submissions Complete | Returns the number of distinct job submissions that are completed. |
| # Submissions in Process | # Submissions filtered by: historical reference status name in 1st interview, 2nd interview, 3rd interview, offer, reviewed, and testing; and submission historical status start date less than the point in time specified in the analysis prompt (ReqSnapDate), and the historical status end date greater than the point in time specified in the analysis prompt (ReqSnapDate) or null. |

Report Prompts

All report prompts are optional except enter date point in time.

| Name | Description |
|--|--|
| Enter Date Point in Time | This is a variable prompt (ReqSnapDate) that is used by other filters to limit data based on the specified date, which is the snapshot date. |
| Latest Fully Approved Date | Filters the report based on whether the latest fully approved date is between two selected dates. |
| First Sourced After Latest Approved Date | Filters the report based on whether the first sourced after latest approved date is between two selected dates. |

| Name | Description |
|------------------------|--|
| Req. Creation Date | Filters the report based on whether the req. creation date is between two selected dates. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |

Report Filters

| Filter | Description |
|---|--|
| Historical Status is equal to/ is in Sourcing | Filters the report to requisitions historically in the sourcing status. |
| Req. Historical Status Start Date is less than or equal to ReqSnapDate | Filters the report to requisitions whose historical status start date is less than or equal to the point in time specified in the analysis prompt (ReqSnapDate). |
| Req. Historical Status End Date is greater than or equal to ReqSnapDate | Filters the report to requisitions whose historical status end date is greater than or equal to the point in time specified in the analysis prompt (ReqSnapDate), or null. |
| OR | |
| Req. Historical Status End Date is null | |

| Filter | Description |
|--|----------------------------------|
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| Req. Creation Date is prompted | This is a listener for a prompt. |
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |
| Latest Fully Approved Date is prompted | This is a listener for a prompt. |

Requisitions Filled Details

The report displays a listing of filled requisitions along with a summary of candidates by various attributes.

Report Columns

| Name | Description |
|--|--|
| Req. Identifier | Returns the requisition id, as displayed in the recruiting application. |
| Req. Title | Returns the requisition title, in its base language. |
| Recruiter Name | Returns the recruiter name |
| Hiring Manager Name | Returns the hiring manager name |
| Organization Level1 Name | Returns the name of the organization |
| Job Field Level1 Name | Returns the name of the requisition job field. |
| Location Level1 Name | Returns the name of the requisition primary location. |
| Req. Creation Date | |
| First Sourced After Latest Approval Date | Returns the first time the requisition was put into the sourcing status after the most recent time the requisition the requisition was put into the approved status. |
| Latest Fully Approved Date | Returns the date/time when the requisition most recently successfully went through the full approval process. |
| Latest Filled Date | Returns the date/time when the requisition was most recently filled. |
| Last Position Accepted Date | Returns the date/time when the last position was accepted on the requisition. |
| Req. Last Modified Date | Returns the date/time when the requisition was last modified. |
| # Openings | Returns the number of openings on the requisition(s). |
| # Openings Left to Fill (Hired) | Returns the number of positions left to fill on the requisition, based on the number of openings minus the number of candidates in the hired reference status. |
| # Submissions | Returns the number of distinct job submissions. |
| # Submissions Complete | Returns the number of distinct job submissions that are completed. |
| # Submissions Ace | Returns the number of distinct job submissions where the candidate is considered to be ACE. |
| # Submissions Min. Requirements Met | Returns the number of distinct job submissions where the candidate as met all the requisition minimum requirements. |
| # Submissions Internal | Returns the number of distinct submissions that are internal |
| # Submissions Currently Hired | Returns the number of distinct submissions currently in the "Hired" reference model status |
| # Submissions Currently Rejected | Returns the number of distinct submissions currently in the "Rejected" reference model status |
| # Submissions Currently Declined | Returns the number of distinct submissions currently in the "Declined" reference model status |
| # Hires Min. Requirements Met | # Submissions Min. Requirements Met filtered using <i>Current Reference Status Name</i> =Hired |
| # Hires Ace | # Submissions Ace filtered using <i>Current Reference Status Name</i> =Hired |
| # Hires Internal | # Submissions Internal filtered using <i>Current Reference Status Name</i> =Hired |
| # Submissions by Hire | # Submissions Complete / # Submissions Currently Hired |
| # Interviews by Hire | # Submissions Reached 1st Intv. / # Submissions Currently Hired |
| Cycle Time | Returns the average number of days between the req. creation date and the latest filled date. |

| Name | Description |
|----------------------------------|---|
| Time to Approve | Returns the average number of days between the first to be approved date and the first fully approved date. |
| Time to Fill | Returns the average number of days between the first fully approved date and the latest filled date. |
| Time to Latest Position Accepted | Returns the average number of days between the first fully approved date and the last position accepted date. |
| Time to Source | Returns the average number of days between the req. creation date and the first sourced date. |
| Average Submission Cycle Time | Returns the number of days between the submission completed date and the hired date. |
| Average Time to Hire | Returns the number of days between the first fully approved date and the hired date. |
| Average Time to Start | Returns the number of days between the first fully approved date and the hire start date (offer actual start date, if hire start date is null). |

Report Prompts

All report prompts are optional.

| Name | Description |
|--|--|
| Latest Fully Approved Date | Filters the report based on whether the latest fully approved date is between two selected dates. |
| First Sourced After Latest Approved Date | Filters the report based on whether the first sourced after latest approved date is between two selected dates. |
| Req. Creation Date | Filters the report based on whether the req. creation date is between two selected dates. |
| Latest Filled Date | Filters the report based on whether the latest filled date is between two selected dates. |
| Latest Position Accepted Date | Filters the report based on whether the latest position accepted date is between two selected dates. |
| Req. Last Modified Date | Filters the report based on whether the req. last modified date is between two selected dates. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |

| Name | Description |
|---------------------|--|
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |

Report Filters

| Filter | Description |
|--|--|
| Current Status is equal to/ is in Filled | Filters the report to requisitions in the filled status. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |

| Filter | Description |
|--|----------------------------------|
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |
| Latest Fully Approved Date is prompted | This is a listener for a prompt. |
| Latest Filled Date is prompted | This is a listener for a prompt. |
| Last Position Accepted Date is prompted | This is a listener for a prompt. |
| Req. Last Modified Date is prompted | This is a listener for a prompt. |

Requisitions Filled Summary

The report displays a summary of filled requisitions by various dimensions.

Report Columns

| Name | Description |
|-------------------------------------|---|
| Requisition Organization Name | Returns the Requisition Organization hierarchy object. |
| Requisition Primary Location Name | Returns the Requisition Primary Location Name hierarchy object. |
| Requisition Job Field Name | Returns the Requisition Job Field Name hierarchy object. |
| Requisition Latest Filled Date | Returns the Requisition Latest Filled Date hierarchy object. |
| # Requisitions | <i>Returns the number of requisitions.</i> |
| # Openings | <i>Returns the number of openings on the requisition(s).</i> |
| # Openings Left to Fill (Hired) | <i>Returns the number of positions left to fill on the requisition, based on the number of openings minus the number of candidates in the hired reference status.</i> |
| # Requisitions by Recruiter | <i>Returns the number of requisitions divided by the number of recruiters.</i> |
| # Submissions | <i>Returns the number of distinct job submissions.</i> |
| # Submissions Complete | <i>Returns the number of distinct job submissions that are completed.</i> |
| # Submissions Ace | <i>Returns the number of distinct job submissions where the candidate is considered to be ACE.</i> |
| # Submissions Min. Requirements Met | <i>Returns the number of distinct job submissions where the candidate as met all the requisition minimum requirements.</i> |
| # Submissions Internal | <i>Returns the number of distinct submissions that are internal</i> |
| # Submissions Currently Hired | <i>Returns the number of distinct submissions currently in the "Hired" reference model status</i> |

| Name | Description |
|--|---|
| # Submissions Currently Rejected | Returns the number of distinct submissions currently in the "Rejected" reference model status |
| # Submissions Currently Declined | Returns the number of distinct submissions currently in the "Declined" reference model status |
| # Submissions By Recruiter | Returns the number of submissions divided by the number of recruiters. |
| # Hires Min. Requirements Met | # Submissions Min. Requirements Met filtered using Current Reference Status Name=Hired |
| # Hires Ace | # Submissions Ace filtered using Current Reference Status Name=Hired |
| # Hires Internal | # Submissions Internal filtered using Current Reference Status Name=Hired |
| # Submissions by Hire | # Submissions Complete / # Submissions Currently Hired |
| # Interviews by Hire | # Submissions Reached 1st Intv. / # Submissions Currently Hired |
| Average Cycle Time | Returns the number of days between the req. creation date and the latest filled date. |
| Average Time to Approve | Returns the number of days between the first to be approved date and the first fully approved date. |
| Average Time to Fill | Returns the number of days between the first fully approved date and the latest filled date. |
| Average Time to Latest Position Accepted | Returns the number of days between the first fully approved date and the last position accepted date. |
| Average Time to Source | Returns the number of days between the req. creation date and the first sourced date. |
| Average Submission Cycle Time | Returns the number of days between the submission completed date and the hired date. |
| Average Time to Hire | Returns the number of days between the first fully approved date and the hired date. |
| Average Time to Start | Returns the number of days between the first fully approved date and the hire start date (offer actual start date, if hire start date is null). |
| # Recruiters | Returns a count of distinct recruiter id's. |

Report Prompts

All report prompts are optional.

| Name | Description |
|--|--|
| Latest Fully Approved Date | Filters the report based on whether the latest fully approved date is between two selected dates. |
| First Sourced After Latest Approved Date | Filters the report based on whether the first sourced after latest approved date is between two selected dates. |
| Req. Creation Date | Filters the report based on whether the req. creation date is between two selected dates. |
| Latest Filled Date | Filters the report based on whether the latest filled date is between two selected dates. |
| Latest Position Accepted Date | Filters the report based on whether the latest position accepted date is between two selected dates. |
| Req. Last Modified Date | Filters the report based on whether the req. last modified date is between two selected dates. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |

| Name | Description |
|------------------------|--|
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |

Report Filters

| Filter | Description |
|--|--|
| Current Status is equal to/ is in Filled | Filters the report to requisitions in the filled status. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |

| Filter | Description |
|--|----------------------------------|
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |
| Latest Fully Approved Date is prompted | This is a listener for a prompt. |
| Latest Filled Date is prompted | This is a listener for a prompt. |
| Last Position Accepted Date is prompted | This is a listener for a prompt. |
| Req. Last Modified Date is prompted | This is a listener for a prompt. |
| Req. Creation Date is prompted | This is a listener for a prompt. |

Requisitions on Hold

The report provides a listing of requisitions that are currently in the “to be approved” status by aging.

Report Columns

| Name | Description |
|-----------------|--|
| Req. Identifier | <i>Returns the requisition id, as displayed in the recruiting application.</i> |
| Req. Title | <i>Returns the requisition title, in its base language.</i> |

| Name | Description |
|--|--|
| Recruiter Name | Returns the recruiter name |
| Hiring Manager Name | Returns the hiring manager name |
| Organization Level1 Name | Returns the name of the organization |
| Job Field Level1 Name | Returns the name of the requisition job field. |
| Location Level1 Name | Returns the name of the requisition primary location. |
| Req. Creation Date | |
| First Sourced After Latest Approval Date | Returns the first time the requisition was put into the sourcing status after the most recent time the requisition the requisition was put into the approved status. |
| Latest Fully Approved Date | Returns the date/time when the requisition most recently successfully went through the full approval process. |
| Latest Filled Date | Returns the date/time when the requisition was most recently filled. |
| Last Position Accepted Date | Returns the date/time when the last position was accepted on the requisition. |
| Req. Last Modified Date | Returns the date/time when the requisition was last modified. |
| Latest On Hold Date | |
| # Openings | Returns the number of openings on the requisition(s). |
| # Openings Left to Fill (Hired) | Returns the number of positions left to fill on the requisition, based on the number of openings minus the number of candidates in the hired reference status. |
| # Submissions | Returns the number of distinct job submissions. |
| # Submissions Complete | Returns the number of distinct job submissions that are completed. |
| # Submissions Ace | Returns the number of distinct job submissions where the candidate is considered to be ACE. |
| # Submissions Min. Requirements Met | Returns the number of distinct job submissions where the candidate as met all the requisition minimum requirements. |
| # Submissions Internal | Returns the number of distinct submissions that are internal |
| # Submissions Currently New | Returns the number of distinct submissions currently in the "New" reference model status |
| # Submissions Currently In Review | Returns the number of distinct submissions currently in the "Review" reference model status |
| # Submissions Currently In 1st Intv. | Returns the number of distinct submissions currently in the "1st Interview" reference model status |
| # Submissions Currently In 2nd Intv. | Returns the number of distinct submissions currently in the "2nd Interview" reference model status |
| # Submissions Currently In 3rd Intv. | Returns the number of distinct submissions currently in the "3rd Interview" reference model status |
| # Submissions Currently In Offer | Returns the number of distinct submissions currently in the "Offer" reference model status |
| # Submissions Currently Testing | Returns the number of distinct submissions currently in the "Testing" reference model status |
| # Submissions Currently Hired | Returns the number of distinct submissions currently in the "Hired" reference model status |
| # Submissions Currently Rejected | Returns the number of distinct submissions currently in the "Rejected" reference model status |
| # Submissions Currently Declined | Returns the number of distinct submissions currently in the "Declined" reference model status |
| # Submissions Matched | Returns # Submissions filtered by Submission Medium='Matched to Job' |

| Name | Description |
|----------------------------------|--|
| # Submissions In Process | Returns an aggregate of : <i># Submissions Currently In 1st Intv. + # Submissions Currently In 2nd Intv. + # Submissions Currently In 3rd Intv. + # Submissions Currently In Offer + # Submissions Currently in Review + # Submissions Currently In Testing</i> |
| # Hires Min. Requirements Met | <i># Submissions Min. Requirements Met</i> filtered using <i>Current Reference Status Name=Hired</i> |
| # Hires Ace | <i># Submissions Ace</i> filtered using <i>Current Reference Status Name=Hired</i> |
| # Hires Internal | <i># Submissions Internal</i> filtered using <i>Current Reference Status Name=Hired</i> |
| # Submissions by Hire | <i># Submissions Complete / # Submissions Currently Hired</i> |
| # Interviews by Hire | <i># Submissions Reached 1st Intv. / # Submissions Currently Hired</i> |
| Cycle Time | <i>Returns the average number of days between the req. creation date and the latest filled date.</i> |
| Time to Approve | <i>Returns the average number of days between the first to be approved date and the first fully approved date.</i> |
| Time to Fill | <i>Returns the average number of days between the first fully approved date and the latest filled date.</i> |
| Time to Latest Position Accepted | <i>Returns the average number of days between the first fully approved date and the last position accepted date.</i> |
| Time to Source | <i>Returns the average number of days between the req. creation date and the first sourced date.</i> |
| Average Submission Cycle Time | <i>Returns the number of days between the submission completed date and the hired date.</i> |
| Average Time to Hire | <i>Returns the number of days between the first fully approved date and the hired date.</i> |
| Average Time to Start | <i>Returns the number of days between the first fully approved date and the hire start date (offer actual start date, if hire start date is null).</i> |

Report Prompts

All report prompts are optional.

| Name | Description |
|--|--|
| Latest Fully Approved Date | Filters the report based on whether the latest fully approved date is between two selected dates. |
| First Sourced After Latest Approved Date | Filters the report based on whether the first sourced after latest approved date is between two selected dates. |
| Latest On Hold Date | Filters the report based on whether the req. latest on hold date is between two selected dates. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |

| Name | Description |
|---------------------|--|
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |

Report Filters

| Filter | Description |
|---|--|
| Current Status is equal to/ is in On Hold | Filters the report to requisitions in the on hold status. |
| Time on Hold In Current Hold Period is not null | Filters the report to requisitions with a time on hold for current hold period metric. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |

| Filter | Description |
|--|----------------------------------|
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |
| Latest Filled Date is prompted | This is a listener for a prompt. |
| Latest On Hold Date is prompted | This is a listener for a prompt. |

Requisitions Pending Approval

The report provides a listing of requisitions that are currently in the “to be approved” status by aging.

Report Columns

| Name | Description |
|--------------------------|--|
| Req. Identifier | <i>Returns the requisition id, as displayed in the recruiting application.</i> |
| Title (BL) | <i>Returns the requisition title, in its base language.</i> |
| # Openings | <i>Returns the number of openings on the requisition(s).</i> |
| Req. Creation Date | <i>Returns the date/time when the requisition was created.</i> |
| Recruiter Name | <i>Returns the recruiter name</i> |
| Recruiter Email | <i>Returns the recruiter email</i> |
| Hiring Manager Name | <i>Returns the hiring manager name</i> |
| Hiring Manager Email | <i>Returns the hiring manager email</i> |
| Organization Level1 Name | <i>Returns the name of the organization</i> |

| Name | Description |
|-----------------------------------|---|
| Location Level1 Name | <i>Returns the name of the requisition primary location.</i> |
| Job Field Level1 Name | <i>Returns the name of the requisition job field.</i> |
| Req. Historical Status Start Date | <i>Returns the date/time when the requisition was placed into the status.</i> |
| Historical Status User | <i>Returns the user responsible for changing the requisition status.</i> |
| Days In To Be Approved | evaluate('CAST(LOCALTIMESTAMP(0) AT TIME ZONE ''EST5EDT'' as Date) - CAST(%1 AT TIME ZONE ''EST5EDT'' as Date)' as double,"Requisition Status - Historical"."Req. Historical Status Start Date") |
| Approver 1 | <pre> case when "Requisition Approval History"."Approver 1 Full Name" is not null then "Requisition Approval History"."Approver 1 Full Name" ' ' "Requisition Approval History"."Approver 1 Email" ' ' "Requisition Approval History"."Approver 1 Decision" ' ' case when "Requisition Approval History"."Approver 1 Decision Date" is not null then '(' replace(cast(MONTH("Requisition Approval History"."Approver 1 Decision Date") as CHAR) '/' cast(DAYOFMONTH("Requisition Approval History"."Approver 1 Decision Date") as CHAR) '/' cast(YEAR("Requisition Approval History"."Approver 1 Decision Date") as CHAR), ' ', ',') ')' end end </pre> |
| Approver 2 | <pre> case when "Requisition Approval History"."Approver 2 Full Name" is not null then "Requisition Approval History"."Approver 2 Full Name" ' ' "Requisition Approval History"."Approver 2 Email" ' ' "Requisition Approval History"."Approver 2 Decision" ' ' case when "Requisition Approval History"."Approver 2 Decision Date" is not null then '(' replace(cast(MONTH("Requisition Approval History"."Approver 2 Decision Date") as CHAR) '/' cast(DAYOFMONTH("Requisition Approval History"."Approver 2 Decision Date") as CHAR) '/' cast(YEAR("Requisition Approval History"."Approver 2 Decision Date") as CHAR), ' ', ',') ')' end end </pre> |
| Approver 3 | <pre> case when "Requisition Approval History"."Approver 3 Full Name" is not null then "Requisition Approval History"."Approver 3 Full Name" ' ' "Requisition Approval History"."Approver 3 Email" ' ' "Requisition Approval History"."Approver 3 Decision" ' ' case when "Requisition Approval History"."Approver 3 Decision Date" is not null then '(' </pre> |

| Name | Description |
|------------|--|
| | <pre> replace (cast (MONTH("Requisition Approval History"."Approver 3 Decision Date") as CHAR) '/' cast (DAYOFMONTH("Requisition Approval History"."Approver 3 Decision Date") as CHAR) '/' cast (YEAR("Requisition Approval History"."Approver 3 Decision Date") as CHAR), ' ',') ') ' end end </pre> |
| Approver 4 | <pre> case when "Requisition Approval History"."Approver 4 Full Name" is not null then "Requisition Approval History"."Approver 4 Full Name" ' ' "Requisition Approval History"."Approver 4 Email" ' ' "Requisition Approval History"."Approver 4 Decision" ' ' case when "Requisition Approval History"."Approver 4 Decision Date" is not null then '(' replace (cast (MONTH("Requisition Approval History"."Approver 4 Decision Date") as CHAR) '/' cast (DAYOFMONTH("Requisition Approval History"."Approver 4 Decision Date") as CHAR) '/' cast (YEAR("Requisition Approval History"."Approver 4 Decision Date") as CHAR), ' ',') ') ' end end </pre> |
| Approver 5 | <pre> case when "Requisition Approval History"."Approver 5 Full Name" is not null then "Requisition Approval History"."Approver 5 Full Name" ' ' "Requisition Approval History"."Approver 5 Email" ' ' "Requisition Approval History"."Approver 5 Decision" ' ' case when "Requisition Approval History"."Approver 5 Decision Date" is not null then '(' replace (cast (MONTH("Requisition Approval History"."Approver 5 Decision Date") as CHAR) '/' cast (DAYOFMONTH("Requisition Approval History"."Approver 5 Decision Date") as CHAR) '/' cast (YEAR("Requisition Approval History"."Approver 5 Decision Date") as CHAR), ' ',') ') ' end end </pre> |
| Approver 6 | <pre> case when "Requisition Approval History"."Approver 6 Full Name" is not null then "Requisition Approval History"."Approver 6 Full Name" ' ' "Requisition Approval History"."Approver 6 Email" ' ' "Requisition Approval History"."Approver 6 Decision" ' ' case when "Requisition Approval History"."Approver 6 Decision Date" is not null then '(' replace (</pre> |

| Name | Description |
|---------------------------------------|---|
| | <pre> cast(MONTH("Requisition Approval History"."Approver 6 Decision Date") as CHAR) '/' cast(DAYOFMONTH("Requisition Approval History"."Approver 6 Decision Date") as CHAR) '/' cast(YEAR("Requisition Approval History"."Approver 6 Decision Date") as CHAR), ' ', ' ') ' ' end end </pre> |
| Latest Approval Path Event Date | MAX("Requisition Tracking History"."Req. History Transaction Date") |
| Latest Approval Path Event User | SUBSTRING(MAX(EVALUATE('TO_CHAR(%1,%2)' AS CHAR,"Requisition Tracking History"."Req. History Transaction Date",'YYMMDDHH24MISS') ' ' "Requisition Tracking History"."Req. History Transaction By User"),16,255) |
| Days Since Latest Approval Path Event | evaluate('CAST(LOCALTIMESTAMP(0) AT TIME_ZONE ''EST5EDT'' as Date) - CAST(%1 AT TIME_ZONE ''EST5EDT'' as Date)' as double,MAX("Requisition Tracking History"."Req. History Transaction Date")) |

Report Prompts

| Name | Description |
|------------------------|--|
| To Be Approved Date | Filters the report based on whether the req. historical status start date is between two selected dates. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |

| Name | Description |
|---------------------|--|
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |

Report Filters

| Filter | Description |
|---|---|
| Transaction Event Type is equal to / is in Requisition Approved on Behalf; Requisition Approved; Requisition Approval Passed; Requisition Approval Passed on Behalf; Requisition Approval Requested; Requisition approval request | Filters the report to requisitions with the following transaction event types. |
| Historical Status is equal to / is in To Be Approved | Filters the report to requisitions with a historical status of To Be Approved. |
| Req. Historical Status End Date is null | Filters the report to requisitions where the historical status end date is not available. |
| Current Status is equal to / is in To Be Approved | Filters the report to requisitions with the status to be approved. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |

| Filter | Description |
|---------------------------------|----------------------------------|
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |

2 Onboarding Standard Content

Sample Dashboard

Onboarding - In Progress

The dashboard shows counts of processes and tasks, and also includes metrics on how long tasks and processes have been open. There is also a detailed table that shows a list of currently in progress processes and the task currently being completed with a flag indicating whether the process is in the red status.



Component

| Component | Name |
|-----------|--|
| 1 | <i>Onboarding - Dashboard Prompt</i> |
| 2 | <i>Onboarding - Dashboard Prompt Date Ranges - In Progress</i> |
| 3 | <i>Onboarding - Process In Progress Summary</i> |
| 4 | <i>Onboarding - Tasks In Process Summary</i> |
| 5 | <i>Onboarding - Processes In Progress Analysis</i> |
| 6 | <i>Onboarding - Processes In Progress List</i> |

Onboarding - Process In Progress Summary

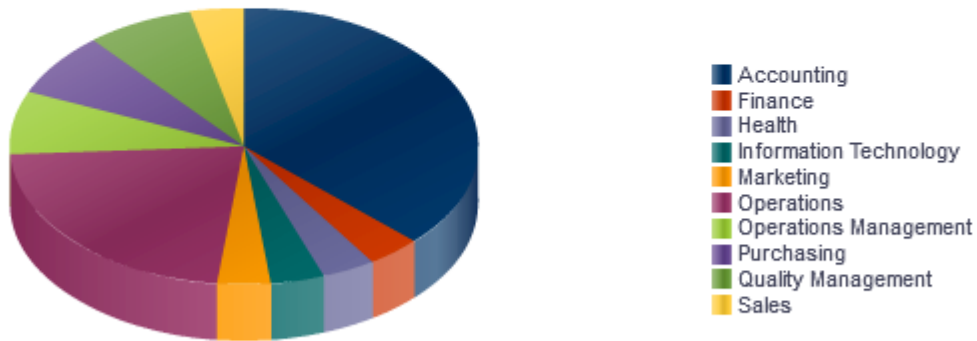
Displays the number of submission transition processes that are in progress, by a variety of dimensions.

Onboarding Process In Progress

Onboarding Processes In Progress

View By:

View As:



Processes

Report Columns

| Name | Syntax |
|-------------|--|
| Dimensions | See View By: Dimensions |
| # Processes | "Submission Transitions Process Counts"."# Submission Transitions Processes" |

View By: Dimensions

| Name | Syntax |
|--------------|---|
| Organization | "Requisition Organization"."Organization Level1 Name" |
| Country | "Requisition Primary Location"."Location Level1 Name" |
| Category | "Requisition Job Field"."Job Field Level1 Name" |
| Department | "Requisition Department"."Department Name" |

| Name | Syntax |
|--------------------------|---|
| Hiring Manager | "Requisition Hiring Manager"."Hiring Manager Name" |
| Process Name | "Submission Transitions Process"."Submission Transitions Process Name (BL)" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Process Owner | "Submission Transitions Process"."Submission Transitions Process Owner Full Name" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Process Completion | <pre> CASE WHEN "Submission Transitions Process"."Submission Transitions Process Percent Complete" < 25 Then '0-25%' WHEN "Submission Transitions Process"."Submission Transitions Process Percent Complete" < 50 THEN '25-50%' WHEN "Submission Transitions Process"."Submission Transitions Process Percent Complete" < 75 Then '50-75%' WHEN "Submission Transitions Process"."Submission Transitions Process Percent Complete" < 100 Then '75-100%' END Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",')</pre> |
| Process Days In Progress | "Submission Transitions Process"."Submission Transitions Process Days In Progress" + "Requisition Identification"."# Openings" - "Requisition Identification"."# Openings" |

View Configurations

| Name | Additional Information |
|-------|--|
| Pie | Slice Size: # Processes Slices: Dimension |
| Table | Columns and Measures: Dimension, # Processes |

Report Filters

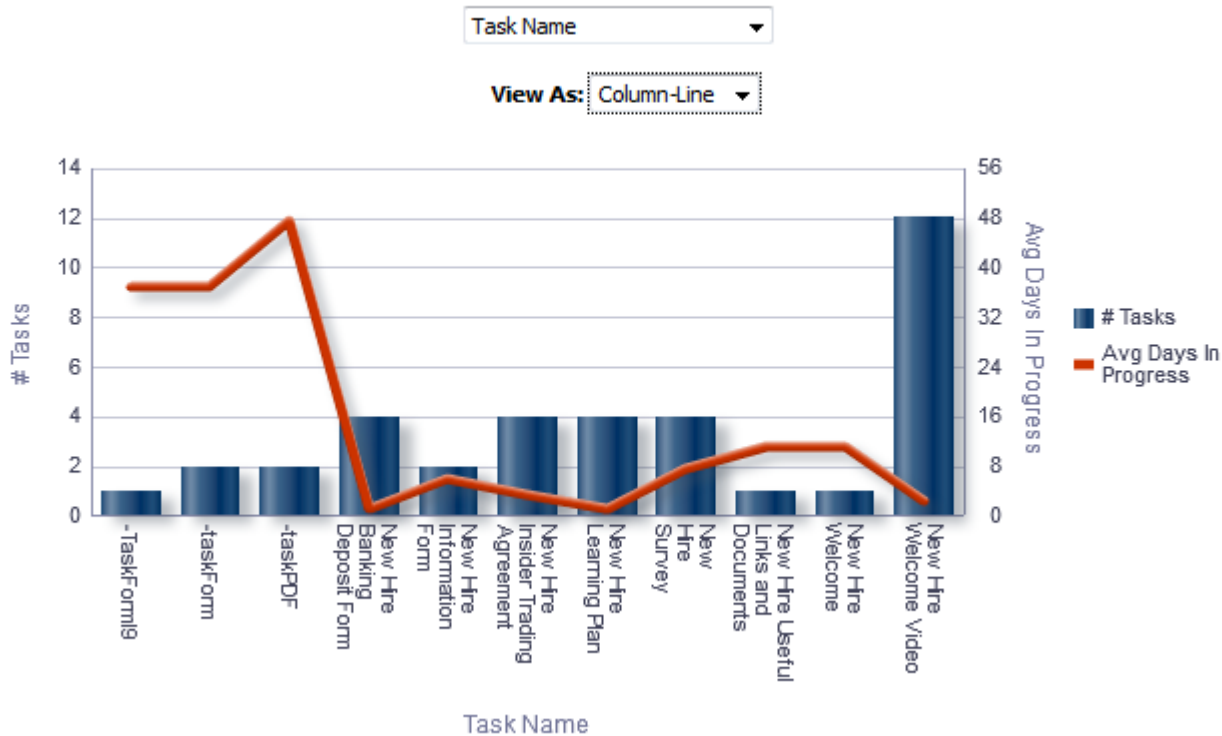
| Name |
|---|
| Submission Transitions Process Name (BL) is not null |
| Submission Transitions Process Type is equal to / is in New Hire |
| Submission Transitions Process Current Status is equal to / is in In Progress |
| Onboarding - Dashboard Prompt Listener |

Onboarding - Tasks In Progress Summary

Displays the number of submission transition process tasks that are in progress, by a variety of dimensions.

Onboarding Tasks In Progress

Onboarding Tasks In Progress



Report Columns

| Name | Syntax |
|----------------------|--|
| Dimensions | See View By: Dimension |
| Avg Days In Progress | AVG (TIMESTAMPDIFF (SQL_TSI_DAY, "Submission Transitions Process"."Submission Transitions Task Assignment Date" , CURRENT_TIMESTAMP)) |
| # Tasks | "Submission Transitions Process Counts"."# Submission Transitions Tasks" |

View By: Dimensions

| Name | Syntax |
|--------------|---|
| Organization | "Requisition Organization"."Organization Level1 Name" |

| Name | Syntax |
|--------------------------|---|
| Country | "Requisition Primary Location"."Location Level1 Name" |
| Category | "Requisition Job Field"."Job Field Level1 Name" |
| Department | "Requisition Department"."Department Name" |
| Hiring Manager | "Requisition Hiring Manager"."Hiring Manager Name" |
| Process Name | "Submission Transitions Process"."Submission Transitions Process Name (BL)" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Process Owner | "Submission Transitions Process"."Submission Transitions Process Owner Full Name" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Process Health Is Red | "Submission Transitions Process"."Submission Transitions Process Progression Health Is Red" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Process Completion | CASE WHEN "Submission Transitions Process"."Submission Transitions Process Percent Complete" < 25 Then '0-25%' WHEN "Submission Transitions Process"."Submission Transitions Process Percent Complete" < 50 THEN '25-50%' WHEN "Submission Transitions Process"."Submission Transitions Process Percent Complete" < 75 Then '50-75%' WHEN "Submission Transitions Process"."Submission Transitions Process Percent Complete" < 100 Then '75-100%' END Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Process Days In Progress | "Submission Transitions Process"."Submission Transitions Process Days In Progress" + "Requisition Identification"."# Openings" - "Requisition Identification"."# Openings" |
| Task Name | "Submission Transitions Process"."Submission Transitions Task Name (BL)" REPLACE("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Task Assignee | "Submission Transitions Process"."Submission Transitions Task Assignee Name" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Task Type | "Submission Transitions Process"."Submission Transitions Task Type" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Task Is Overdue | "Submission Transitions Process"."Submission Transitions Task Is Overdue" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |

| Name | Syntax |
|-----------------------|--|
| Task Days In Progress | <code>TIMESTAMPDIFF(SQL_TSI_DAY, "Submission Transitions Process"."Submission Transitions Task Assignment Date", CURRENT_TIMESTAMP) + "Requisition Identification"."# Openings" - "Requisition Identification"."# Openings"</code> |

View Configurations

| Name | Additional Information |
|-------------|---|
| Pie | Slice Size: # Tasks Pies: Dimension |
| Column-Line | Bars: # Tasks Lines: Avg Days In Progress Group By: Dimension |

Report Filters

| Name |
|--|
| Submission Transitions Task Current Status is equal to / is in In progress |
| Submission Transitions Process Type is equal to / is in New Hire |
| Onboarding - Dashboard Prompt Listener |

Onboarding - Processes In Progress Analysis

The analysis consists of two charts.

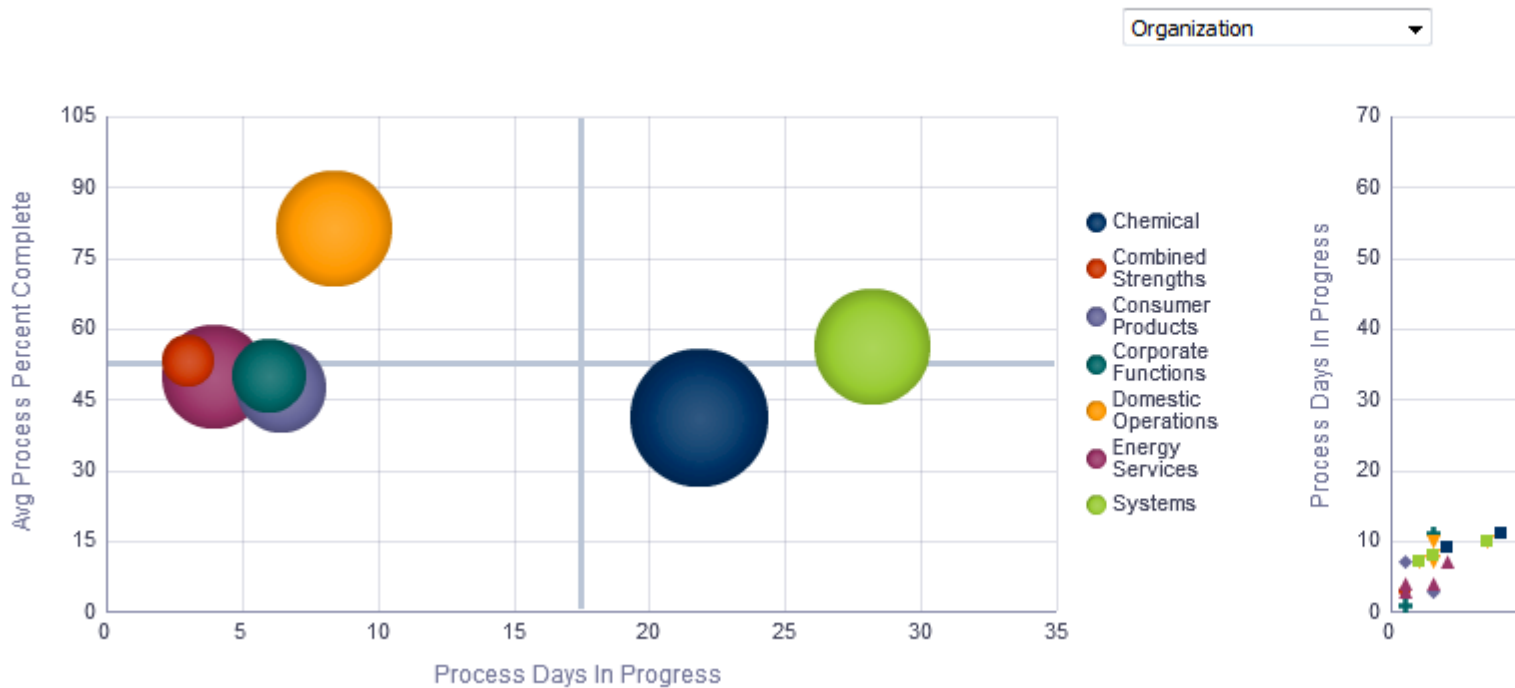
The chart on the left displays # of processes, average percent complete and days in progress by a variety of dimensions,

The chart on the right chart displays # tasks, task days in progress and process days in progress by a variety of dimensions.

The column selector allows you to toggle the dimension for both charts at once.

Onboarding Process/Task Analysis

Onboarding Process/Task Analysis



Report Columns

| Name | Syntax |
|------------------------------|--|
| Dimensions | See View By: Dimension |
| Process Days In Progress | "Submission Transitions Process Time"."Average Submission Transitions Process Days In Progress" |
| Task Days In Progress | AVG(TIMESTAMPDIFF(SQL_TSI_DAY, "Submission Transitions Process"."Submission Transitions Task Assignment Date" , CURRENT_TIMESTAMP)) |
| Avg Process Percent Complete | avg("Submission Transitions Process"."Submission Transitions Process Percent Complete") |
| Task ID | "Submission Transitions Process"."Submission Transitions Task Name (BL)" ' - ' CAST("Submission General Info"."Submission Identifier" AS CHARACTER) ' - ' CAST("Submission Transitions Process"."Submission Transitions Task Creation Date" AS CHARACTER) |
| # Tasks | "Submission Transitions Process Counts"."# Submission Transitions Tasks" |
| # Processes | "Submission Transitions Process Counts"."# Submission Transitions Processes" |

View By: Dimensions

| Name | Syntax |
|-----------------------|---|
| Organization | "Requisition Organization"."Organization Level1 Name" |
| Country | "Requisition Primary Location"."Location Level1 Name" |
| Category | "Requisition Job Field"."Job Field Level1 Name" |
| Department | "Requisition Department"."Department Name" |
| Hiring Manager | "Requisition Hiring Manager"."Hiring Manager Name" |
| Process Name | <code>"Submission Transitions Process"."Submission Transitions Process Name (BL)" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'')</code> |
| Process Owner | <code>"Submission Transitions Process"."Submission Transitions Process Owner Full Name" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'')</code> |
| Process Health Is Red | <code>"Submission Transitions Process"."Submission Transitions Process Progression Health Is Red" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'')</code> |
| Process Completion | <code>CASE WHEN "Submission Transitions Process"."Submission Transitions Process Percent Complete" < 25 Then '0-25%' WHEN "Submission Transitions Process"."Submission Transitions Process Percent Complete" < 50 THEN '25-50%' WHEN "Submission Transitions Process"."Submission Transitions Process Percent Complete" < 75 Then '50-75%' WHEN "Submission Transitions Process"."Submission Transitions Process Percent Complete" < 100 Then '75-100%' END Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'')</code> |
| Task Name | <code>"Submission Transitions Process"."Submission Transitions Task Name (BL)" REPLACE("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'')</code> |
| Task Assignee | <code>"Submission Transitions Process"."Submission Transitions Task Assignee Name" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'')</code> |
| Task Type | <code>"Submission Transitions Process"."Submission Transitions Task Type" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'')</code> |
| Task Is Overdue | <code>"Submission Transitions Process"."Submission Transitions Task Is Overdue" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'')</code> |

View Configurations

| Name | Additional Information |
|---------|--|
| Bubble | Horizontal Axis: Process Days In Progress XY (Vertical Axis): Avg Process Percent Complete XY (Bubble Size): # Processes Vary Color By: Dimension |
| Scatter | Horizontal Axis: Task Days In Progress XY (Vertical Axis): Process Days In Progress Vary Color By: Dimension |

Report Filters


| Name |
|--|
| Submission Transitions Task Current Status is equal to / is in In progress |
| Submission Transitions Process Type is equal to / is in New Hire |
| Onboarding - Dashboard Prompt Listener |

Onboarding - Processes In Progress List

This table displays summary information about the currently in progress tasks and processes by new hire.

Onboarding Process/Task Analysis

Report Columns

| Name | Syntax |
|--|---|
| Req. Identifier | "Requisition Identification"."Req. Identifier" |
| Candidate Identifier | "Candidate Identification"."Candidate Identifier" |
| Name | "Candidate Identification"."Name" |
| Submission Transitions Process Name | "Submission Transitions Process"."Submission Transitions Process Name (BL)" |
| Submission Transitions Process Percent Complete | "Submission Transitions Process"."Submission Transitions Process Percent Complete" |
| Process Days In Progress | "Submission Transitions Process"."Submission Transitions Process Days In Progress" |
| Submission Transitions Process Progression Health Is Red | "Submission Transitions Process"."Submission Transitions Process Progression Health Is Red" |
| |  Note: A conditional format is set on this field. If process is red a red flag is displayed, if process is not red a green flag is displayed. |

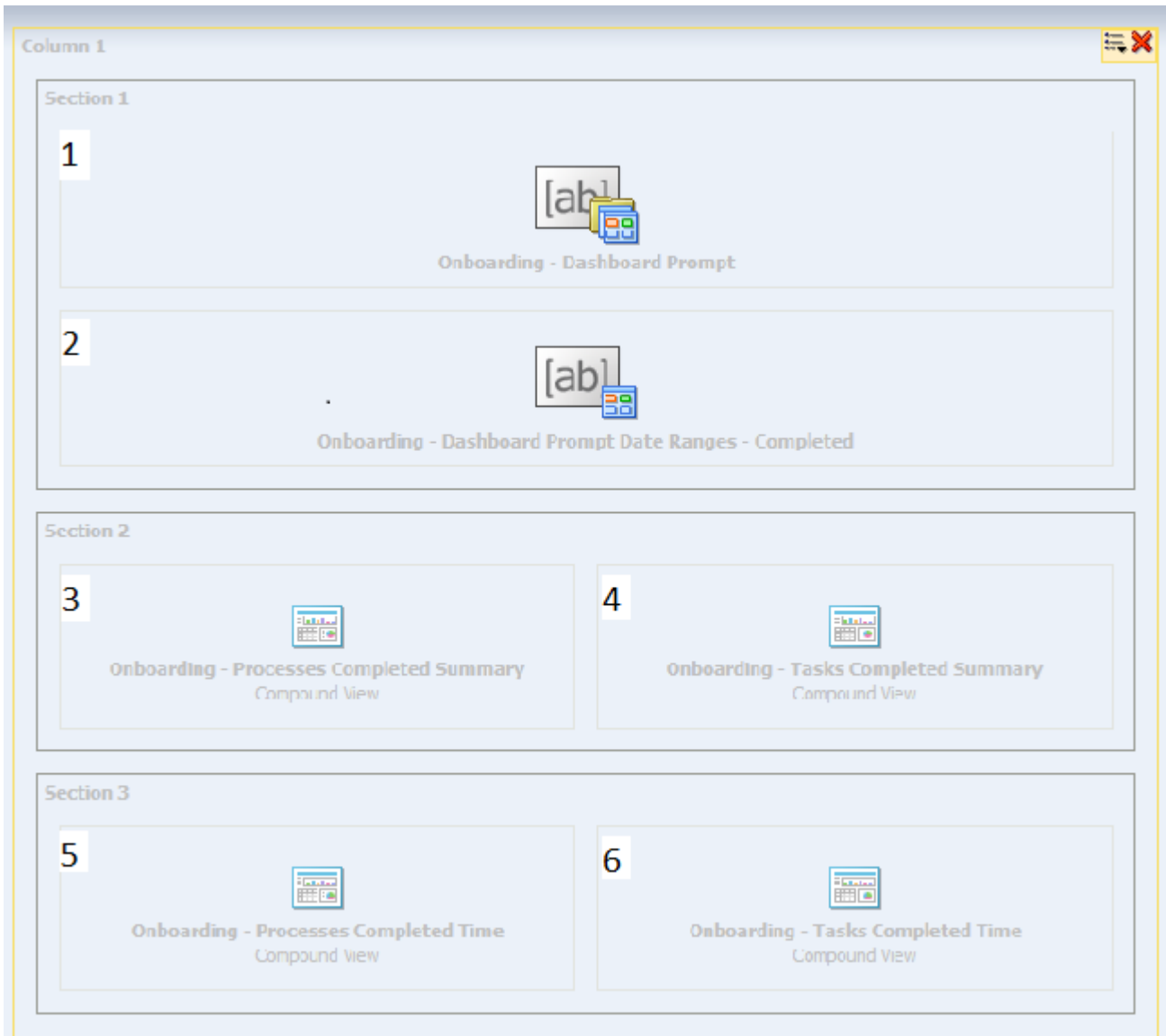
| Name | Syntax |
|---|---|
| Submission Transitions Task Name (BL) | "Submission Transitions Process"."Submission Transitions Task Name (BL)" |
| Task Overdue Days | TIMESTAMPDIFF(SQL_TSI_DAY, "Submission Transitions Process"."Submission Transitions Task Due Date", CURRENT_TIMESTAMP) |
| Submission Transitions Task Assignee Name | "Submission Transitions Process"."Submission Transitions Task Assignee Name" |
| Submission Transitions Task Assignee Department | "Submission Transitions Process"."Submission Transitions Task Assignee Department" |
| Submission Transitions Task Due Date | "Submission Transitions Process"."Submission Transitions Task Due Date" |
| Hiring Manager Name | "Requisition Hiring Manager"."Hiring Manager Name" |

Report Filters

| Name |
|---|
| Submission Transitions Process Current Status is equal to / is in In progress |
| Submission Transitions Process Current Task is equal to / is in In progress |
| Onboarding - Dashboard Prompt Listener |

Onboarding - Completed

The dashboard page shows metrics on completed processes and tasks such as the number of processes completed compared to the number of processes canceled and counts on how many tasks in a process were overdue. The metrics can help you identify areas for improvement in your onboarding processes.



Component

| Component | Name |
|-----------|--|
| 1 | <i>Onboarding - Dashboard Prompt</i> |
| 2 | <i>Onboarding - Dashboard Prompt Date Ranges - Completed</i> |
| 3 | <i>Onboarding - Process Completed Summary</i> |
| 4 | <i>Onboarding - Tasks Completed Summary</i> |
| 5 | <i>Onboarding - Process Completed Time</i> |
| 6 | <i>Onboarding - Tasks Completed Time</i> |

Onboarding - Process Completed Summary

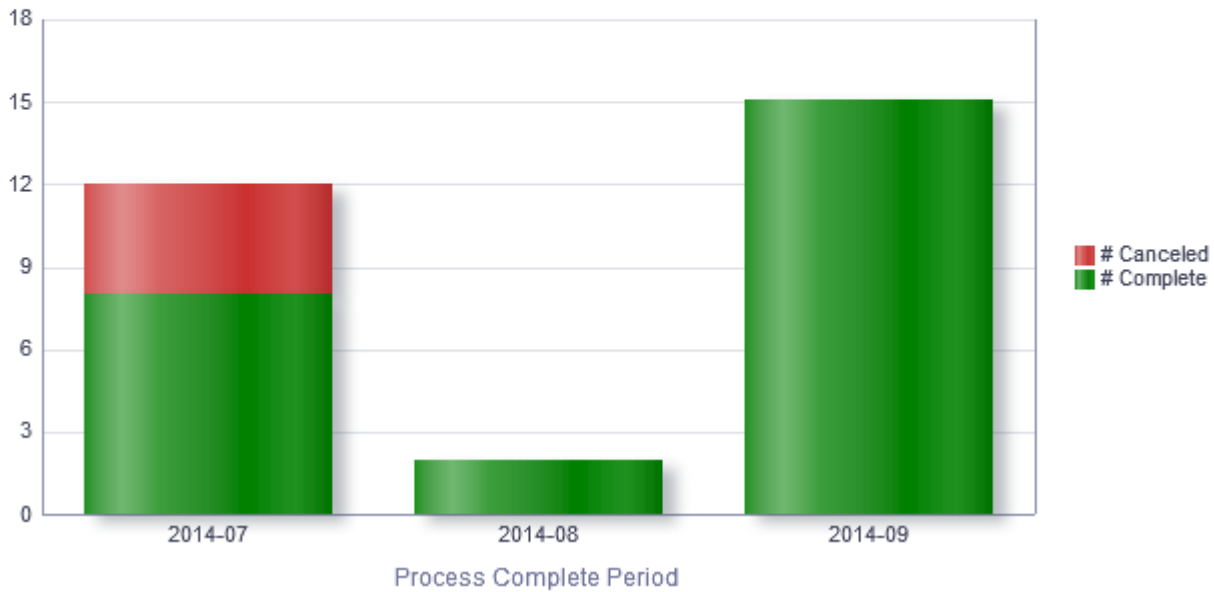
This chart shows a trend of completed and canceled processes.

Onboarding Processes Completed / Canceled

Onboarding Processes Completed / Canceled

View By:

View As:



Report Columns

| Name | Syntax |
|-------------|--|
| Dimensions | See View By: Dimension |
| # Completed | <code>FILTER("Submission Transitions Process Counts"."# Submission Transitions Processes" USING ("Submission Transitions Process"."Submission Transitions Process Current Status"='Completed'))</code> |
| # Canceled | <code>FILTER("Submission Transitions Process Counts"."# Submission Transitions Processes" USING ("Submission Transitions Process"."Submission Transitions Process Current Status"='Canceled'))</code> |

View By: Dimensions

| Name | Syntax |
|-------------------------|--|
| Organization | "Requisition Organization"."Organization Level1 Name" |
| Country | "Requisition Primary Location"."Location Level1 Name" |
| Category | "Requisition Job Field"."Job Field Level1 Name" |
| Department | "Requisition Department"."Department Name" |
| Hiring Manager | "Requisition Hiring Manager"."Hiring Manager Name" |
| Process Name | "Submission Transitions Process"."Submission Transitions Process Name (BL)" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Process Owner | "Submission Transitions Process"."Submission Transitions Process Owner Full Name" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Process Complete Period | EVALUATE('TO_CHAR(%1,%2)' AS CHARACTER,"Submission Transitions Process"."Submission Transitions Process End Date",'YYYY-MM') |

View Configurations

| Name | Additional Information |
|-------------|---|
| Table | Columns and Measures: Dimension, # Complete, # Canceled |
| Column-Line | Bars: # Canceled, # Complete Group By: Dimension |

Report Filters

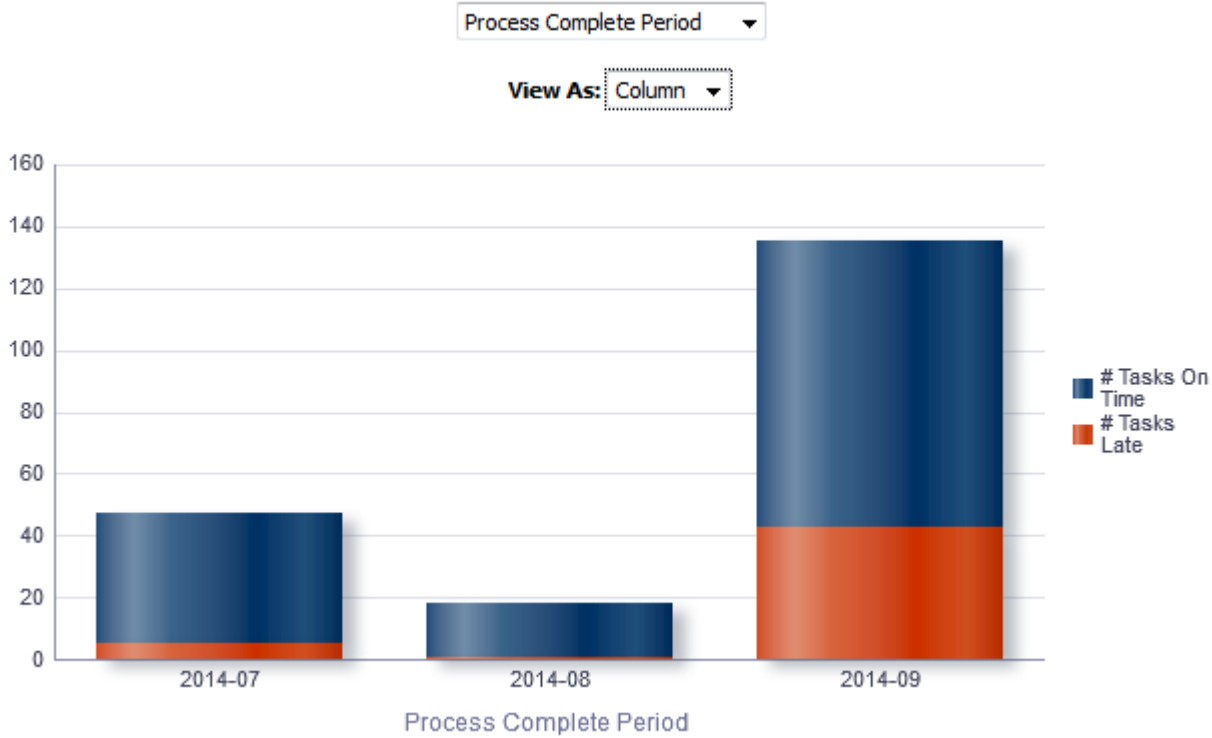
| Name |
|--|
| Submission Transitions Task Current Status is equal to / is in Canceled; Completed |
| Submission Transitions Process Type is equal to / is in New Hire |
| Submission Transitions Process Name (BL) is not null |
| Onboarding - Dashboard Prompt Listener |

Onboarding - Tasks Completed Summary

This chart shows the number of tasks completed on time compared to the number of tasks that were completed late.

Onboarding Tasks Completed

Onboarding Tasks Completed



Report Columns

| Name | Syntax |
|-----------------|---|
| Dimensions | See View By: Dimension |
| # Tasks On Time | <code>FILTER("Submission Transitions Process Counts"."# Submission Transitions Tasks" USING ("Submission Transitions Process"."Submission Transitions Step End Date" <= "Submission Transitions Process"."Submission Transitions Task Due Date"))</code> |
| # Tasks Late | <code>FILTER("Submission Transitions Process Counts"."# Submission Transitions Tasks" USING ("Submission Transitions Process"."Submission Transitions Step End Date" > "Submission Transitions Process"."Submission Transitions Task Due Date"))</code> |

View By: Dimensions

| Name | Syntax |
|--------------------------|--|
| Organization | "Requisition Organization"."Organization Level1 Name" |
| Country | "Requisition Primary Location"."Location Level1 Name" |
| Category | "Requisition Job Field"."Job Field Level1 Name" |
| Department | "Requisition Department"."Department Name" |
| Hiring Manager | "Requisition Hiring Manager"."Hiring Manager Name" |
| Process Name | <code>"Submission Transitions Process"."Submission Transitions Process Name (BL)" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'')</code> |
| Process Owner | <code>"Submission Transitions Process"."Submission Transitions Process Owner Full Name" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'')</code> |
| Task Name | <code>"Submission Transitions Process"."Submission Transitions Task Name (BL)" REPLACE("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'')</code> |
| Task Assignee | <code>"Submission Transitions Process"."Submission Transitions Task Assignee Name" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'')</code> |
| Task Assignee Department | <code>"Submission Transitions Process"."Submission Transitions Task Assignee Department" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'')</code> |
| Task Type | <code>"Submission Transitions Process"."Submission Transitions Task Type" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'')</code> |
| Process Complete Period | <code>EVALUATE('TO_CHAR(%1,%2)' AS CHARACTER,"Submission Transitions Process"."Submission Transitions Process End Date",'YYYY-MM') Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'')</code> |

View Configurations

| Name | Additional Information |
|--------|--|
| Column | Bars: # Tasks On Time, # Tasks Late Group By: Dimension |
| Table | Columns and Measures: Dimension, # Tasks On Time, # Tasks Late |

Report Filters

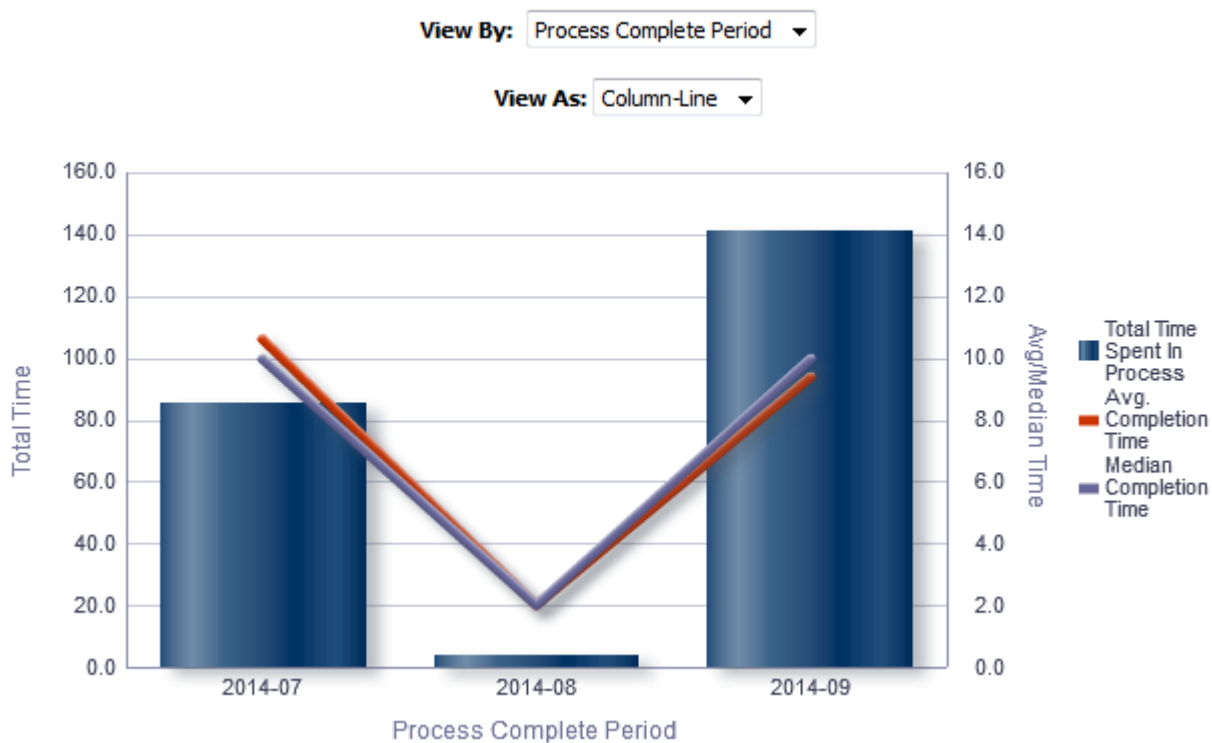
| Name |
|---|
| Submission Transitions Task Current Status is equal to / is in Completed |
| Submission Transitions Process Current Status is equal to / is in Completed |
| Submission Transitions Process Type is equal to / is in New Hire |
| Onboarding - Dashboard Prompt Listener |

Onboarding - Process Completed Time

This chart shows total time to complete the process for all users who completed it, and also shows the average and median time it took users to complete the processes.

Time To Complete Processes

Time To Complete Processes



Report Columns

| Name | Syntax |
|------------|------------------------|
| Dimensions | See View By: Dimension |

| Name | Syntax |
|-----------------------------------|---|
| Median Completion Time | MEDIAN("Submission Transitions Process"."Submission Transitions Process Days To Complete") |
| Total Time Spent In Process | SUM("Submission Transitions Process"."Submission Transitions Process Days To Complete") |
| # Submission Transition Processes | "Submission Transitions Process Counts"."# Submission Transitions Processes" |
| Avg. Completion Time | "Submission Transitions Process Time"."Average Submission Transitions Process Days To Complete" |

View By: Dimensions

| Name | Syntax |
|-------------------------|---|
| Organization | "Requisition Organization"."Organization Level1 Name" |
| Country | "Requisition Primary Location"."Location Level1 Name" |
| Category | "Requisition Job Field"."Job Field Level1 Name" |
| Department | "Requisition Department"."Department Name" |
| Hiring Manager | "Requisition Hiring Manager"."Hiring Manager Name" |
| Process Name | "Submission Transitions Process"."Submission Transitions Process Name (BL)" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'') |
| Process Owner | "Submission Transitions Process"."Submission Transitions Process Owner Full Name" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",'') |
| Process Complete Period | EVALUATE('TO_CHAR(%1,%2)' AS CHARACTER,"Submission Transitions Process"."Submission Transitions Process End Date",'YYYY-MM') |

View Configurations

| Name | Additional Information |
|-------------|---|
| Table | Columns and Measures: Dimension, # Processes, Total Time Spent In Process, Avg. Completion Time, Median Completion Time |
| Column-Line | Bars: Total Time Spent In Process Lines: Avg. Completion Time, Median Completion Time Group By: Dimension |

Report Filters

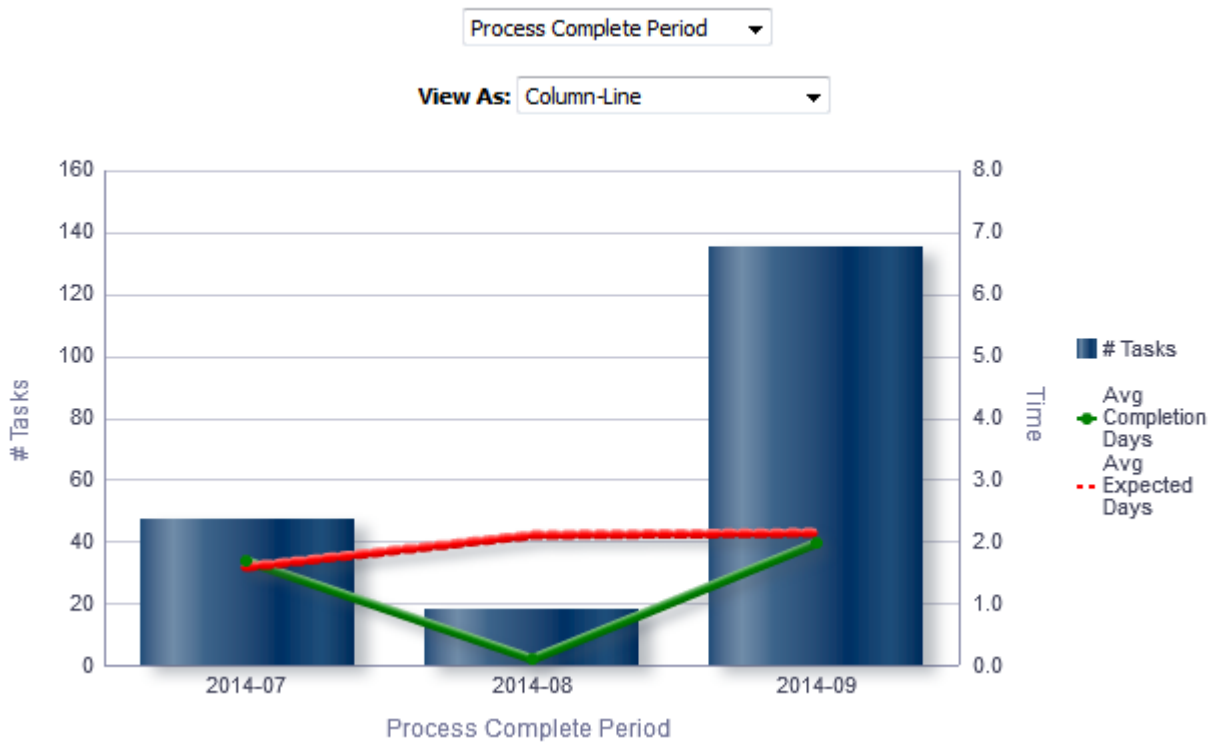
| Name |
|--|
| Submission Transitions Task Current Status is equal to / is in Completed |
| Submission Transitions Process Type is equal to / is in New Hire |
| Submission Transitions Process Name (BL) is not null |
| Onboarding - Dashboard Prompt Listener |

Onboarding - Tasks Completed Time

This chart shows the number of tasks that have been completed, as well as the expected completion time and the average completion time in days.

Time To Complete Tasks

Time To Complete Tasks



Report Columns

| Name | Syntax |
|------------|------------------------|
| Dimensions | See View By: Dimension |

| Name | Syntax |
|---------------------------------------|--|
| Submission Transitions Task Name (BL) | "Submission Transitions Process"."Submission Transitions Task Name (BL)" |
| Avg Completion Days | AVG(TIMESTAMPDIFF(SQL_TSI_DAY, "Submission Transitions Process"."Submission Transitions Task Assignment Date" , "Submission Transitions Process"."Submission Transitions Step End Date")) |
| Avg Expected Days | AVG(TIMESTAMPDIFF(SQL_TSI_DAY, "Submission Transitions Process"."Submission Transitions Task Assignment Date" , "Submission Transitions Process"."Submission Transitions Task Due Date")) |
| # Tasks | "Submission Transitions Process Counts"."# Submission Transitions Tasks" |
| Total Time Spent | SUM(TIMESTAMPDIFF(SQL_TSI_DAY, "Submission Transitions Process"."Submission Transitions Task Assignment Date" , "Submission Transitions Process"."Submission Transitions Step End Date")) |

View By: Dimensions

| Name | Syntax |
|--------------------------|---|
| Organization | "Requisition Organization"."Organization Level1 Name" |
| Country | "Requisition Primary Location"."Location Level1 Name" |
| Category | "Requisition Job Field"."Job Field Level1 Name" |
| Department | "Requisition Department"."Department Name" |
| Hiring Manager | "Requisition Hiring Manager"."Hiring Manager Name" |
| Process Name | "Submission Transitions Process"."Submission Transitions Process Name (BL)" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Process Owner | "Submission Transitions Process"."Submission Transitions Process Owner Full Name" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Task Name | "Submission Transitions Process"."Submission Transitions Task Name (BL)" REPLACE("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Task Assignee | "Submission Transitions Process"."Submission Transitions Task Assignee Name" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Task Assignee Department | "Submission Transitions Process"."Submission Transitions Task Assignee Department" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |
| Task Type | "Submission Transitions Process"."Submission Transitions Task Type" Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",') |

| Name | Syntax |
|-------------------------|---|
| Process Complete Period | <code>EVALUATE('TO_CHAR(%1,%2)' AS CHARACTER,"Submission Transitions Process"."Submission Transitions Process End Date",'YYYY-MM') Replace("Requisition Identification"."Req. Identifier","Requisition Identification"."Req. Identifier",')</code> |

View Configurations

| Name | Additional Information |
|----------------------------|---|
| Table | Columns and Measures: Dimension, # Tasks, Avg Completion Days, Avg Expected Days, Total Time Spent |
| Column-Line | Bars: # Tasks Lines: Avg Completion Days, Avg Expected Days Group By: Dimension |
| Stacked Total Time By Task | Bars: Total Time Spent Vary Color By: Submission Transitions Task Name (BL) Group By: Dimension |

Report Filters

| Name |
|---|
| Submission Transitions Task Current Status is equal to / is in Completed |
| Submission Transitions Process Type is equal to / is in New Hire |
| Submission Transitions Process Current Status is equal to / is in Completed |
| Onboarding - Dashboard Prompt Listener |

Dashboard Prompts

Onboarding - Dashboard Prompt

| Name | Location |
|--------------|--|
| Location (1) | "Requisition Primary Location"."Location Level1 Name" |
| Location (2) | "Requisition Primary Location"."Location Level2 Name" Location 2 is limited by Location 1 selections. |
| Process Name | "Submission Transitions Process"."Submission Transitions Process Name (BL)" |

| Name | Location |
|------------------|---|
| Organization (1) | "Requisition Organization"."Organization Level1 Name" |
| Organization (2) | "Requisition Organization"."Organization Level2 Name" Organization (2) is limited by Organization (1) selections. |
| Process Owner | "Submission Transitions Process"."Submission Transitions Process Owner Full Name" |
| Requisition | "Requisition Identification"."Req. Identifier" |
| Recruiter | "Requisition Recruiter"."Recruiter Name" Recruiter is limited by the value of all prompts. |
| Task Name | "Submission Transitions Process"."Submission Transitions Task Name (BL)" |
| Department | "Requisition Department"."Department Name" |
| H. Manager | "Requisition Hiring Manager"."Hiring Manager Name" |
| Job Field 1 | "Requisition Job Field"."Job Field Level1 Name" |
| Hire Start Date | EVALUATE('TO_CHAR(%1,%2)' AS CHARACTER,"Submission Dates"."Hire Start Date",'YYYY-MM') By default the last year rolling is selected. |
| Task Is Overdue | "Submission Transitions Process"."Submission Transitions Task Is Overdue" |

Onboarding - Dashboard Prompt Date Ranges - In Progress

| Name | Location |
|----------------------------|---|
| Process Start Date | "Submission Transitions Process"."Submission Transitions Process Start Date" |
| Task Assigned Date | "Submission Transitions Process"."Submission Transitions Task Assignment Date" |
| Process Latest Change Date | "Submission Transitions Process"."Submission Transitions Process Latest Status Change Date" |
| Task Due Date | "Submission Transitions Process"."Submission Transitions Task Due Date" |

Onboarding - Dashboard Prompt Date Ranges - Completed

| Name | Location |
|--------------------|--|
| Process Start Date | "Submission Transitions Process"."Submission Transitions Process Start Date" |
| Process End Date | "Submission Transitions Process"."Submission Transitions Process End Date" |

Saved Filters

Onboarding - Dashboard Prompt Listener

| Name |
|--|
| Recruiter Name is prompted |
| "Requisition Primary Location"."Location Level1 Name" is prompted |
| "Requisition Primary Location"."Location Level2 Name" is prompted |
| "Requisition Job Field"."Job Field Level1 Name" is prompted |
| "Requisition Job Field"."Job Field Level2 Name" is prompted |
| "Requisition Primary Location"."Location Level1 Name" is prompted |
| "Requisition Primary Location"."Location Level2 Name" is prompted |
| Department Name is prompted |
| Hiring Manager Name is prompted |
| Req. Identifier is prompted |
| Submission Transitions Process Name (BL) is prompted |
| Submission Transitions Process Start Date is prompted |
| Submission Transitions Process Latest Status Change Date is prompted |
| Submission Transitions Task Assignment Date is prompted |
| Submission Transitions Task Due Date is prompted |
| Submission Transitions Process Owner Full Name is prompted |
| Submission Transitions Task Name (BL) is prompted |
| Submission Transitions Task Assignee Name is prompted |
| EVALUATE('TO_CHAR(%1,%2)' AS CHARACTER,"Submission Dates"."Hire Start Date",'YYYY-MM') is prompted |
| Submission Transitions Task Is Overdue is prompted |
| Submission Transitions Process End Date is prompted |

Standard Reports

Onboarding Process Details

This report provides a summary of all onboarding processes and their associated steps.

Report Columns

| Name | Description |
|-------------------------------|---|
| Req. Identifier | Returns the requisition id, as displayed in the recruiting application. |
| Req. Title | Returns the requisition title, in its base language. |
| Candidate Identifier | Returns Candidate ID |
| Candidate Name | Returns the candidate name |
| Correspondence Email | Returns the subject correspondence email or, if that is null, Returns the candidate email |
| Corporate Email | Returns the subject corporate email |
| Primary Phone Designation | Returns the candidate primary phone designation |
| Mobile Phone | Returns the subject mobile phone number or, if that is null, Returns the candidate mobile phone number |
| Home Phone | Returns the subject home phone number or, if that is null, Returns the candidate home phone number |
| Work Phone | Returns the subject work phone number with the extension, if available, or, if the subject home phone number is null, Returns the candidate work phone number |
| Fax Number | Returns the subject fax number |
| Department Name | Returns the subject department name |
| Current Reference Status Name | Returns the current reference status name |
| Current Workflow Name | Returns the name of the candidate selection workflow used for this job submission. |
| Current Step Name | Returns the current CSW step name |
| Current Status Name | Returns the current CSW status name |
| Current Status Start Date | Returns the date when the candidate was moved to the current status. |
| Hiring Manager Name | Returns the hiring manager name |
| Hiring Manager Email | Returns the hiring manager email |
| Organization Level1 Name | Returns the name of the organization |
| Job Field Level1 Name | Returns the name of the requisition job field. |
| Location Level1 Name | Returns the name of the requisition primary location. |
| Submission Is Completed | Returns whether or not the submission is complete |
| Submission Is Internal | Returns whether or not the candidate was internal as of when he/she created the submission |
| Submission Created Date | Returns the date/time when the submission was created |
| Submission Completed Date | Returns the date/time when the submission was completed |
| Hired Candidate Start Date | Returns the hire start date/time as entered when the candidate is moved to the Hired reference status . If the hire start date is not available the system returns the hire start date as entered in the candidate job offer section. |
| Hired Date | Returns the most recent date/time when the candidate was moved to the Hired reference status. |
| Offer Accepted Date | Returns the date/time when the candidate accepted the job offer |

| Name | Description |
|--|--|
| Latest Filled Date | Returns the date/time when the requisition was most recently filled. |
| Latest Position Accepted Date | Returns the date/time when the last position was accepted on the requisition. |
| First Sourced After Latest Approval Date | Returns the first time the requisition was put into the sourcing status after the most recent time the requisition the requisition was put into the approved status. |
| Req. Status | Returns the current status of the requisition. Note that the values "Approved" and "Sourcing" roll up to the "Open" status. |
| Time to Hire | Returns the average number of days between the first fully approved date and the hired date. |
| Submission Cycle Time | Returns the average number of days between the submission completed date and hired date. |
| Time to Start | Returns the average number of days between the the first fully approved date and the hire start date (offer actual start date, if hire start date is null). |
| Onboarding Process Name (BL) | Returns the process name in its base locale |
| Onboarding Process Code | Returns the submission transitions process code |
| Onboarding Process Current Status | Returns the submission transitions process current status |
| Onboarding Process Start Date | Returns the submission transitions process start date |
| Onboarding Process End Date | Returns the submission transitions process end date |
| Onboarding Process Percent Complete | Returns the submission transitions process percent complete |
| Onboarding Process Progression Health Is Red | Returns yes if a step or task in the submission transitions process is overdue. |
| Onboarding Process Owner Full Name | Returns the submission transitions process owner full name |
| Onboarding Process Days In Progress | If the submission transitions process is in progress, the time in days between the submission transitions process start date and the current date is returned. |
| Onboarding Process Days To Complete | If the submission transitions process is complete, the time in days between the profile transitions process start date and the profile transitions latest status change date. |
| Onboarding Step Name (BL) | Returns the submission transitions step name in its base locale |
| Onboarding Step Start Date | Returns the submission transitions step start date |
| Onboarding Step Due Date | Returns the submission transitions step due date |
| Onboarding Step End Date | Returns the submission transitions step end date |
| Onboarding Step Days In Progress | If the submission transitions step is complete, the time in days between the submission transitions step start date and the submission transitions step latest status change date is returned. |
| Onboarding Step Days To Complete | If the submission transitions step is complete, the time in days between the submission transitions step start date and the submission transitions step latest status change date is returned. |
| Onboarding Step Overdue Days | If the submission transitions step is in progress, the time in days between the submission transitions step due date and the current date is returned. |
| Onboarding Task Name | Returns the name of task in its base locale |
| Onboarding Task Owner Name | Returns the submission transitions task owner name |
| Onboarding Task Owner Email | Returns the submission transitions task owner email |
| Onboarding Task Type | Returns the submission transitions task type |

| Name | Description |
|-------------------------------------|--|
| Onboarding Task Current Status | <i>Returns the submission transitions task current status</i> |
| Onboarding Task Creation Date | <i>Returns the submission transitions task creation date</i> |
| Onboarding Task Due Date | <i>Returns the submission transitions task due date</i> |
| Onboarding Task Assignee Name | <i>Returns the submission transitions task assignee name</i> |
| Onboarding Task Assignee Email | <i>Returns the submission transitions task assignee email</i> |
| Onboarding Task Assignee Department | <i>Returns the submission transitions task assignee department</i> |
| Onboarding Step Is Overdue | <i>Returns the submission transitions step is overdue</i> |
| Onboarding Task Is Overdue | <i>Returns whether or not the submission transitions task is overdue</i> |

Report Prompts

All report prompts are optional.

| Name | Description |
|--------------------------------------|---|
| Transitions Prompts | |
| Process Start Date | Filters the report based on whether the process start date is between two selected dates. |
| Process End Date | Filters the report based on whether the process end date is between two selected dates. |
| Task Due Date | Filters the report based on whether the task due date is between two selected dates. |
| Step Start Date | Filters the report based on whether the step start date is between two selected dates. |
| Step Due Date | Filters the report based on whether the step due date is between two selected dates. |
| Step End Date | Filters the report based on whether the step end date is between two selected dates. |
| Process Name (BL) | Filters the report based on whether the process name is in the list of values selected. |
| Process Current Status | Filters the report based on whether the process current status is in the list of values selected. |
| Step Name (BL) | Filters the report based on whether the step name is in the list of values selected. |
| Task Name (BL) | Filters the report based on whether the task name is in the list of values selected. |
| Task Current Status | Filters the report based on whether the task current status is in the list of values selected. |
| Task Owner Name | Filters the report based on whether the task owner name is in the list of values selected. |
| Process Health Is Red | Filters the report based on whether process progression health is red indicator is in the list of values selected. |
| Step Is Overdue | Filters the report based on whether step is overdue indicator is in the list of values selected. |
| Report Prompts | |
| Submission Current Status Start Date | Filters the report based on whether the submission current status start date is between two selected dates. |
| Submission Created Date | Filters the report based on whether the submission created date is between two selected dates. |
| Hired Candidate Start Date | Filters the report based on whether the hired start date is between two selected dates. If the hire start date is null the offer actual start date is used. |

| Name | Description |
|------------------------|--|
| Hired Date | Filters the report based on whether the hired date is between two selected dates. |
| Offer Accepted Date | Filters the report based on whether the offer accepted date is between two selected dates. |
| Ref. Status Name | Filters the report based on whether the current status reference name is in the list of values selected. |
| Workflow Name | Filters the report based on whether the current workflow name is in the list of values selected. |
| Step Name | Filters the report based on whether the current step name is in the list of values selected. If the workflow name filter is being used, only the steps in the selected workflow will be available. |
| Status Name | Filters the report based on whether the current status name is in the list of values selected. If the step name filter is being used, only the statuses in the filtered steps will be available. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |
| Requisition Status | Filters the report based on whether the current status is in the list of values selected |
| Submission Is Internal | Filters the report based on whether the submission is internal indicator is in the list of values selected. |

Report Filters

| Filter | Description |
|--|---|
| Current Status Start Date is prompted | This is a listener for a prompt. |
| Submission Created Date is prompted | This is a listener for a prompt. |
| Submission Completed Date is prompted | This is a listener for a prompt. |
| Latest Filled Date is prompted | This is a listener for a prompt. |
| Current Reference Status Name is prompted | This is a listener for a prompt. |
| Current Workflow Name is prompted | This is a listener for a prompt. |
| Current Step Name is prompted | This is a listener for a prompt. |
| Current Status Name is prompted | This is a listener for a prompt. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| IFNULL("Submission Dates"."Hire Start Date", "Submission Dates"."Offer Actual Start Date") | This is a listener for a prompt. When the prompt is set this value filters on the Hire Start Date. If hire start date is null it filters on the Offer Actual Start Date. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |

| Filter | Description |
|---|---|
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| Is Ace is prompted | This is a listener for a prompt. |
| Minimum Requirements Met is prompted | This is a listener for a prompt. |
| Submission Is Internal is prompted | This is a listener for a prompt. |
| Submission Is Completed is prompted | This is a listener for a prompt. |
| Current Status is prompted | This is a listener for a prompt. |
| Last Position Accepted Date is prompted | This is a listener for a prompt. |
| Hired Date is prompted | This is a listener for a prompt. |
| Offer Accepted Date is prompted | This is a listener for a prompt. |
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |
| Submission Transition Process Name (BL) is not null | Filter to ensure only records with onboarding processes are returned. |
| Submission Transition Process Name (BL) is prompted | This is a listener for a prompt. |
| Submission Transition Process Current Status is prompted | This is a listener for a prompt. |
| Submission Transition Process Start Date is prompted | This is a listener for a prompt. |
| Submission Transition Process End Date is prompted | This is a listener for a prompt. |
| Submission Transition Process Progression Health Is Red is prompted | This is a listener for a prompt. |
| Submission Transition Step Start Date is prompted | This is a listener for a prompt. |

| Filter | Description |
|---|---|
| Submission Transition Step End Date is prompted | This is a listener for a prompt. |
| Submission Transition Step Due Date is prompted | This is a listener for a prompt. |
| Submission Transition Task Name (BL) is prompted | This is a listener for a prompt. |
| Submission Transition Task Owner Name is prompted | This is a listener for a prompt. |
| Submission Transition Task Current Status is prompted | This is a listener for a prompt. |
| Submission Transition Task Due Date is prompted | This is a listener for a prompt. |
| Submission Transition Process Code is not null | Filter to ensure only records with onboarding processes are returned. |

Onboarding Process Summary

This report provides a summary of all onboarding processes.

Report Columns

| Name | Description |
|-------------------------------|---|
| Req. Identifier | <i>Returns the requisition id, as displayed in the recruiting application.</i> |
| Req. Title | <i>Returns the requisition title, in its base language.</i> |
| Candidate Identifier | <i>Returns Candidate ID</i> |
| Candidate Name | <i>Returns the candidate name</i> |
| Correspondence Email | <i>Returns the subject correspondence email</i> or, if that is null, <i>Returns the candidate email</i> |
| Corporate Email | <i>Returns the subject corporate email</i> |
| Primary Phone Designation | <i>Returns the candidate primary phone designation</i> |
| Mobile Phone | <i>Returns the subject mobile phone number</i> or, if that is null, <i>Returns the candidate mobile phone number</i> |
| Home Phone | <i>Returns the subject home phone number</i> or, if that is null, <i>Returns the candidate home phone number</i> |
| Work Phone | <i>Returns the subject work phone number</i> with the <i>extension</i> , if available, or, if the subject home phone number is null, <i>Returns the candidate work phone number</i> |
| Fax Number | <i>Returns the subject fax number</i> |
| Department Name | <i>Returns the subject department name</i> |
| Current Reference Status Name | <i>Returns the current reference status name</i> |
| Current Workflow Name | <i>Returns the name of the candidate selection workflow used for this job submission.</i> |

| Name | Description |
|--|---|
| Current Step Name | Returns the current CSW step name |
| Current Status Name | Returns the current CSW status name |
| Current Status Start Date | Returns the date when the candidate was moved to the current status. |
| Hiring Manager Name | Returns the hiring manager name |
| Hiring Manager Email | Returns the hiring manager email |
| Organization Level1 Name | Returns the name of the organization |
| Job Field Level1 Name | Returns the name of the requisition job field. |
| Location Level1 Name | Returns the name of the requisition primary location. |
| Submission Is Completed | Returns whether or not the submission is complete |
| Submission Is Internal | Returns whether or not the candidate was internal as of when he/she created the submission |
| Submission Created Date | Returns the date/time when the submission was created |
| Submission Completed Date | Returns the date/time when the submission was completed |
| Hired Candidate Start Date | Returns the hire start date/time as entered when the candidate is moved to the Hired reference status . If the hire start date is not available the system returns the hire start date as entered in the candidate job offer section. |
| Hired Date | Returns the most recent date/time when the candidate was moved to the Hired reference status. |
| Offer Accepted Date | Returns the date/time when the candidate accepted the job offer |
| Latest Filled Date | Returns the date/time when the requisition was most recently filled. |
| Latest Position Accepted Date | Returns the date/time when the last position was accepted on the requisition. |
| First Sourced After Latest Approval Date | Returns the first time the requisition was put into the sourcing status after the most recent time the requisition the requisition was put into the approved status. |
| Req. Status | Returns the current status of the requisition. Note that the values "Approved" and "Sourcing" roll up to the "Open" status. |
| Time to Hire | Returns the average number of days between the first fully approved date and the hired date. |
| Submission Cycle Time | Returns the average number of days between the submission completed date and hired date. |
| Time to Start | Returns the average number of days between the the first fully approved date and the hire start date (offer actual start date, if hire start date is null). |
| Onboarding Process Name (BL) | Returns the process name in its base locale |
| Onboarding Process Code | Returns the submission transitions process code |
| Onboarding Process Current Status | Returns the submission transitions process current status |
| Onboarding Process Start Date | Returns the submission transitions process start date |
| Onboarding Process End Date | Returns the submission transitions process end date |
| Onboarding Process Percent Complete | Returns the submission transitions process percent complete |
| Onboarding Process Progression Health Is Red | Returns yes if a step or task in the submission transitions process is overdue. |
| Onboarding Process Owner Full Name | Returns the submission transitions process owner full name |

| Name | Description |
|-------------------------------------|--|
| Onboarding Process Days In Progress | <i>If the submission transitions process is in progress, the time in days between the submission transitions process start date and the current date is returned.</i> |
| Onboarding Process Days To Complete | <i>If the submission transitions process is complete, the time in days between the profile transitions process start date and the profile transitions latest status change date.</i> |

Report Prompts

All report prompts are optional.

| Name | Description |
|--------------------------------------|--|
| Transitions Prompts | |
| Process Start Date | Filters the report based on whether the process start date is between two selected dates. |
| Process End Date | Filters the report based on whether the process end date is between two selected dates. |
| Process Name (BL) | Filters the report based on whether the process name is in the list of values selected. |
| Process Current Status | Filters the report based on whether the process current status is in the list of values selected. |
| Process Owner Full Name | Filters the report based on whether the process owner full name is in the list of values selected. |
| Process Progression Health Is Red | Filters the report based on whether process progression health is red indicator is in the list of values selected. |
| Report Prompts | |
| Submission Current Status Start Date | Filters the report based on whether the submission current status start date is between two selected dates. |
| Submission Created Date | Filters the report based on whether the submission created date is between two selected dates. |
| Hired Candidate Start Date | Filters the report based on whether the hired start date is between two selected dates. If the hire start date is null the offer actual start date is used. |
| Hired Date | Filters the report based on whether the hired date is between two selected dates. |
| Offer Accepted Date | Filters the report based on whether the offer accepted date is between two selected dates. |
| Ref. Status Name | Filters the report based on whether the current status reference name is in the list of values selected. |
| Workflow Name | Filters the report based on whether the current workflow name is in the list of values selected. |
| Step Name | Filters the report based on whether the current step name is in the list of values selected. If the workflow name filter is being used, only the steps in the selected workflow will be available. |
| Status Name | Filters the report based on whether the current status name is in the list of values selected. If the step name filter is being used, only the statuses in the filtered steps will be available. |
| Organization (Level 1) | Filters the report based on whether the organization level1 name is in the list of values selected. |
| Organization (Level 2) | Filters the report based on whether the organization level2 name is in the list of values selected. If the Organization (Level 1) filter is being used, only the child organizations in organization level2 will be available. |
| Organization (Level 3) | Filters the report based on whether the organization level3 name is in the list of values selected. If the Organization (Level 2) filter is being used, only the child organizations in organization level3 will be available. |

| Name | Description |
|------------------------|--|
| Organization (Level 4) | Filters the report based on whether the organization level4 name is in the list of values selected. If the Organization (Level 3) filter is being used, only the child organizations in organization level4 will be available. |
| Location (Level 1) | Filters the report based on whether the location level1 name is in the list of values selected. |
| Location (Level 2) | Filters the report based on whether the location level2 name is in the list of values selected. If the Location (Level 1) filter is being used, only the child locations in location level2 will be available. |
| Location (Level 3) | Filters the report based on whether the location level3 name is in the list of values selected. If the Location (Level 2) filter is being used, only the child locations in location level3 will be available. |
| Location (Level 4) | Filters the report based on whether the location level4 name is in the list of values selected. If the Location (Level 3) filter is being used, only the child locations in location level4 will be available. |
| Job Field (Level 1) | Filters the report based on whether the job field level1 name is in the list of values selected. |
| Job Field (Level 2) | Filters the report based on whether the job field level2 name is in the list of values selected. If the Job Field (Level 1) filter is being used, only the child job fields in job field level2 will be available. |
| Job Field (Level 3) | Filters the report based on whether the job field level3 name is in the list of values selected. If the Job Field (Level 2) filter is being used, only the child job fields in job field level3 will be available. |
| Job Field (Level 4) | Filters the report based on whether the job field level4 name is in the list of values selected. If the Job Field (Level 3) filter is being used, only the child job fields in job field level4 will be available. |
| Recruiter Name | Filters the report based on whether the recruiter name is in the list of values selected. |
| Hiring Manager Name | Filters the report based on whether the hiring manager name is in the list of values selected. |
| Req. Identifier | Filters the report based on whether the req. identifier is in the list of values selected. |
| Req. Title | Filters the report based on whether the req. title is in the list of values selected. |
| Requisition Status | Filters the report based on whether the current status is in the list of values selected |
| Submission Is Internal | Filters the report based on whether the submission is internal indicator is in the list of values selected. |

Report Filters

| Filter | Description |
|---|----------------------------------|
| Current Status Start Date is prompted | This is a listener for a prompt. |
| Submission Created Date is prompted | This is a listener for a prompt. |
| Submission Completed Date is prompted | This is a listener for a prompt. |
| Latest Filled Date is prompted | This is a listener for a prompt. |
| Current Reference Status Name is prompted | This is a listener for a prompt. |
| Current Workflow Name is prompted | This is a listener for a prompt. |
| Current Step Name is prompted | This is a listener for a prompt. |

| Filter | Description |
|---|---|
| Current Status Name is prompted | This is a listener for a prompt. |
| Organization Level1 Name is prompted | This is a listener for a prompt. |
| Organization Level2 Name is prompted | This is a listener for a prompt. |
| Organization Level3 Name is prompted | This is a listener for a prompt. |
| Organization Level4 Name is prompted | This is a listener for a prompt. |
| IFNULL("Submission Dates"."Hire Start Date","Submission Dates"."Offer Actual Start Date") | This is a listener for a prompt. When the prompt is set this value filters on the Hire Start Date. If hire start date is null it filters on the Offer Actual Start Date. |
| Location Level1 Name is prompted | This is a listener for a prompt. |
| Location Level2 Name is prompted | This is a listener for a prompt. |
| Location Level31 Name is prompted | This is a listener for a prompt. |
| Location Level4 Name is prompted | This is a listener for a prompt. |
| Job Field1 Name is prompted | This is a listener for a prompt. |
| Job Field2 Name is prompted | This is a listener for a prompt. |
| Job Field3 Name is prompted | This is a listener for a prompt. |
| Job Field4 Name is prompted | This is a listener for a prompt. |
| Recruiter Name is prompted | This is a listener for a prompt. |
| Hiring Manager Name is prompted | This is a listener for a prompt. |
| Req. Identifier is prompted | This is a listener for a prompt. |
| Title (BL) is prompted | This is a listener for a prompt. |
| Is Ace is prompted | This is a listener for a prompt. |
| Minimum Requirements Met is prompted | This is a listener for a prompt. |
| Submission Is Internal is prompted | This is a listener for a prompt. |

| Filter | Description |
|--|---|
| Submission Is Completed is prompted | This is a listener for a prompt. |
| Current Status is prompted | This is a listener for a prompt. |
| Last Position Accepted Date is prompted | This is a listener for a prompt. |
| Hired Date is prompted | This is a listener for a prompt. |
| Offer Accepted Date is prompted | This is a listener for a prompt. |
| First Sourced After Latest Approval Date is prompted | This is a listener for a prompt. |
| Submission Transition Process Code is not null | Filter to ensure only records with onboarding processes are returned. |

3 Subject Areas

Subject Areas

The standard content was delivered using the Recruiting subject area.

For a complete filterable list of fields, refer to the Oracle Taleo Reporting with OBI — Data Dictionary — Recruiting Subject Area for the Recruiting and Administration subject areas.

Administration Subject Area Additional Information

When developing reports and analyses against the Administration subject area, it is important to understand that every top level folder is independent, meaning that reports cannot be directly created across various folders. For example, it is not possible to mix elements from “OLF” and “System Users” in the same query.

Recruiting (Legacy) Subject Area Additional Information

Net new reports should be developed using the contemporary Recruiting subject area, unless the contemporary Recruiting subject area has functional gaps preventing the new report's functional scope to be met.

When a report developer needs to develop a report on requisitions that do not have any job submissions, it is necessary to add the following element in the results of the report:

- Context / Requisitions with/without applications

Recruiting Subject Area

| Folder Path | Column | Description | Data Type |
|---|---------------------------|--|-----------|
| Candidate > Candidate Basic Profile & Preferences | Advance Notice | Returns the candidate's preferred advance notice. | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Candidate Education Level | Returns the candidate's education level. | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Candidate Employee Status | Returns the candidate's preferred employee status. | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Candidate Job Level | Returns the candidate's job level. | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Candidate Job Schedule | Returns the candidate's preferred job schedule. | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Candidate Job Shift | Returns the candidate's preferred job shift. | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Candidate Job Type | Returns the candidate's preferred job type. | Varchar |

| Folder Path | Column | Description | Data Type |
|---|-----------------------------------|-----------------------------------|-----------|
| Candidate > Candidate Basic Profile & Preferences | Desired Job Field Level1 Name | Desired Job Field Level1 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Job Field Level2 Name | Desired Job Field Level2 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Job Field Level3 Name | Desired Job Field Level3 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Job Field Level4 Name | Desired Job Field Level4 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Location Level1 Name | Desired Location Level1 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Location Level2 Name | Desired Location Level2 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Location Level3 Name | Desired Location Level3 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Location Level4 Name | Desired Location Level4 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Location Level5 Name | Desired Location Level5 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level1 Name | Desired Organization Level1 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level10 Name | Desired Organization Level10 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level11 Name | Desired Organization Level11 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level12 Name | Desired Organization Level12 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level13 Name | Desired Organization Level13 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level14 Name | Desired Organization Level14 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level15 Name | Desired Organization Level15 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level16 Name | Desired Organization Level16 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level17 Name | Desired Organization Level17 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level18 Name | Desired Organization Level18 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level19 Name | Desired Organization Level19 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level2 Name | Desired Organization Level2 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level20 Name | Desired Organization Level20 Name | Varchar |

| Folder Path | Column | Description | Data Type |
|---|--|--|-----------|
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level3 Name | Desired Organization Level3 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level4 Name | Desired Organization Level4 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level5 Name | Desired Organization Level5 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level6 Name | Desired Organization Level6 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level7 Name | Desired Organization Level7 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level8 Name | Desired Organization Level8 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Desired Organization Level9 Name | Desired Organization Level9 Name | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Email Invitations | Returns whether or not the candidate wants to receive email invitations. | Char |
| Candidate > Candidate Basic Profile & Preferences | Hours Per Week - Preference | Returns the candidate's preference of work hours per week. | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Hours Per Week - Willingness | Returns the candidate's threshold of work hours per week. | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Min. Ann. Salary | Returns the candidate's preferred min. annual salary. | Double |
| Candidate > Candidate Basic Profile & Preferences | Travel | Returns the candidate's preferred travel. | Varchar |
| Candidate > Candidate Basic Profile & Preferences | Willing To Work On Holidays | Returns the candidate's willingness to work on holidays. | Char |
| Candidate > Candidate Basic Profile & Preferences | Willing To Work On Weekends | Returns the candidate's willingness to work on weekends. | Char |
| Candidate > Candidate Dates | Availability Date | Returns the candidate availability date | Datetime |
| Candidate > Candidate Dates | Candidate Creation Date | Returns the candidate creation date | Timestamp |
| Candidate > Candidate Dates | Candidate Last Modified Date | Returns the date when the candidate record was last modified | Timestamp |
| Candidate > Candidate Dates | Candidate Last Modified Date (Including CSW) | Returns the date when the candidate record was last modified, including CSW status changes | Timestamp |
| Candidate > Candidate Dates | Most Recent CSW Move Date | Returns the most recent date when the candidate was moved in the CSW | Timestamp |
| Candidate > Candidate Dates | Reference Date | Returns the candidate reference date | Timestamp |
| Candidate > Candidate Dates | Reference End Date | Returns the referral end date. | Datetime |

| Folder Path | Column | Description | Data Type |
|---|--|---|-----------|
| Candidate > Candidate General Profile > Profile Certification | Profile Certification Display Sequence | Returns the certification display sequence | Int |
| Candidate > Candidate General Profile > Profile Certification | Profile Certification Expiration Date | Returns the certification expiration date | Date |
| Candidate > Candidate General Profile > Profile Certification | Profile Certification Issue Date | Returns the certification issue date | Date |
| Candidate > Candidate General Profile > Profile Certification | Profile Certification Issuing Organization | Returns the certification issuing organization | Varchar |
| Candidate > Candidate General Profile > Profile Certification | Profile Certification Name | Returns the certification name as it was selected from the list. | Varchar |
| Candidate > Candidate General Profile > Profile Certification | Profile Certification Name (Other) | Returns the certification name as it was entered in free text | Varchar |
| Candidate > Candidate General Profile > Profile Certification | Profile Certification Number/ID | Returns the certification identifier | Varchar |
| Candidate > Candidate General Profile > Profile Dates | Profile Completed Date | Returns the date/time when the general profile was completed | Timestamp |
| Candidate > Candidate General Profile > Profile Dates | Profile Created Date | Returns the date/time when the general profile was created | Timestamp |
| Candidate > Candidate General Profile > Profile Education History | Profile Education Degree Type | Returns the educational degree type achieved | Varchar |
| Candidate > Candidate General Profile > Profile Education History | Profile Education Display Sequence | Returns the education display sequence | Int |
| Candidate > Candidate General Profile > Profile Education History | Profile Education GPA | Returns the profile education GPA | Double |
| Candidate > Candidate General Profile > Profile Education History | Profile Education GPA (Out Of) | Returns the profile education GPA range | Double |
| Candidate > Candidate General Profile > Profile Education History | Profile Education Graduation Date | Returns the educational program graduation date | Datetime |
| Candidate > Candidate General Profile > Profile Education History | Profile Education Graduation Date Is Projected | Returns whether or not the education program graduation date is projected | Char |
| Candidate > Candidate General Profile > Profile Education History | Profile Education Institution Country | Returns the country of the educational institution | Varchar |

| Folder Path | Column | Description | Data Type |
|---|---|---|-----------|
| Candidate > Candidate General Profile > Profile Education History | Profile Education Institution Name | Returns the educational institution as it was selected from the list. | Varchar |
| Candidate > Candidate General Profile > Profile Education History | Profile Education Institution Name (Other) | Returns the educational institution as it was entered in free text. | Varchar |
| Candidate > Candidate General Profile > Profile Education History | Profile Education Institution State/Province | Returns the state/province of the educational institution | Varchar |
| Candidate > Candidate General Profile > Profile Education History | Profile Education Is Most Recent Based On Graduation Date | Filters so that only the most recent education is shown, based on the graduation date. | Char |
| Candidate > Candidate General Profile > Profile Education History | Profile Education Program Name | Returns the educational program as it was selected from the list. | Varchar |
| Candidate > Candidate General Profile > Profile Education History | Profile Education Program Name (Other) | Returns the educational program as it was entered in free text. | Varchar |
| Candidate > Candidate General Profile > Profile Education History | Profile Education Start Date | Returns the educational program start date | Datetime |
| Candidate > Candidate General Profile > Profile General Info | Profile Is Completed | Returns whether or not the general profile is complete | Char |
| Candidate > Candidate General Profile > Profile General Info | Profile Is Internal | Returns whether or not the candidate was internal as of when he/she created the general profile | Char |
| Candidate > Candidate General Profile > Profile General Info | Profile Locale | Returns the locale of the general profile | Varchar |
| Candidate > Candidate General Profile > Profile General Info | Profile Medium | Returns the general profile medium | Varchar |
| Candidate > Candidate General Profile > Profile General Info | Profile Originator | Returns the general profile originator type i.e. "Agent", "Candidate", "Recruiter", "Referrer" | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Code 1 | Returns the code of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Code 10 | Returns the code of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Code 2 | Returns the code of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Code 3 | Returns the code of the passport service request's input parameter | Varchar |

| Folder Path | Column | Description | Data Type |
|--|---|---|-----------|
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Code 4 | Returns the code of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Code 5 | Returns the code of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Code 6 | Returns the code of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Code 7 | Returns the code of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Code 8 | Returns the code of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Code 9 | Returns the code of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Value 1 | Returns the value of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Value 10 | Returns the value of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Value 2 | Returns the value of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Value 3 | Returns the value of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Value 4 | Returns the value of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Value 5 | Returns the value of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Value 6 | Returns the value of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Value 7 | Returns the value of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Value 8 | Returns the value of the passport service request's input parameter | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Input Parameter - Value 9 | Returns the value of the passport service request's input parameter | Varchar |

| Folder Path | Column | Description | Data Type |
|--|-----------------------------------|--|-----------|
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 1 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 10 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 11 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 12 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 13 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 14 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 15 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 16 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 17 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 18 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 19 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 2 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 20 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 21 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 22 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 23 | Returns the code of the passport service results | Varchar |

| Folder Path | Column | Description | Data Type |
|--|------------------------------------|---|-----------|
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 24 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 25 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 26 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 27 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 28 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 29 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 3 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 30 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 4 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 5 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 6 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 7 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 8 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Code 9 | Returns the code of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 1 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 10 | Returns the value of the passport service results | Varchar |

| Folder Path | Column | Description | Data Type |
|--|------------------------------------|---|-----------|
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 11 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 12 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 13 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 14 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 15 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 16 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 17 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 18 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 19 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 2 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 20 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 21 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 22 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 23 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 24 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 25 | Returns the value of the passport service results | Varchar |

| Folder Path | Column | Description | Data Type |
|--|---|---|-----------|
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 26 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 27 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 28 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 29 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 3 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 30 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 4 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 5 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 6 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 7 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 8 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Passport Result - Value 9 | Returns the value of the passport service results | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Request Is Most Recent Request Per Provider/Alias | Filters so that only the most recent passport service request is displayed. This is calculated for each provider+alias combination. | Char |
| Candidate > Candidate General Profile > Profile Passport | Profile Service Alias | Returns the passport service alias | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Service External Reference Number | Returns the passport service request's external reference number | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Service Internal Reference Number | Returns the passport service request's internal reference number | Double |

| Folder Path | Column | Description | Data Type |
|--|---------------------------------|--|-----------|
| Candidate > Candidate General Profile > Profile Passport | Profile Service Name | Returns the passport service name | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Service Provider | Returns the passport service provider | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Service Request Date | Returns the date/time when the passport service was requested | Timestamp |
| Candidate > Candidate General Profile > Profile Passport | Profile Service Request Status | Returns the current status of the passport service request | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Service Requester | Returns the requester of the passport service | Varchar |
| Candidate > Candidate General Profile > Profile Passport | Profile Service Status Log Date | Returns the date/time the passport service request was changed to its current status | Timestamp |
| Candidate > Candidate General Profile > Profile Passport | Profile Service Type | Returns the passport service type | Varchar |
| Candidate > Candidate General Profile > Profile Source | Profile Source (BL) | Returns the profile source, in its base locale | Varchar |
| Candidate > Candidate General Profile > Profile Source | Profile Source (ML) | Returns the profile source. Use the element "Source Locale" to filter on the appropriate locale. | Varchar |
| Candidate > Candidate General Profile > Profile Source | Profile Source Event Identifier | Returns the general profile source event identifier | Varchar |
| Candidate > Candidate General Profile > Profile Source | Profile Source Event Name | Returns the profile source event name | Varchar |
| Candidate > Candidate General Profile > Profile Source | Profile Source Explanation | Returns the profile source explanation | Varchar |
| Candidate > Candidate General Profile > Profile Source | Profile Source Identifier | Returns the source identifier as seen in the source configuration page | Varchar |
| Candidate > Candidate General Profile > Profile Source | Profile Source Is Available | Returns whether or not the source is currently available. | Char |
| Candidate > Candidate General Profile > Profile Source | Profile Source Locale | Returns the locale of the profile source. | Varchar |
| Candidate > Candidate General Profile > Profile Source | Profile Source Type | Returns the recruitment source type, based on its default display label. | Varchar |

| Folder Path | Column | Description | Data Type |
|--|---|--|-----------|
| Candidate > Candidate General Profile > Profile Source | Profile Source Type(Display As) | Returns the recruitment source type, as displayed in the recruiting administration application, under the "display as" column. | Varchar |
| Candidate > Candidate General Profile > Profile Source | Profile Source Was Automatically Entered | Returns whether or not the source was automatically populated into the candidate file | Char |
| Candidate > Candidate General Profile > Profile Source | Source (Agency) | Returns the name of the agency when the source is an agency. | Varchar |
| Candidate > Candidate General Profile > Profile Source | Source (Agent) | Returns the full name of the agent when the source is an agency. | Varchar |
| Candidate > Candidate General Profile > Profile Source | Source (BL) Agent | Returns the description of the agency or 'Not Specified' if no description has been entered for an agency source. | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Next Step Code | Returns the profile transitions next step code. | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Next Step Name (BL) | Returns the profile transitions next step name in its base locale. | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Code | Returns the profile transitions process code | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Current Status | Returns the profile transitions process current status | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Days Since Creation | If the profile transitions process is in progress, the time in days between the profile transitions process start date and the current date is returned. | Int |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Days To Complete | If the profile transitions process is complete, the time in days between the profile transitions process start date and the profile transitions latest status change date. | Int |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process End Date | Returns the transitions process end date | Timestamp |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Is Latest (By Type) | Returns whether or not the profile transitions process is latest (By Type) | Char |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Is Visible | Returns whether or not the profile transitions process is visible | Char |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Latest Status Change Date | Returns the profile transitions process latest status change date | Timestamp |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Name (BL) | Returns the process name in its base locale | Varchar |

| Folder Path | Column | Description | Data Type |
|--|---|---|-----------|
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Owner Email | Returns the profile transitions process owner email | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Owner Full Name | Returns the profile transitions process owner full name | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Percent Complete | Returns the percent of the profile transitions process that has been completed. | Double |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Progression Health Is Red | Returns yes if a step or task in the profile transitions process is overdue. | Char |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Start Date | Returns the profile transitions process start date | Timestamp |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Supervisor Email | Returns the profile transitions process supervisor email | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Supervisor Full Name | Returns the profile transitions process supervisor full name | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Process Type | Returns the profile transitions process type | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Step Code | Returns the profile transitions step code | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Step Current Status | Returns the profile transitions step current status | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Step Days In Progress | If the profile transitions process is in progress, the time in days between the profile transitions process start date and the current date is returned. | Int |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Step Days To Complete | If the profile transitions step is complete, the time in days between the profile transitions step start date and the profile transitions step latest status change date is returned. | Int |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Step Due Date | Returns the profile transitions step due date | Datetime |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Step End Date | Returns the transitions step end date | Timestamp |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Step Expected Duration | Returns the profile transitions step expected duration | Double |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Step Is Overdue | Returns whether or not the profile transitions step is currently overdue | Char |

| Folder Path | Column | Description | Data Type |
|--|--|--|-----------|
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Step Latest Status Change Date | Returns the profile transitions step latest status change date | Timestamp |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Step Name (BL) | Returns the profile transitions step name in its base locale | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Step Overdue Days | If the profile transitions step is in progress, the time in days between the profile transitions step due date and the current date is returned. | Int |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Step Start Date | Returns the profile transitions step start date | Timestamp |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Step Sub Process Code | Returns the profile transitions step sub process code | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Step Sub Process Name (BL) | Returns the step sub-process name in its base locale | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Step Type Code | Returns the profile transitions step type code | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Action | Returns the profile transitions task action | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Assignee Department | Returns the profile transitions task assignee department | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Assignee Email | Returns the profile transitions task assignee email | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Assignee Name | Returns the profile transitions task assignee name | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Assignment Date | Returns the profile transitions task assignment date | Datetime |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Code | Returns the profile transitions task code | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Comments | Returns the profile transitions task comments | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Creation Date | Returns the profile transitions task creation date | Timestamp |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Current Status | Returns the profile transitions task current status | Varchar |

| Folder Path | Column | Description | Data Type |
|---|---|--|-----------|
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Days Since Creation | If the profile transitions task is in progress, the time in days between the profile transitions task creation date and the current date. | Int |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Due Date | Returns the profile transitions task due date | Timestamp |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Is Overdue | Returns whether or not the profile transitions task is overdue | Char |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Name (BL) | Returns the name of task in its base locale | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Overdue Days | If the profile transitions task is in progress and the task is overdue, the time in days between the profile transitions task due date and the current date. | Int |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Owner Email | Returns the profile transitions task owner email | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Owner Name | Returns the profile transitions task owner name | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Related Source (BL) | Returns the task related source in its base locale | Varchar |
| Candidate > Candidate General Profile > Profile Transition Process | Profile Transitions Task Type | Returns the profile transitions task type | Varchar |
| Candidate > Candidate General Profile > Profile Transitions E-Signature | Profile Transitions E-Signature Date | Returns the profile transitions e-signature date | Datetime |
| Candidate > Candidate General Profile > Profile Transitions E-Signature | Profile Transitions E-Signature Definition Name | Returns the profile transitions e-signature definition name | Varchar |
| Candidate > Candidate General Profile > Profile Transitions E-Signature | Profile Transitions E-Signature First & Last Name | Returns the profile transitions e-signature first & last Name. In transitions, this field is titled FullName | Varchar |
| Candidate > Candidate General Profile > Profile Transitions E-Signature | Profile Transitions E-Signature IP Address | Returns the profile transitions e-signature IP address | Varchar |
| Candidate > Candidate General Profile > Profile Work Experience History | Profile Experience Display Sequence | Returns the work experience display sequence | Int |
| Candidate > Candidate General Profile > Profile Work Experience History | Profile Experience Employer Name | Returns the work experience employer as it was selected from the list. | Varchar |
| Candidate > Candidate General Profile > Profile Work Experience History | Profile Experience Employer Name (Other) | Returns the work experience employer as it was entered in free text. | Varchar |

| Folder Path | Column | Description | Data Type |
|---|---|---|-----------|
| Candidate > Candidate General Profile > Profile Work Experience History | Profile Experience End Date | Returns the work experience end date | Datetime |
| Candidate > Candidate General Profile > Profile Work Experience History | Profile Experience Is Current Job | Returns whether or not the candidate is currently working for this employer | Char |
| Candidate > Candidate General Profile > Profile Work Experience History | Profile Experience Is Most Recent Based On Start Date | Filters so that only the most recent experience is shown, based on the work start date. | Char |
| Candidate > Candidate General Profile > Profile Work Experience History | Profile Experience Job Title | Returns the work experience job title as it was selected from the list. | Varchar |
| Candidate > Candidate General Profile > Profile Work Experience History | Profile Experience Job Title (Other) | Returns the work experience job title as it was entered in free text. | Varchar |
| Candidate > Candidate General Profile > Profile Work Experience History | Profile Experience Start Date | Returns the work experience start date | Datetime |
| Candidate > Candidate Identification | Address of Residence (Line 1) | Returns the candidate address of residence | Varchar |
| Candidate > Candidate Identification | Address of Residence (Line 2) | Returns the candidate address of residence | Varchar |
| Candidate > Candidate Identification | Age (Years) | Returns the time (in years) between now and the candidate's date of birth. | Double |
| Candidate > Candidate Identification | Candidate Identifier | Returns Candidate ID | Double |
| Candidate > Candidate Identification | Candidate Is Internal | Returns whether or not the candidate is internal | Char |
| Candidate > Candidate Identification | City of Residence | Returns the candidate city of residence | Varchar |
| Candidate > Candidate Identification | Country of Residence | Returns the candidate country of residence | Varchar |
| Candidate > Candidate Identification | Date of Birth | Returns the candidate date of birth | Datetime |
| Candidate > Candidate Identification | Email | Returns the candidate email | Varchar |
| Candidate > Candidate Identification | Employee Number | Returns the candidate employee number | Varchar |
| Candidate > Candidate Identification | Has Submission | Returns whether or not the candidate has a Submission. | Char |
| Candidate > Candidate Identification | Home Phone | Returns the candidate home phone number | Varchar |
| Candidate > Candidate Identification | Is Anonymous | Returns whether the candidate elected to be anonymous | Char |
| Candidate > Candidate Identification | Is Missing Identification | Returns whether or not the candidate is missing identification information. | Varchar |

| Folder Path | Column | Description | Data Type |
|---|--------------------------------------|--|-----------|
| Candidate > Candidate Identification | Mobile Phone | Returns the candidate mobile phone number | Varchar |
| Candidate > Candidate Identification | Name | Returns the candidate name | Varchar |
| Candidate > Candidate Identification | Prefix | Returns the candidate prefix | Varchar |
| Candidate > Candidate Identification | Primary Phone Designation | Returns the candidate primary phone designation | Varchar |
| Candidate > Candidate Identification | Record Status | Returns the status of the candidate record | Varchar |
| Candidate > Candidate Identification | Region of Residence | Returns the candidate region of residence | Varchar |
| Candidate > Candidate Identification | SSN | Returns the candidate social security number | Varchar |
| Candidate > Candidate Identification | State/Prov of Residence | Returns the state/province of residence | Varchar |
| Candidate > Candidate Identification | Suffix | Returns the candidate suffix | Varchar |
| Candidate > Candidate Identification | Work Phone | Returns the candidate work phone number | Varchar |
| Candidate > Candidate Identification | Zip Code of Residence | Returns the candidate zip code of residence | Varchar |
| Candidate > Candidate Most Advanced Job Application | Most Advanced Reference Status | Returns the candidate's most advanced job application reference status | Varchar |
| Candidate > Candidate Most Advanced Job Application | Most Advanced Requisition Identifier | Returns the requisition identifier associated with the candidate's most advanced job application | Varchar |
| Candidate > Candidate Q&A | Answer (Choice) (BL) | Returns the answer to the question in the question's base locale | Varchar |
| Candidate > Candidate Q&A | Answer (Text) | Returns the free text answer to the question | Varchar |
| Candidate > Candidate Q&A | Is Candidate Question On Req. List | Returns whether or not the candidate question is on the requisition question list. | Char |
| Candidate > Candidate Q&A | Question Code | Returns the question code | Varchar |
| Candidate > Candidate Q&A | Question Description (BL) | Returns the description of the question in its base locale | Varchar |
| Candidate > Candidate Referral | Current Referral Status | Returns the current status of the referral | Varchar |
| Candidate > Candidate Referral | Is Currently Referred | Returns whether or not the candidate is currently bound to an active referral | Char |
| Candidate > Candidate Referral | Is Currently Referred By Agent | Returns whether or not the candidate is currently bound to an agent referral | Char |
| Candidate > Candidate Referral | Referral Is Most Recent | Returns whether or not the referral is the most recent for the candidate | Char |

| Folder Path | Column | Description | Data Type |
|-----------------------------------|--|--|-----------|
| Candidate > Candidate Referral | Referrer Email | Returns the email of the referrer | Varchar |
| Candidate > Candidate Referral | Referrer Is Employee | Returns whether or not the referrer is an employee | Char |
| Candidate > Candidate Referral | Referrer Name | Returns the name of the referrer | Varchar |
| Candidate > Candidate Referral | Referring Agency Name (BL) | Returns the referring agent's agency, in its base locale | Varchar |
| Candidate > Candidate Referral | Referring Agent Email | Returns the email of the agent | Varchar |
| Candidate > Candidate Referral | Referring Agent Name | Returns the name of the agent | Varchar |
| Candidate > Candidate Regulations | Aboriginal | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Armed Forces Medal Veteran Question Code | Returns the code of the regulation question | Varchar |
| Candidate > Candidate Regulations | Armed Forces Medal Vetran | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Disabled | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Disabled Question Code | Returns the code of the regulation question | Varchar |
| Candidate > Candidate Regulations | Disabled Veteran | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Disabled Veteran Question Code | Returns the code of the regulation question | Varchar |
| Candidate > Candidate Regulations | Ethnicity | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Ethnicity Question Code | Returns the code of the regulation question | Varchar |
| Candidate > Candidate Regulations | Family Status | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Gender | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Gender Question Code | Returns the code of the regulation question | Varchar |
| Candidate > Candidate Regulations | Is Max Standard USA EEO Form With Answer | Returns whether or not this is the most recent EEO form with at least one candidate answer, as it pertains to the standard EEO-USA forms with versions i.e. EEO1, EEO2A and EEO2b. | Char |
| Candidate > Candidate Regulations | Marital Status | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Military Status | Returns the answer to the regulation question | Varchar |

| Folder Path | Column | Description | Data Type |
|-----------------------------------|--|--|-----------|
| Candidate > Candidate Regulations | Other Protected Veteran | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Other Protected Veteran Question Code | Returns the code of the regulation question | Varchar |
| Candidate > Candidate Regulations | Political Affiliation | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Race | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Race Question Code | Returns the code of the regulation question | Varchar |
| Candidate > Candidate Regulations | Recently Separated Veteran | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Recently Separated Veteran Question Code | Returns the code of the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Form Code | Returns the code associated to the global regulation data collection form. | Varchar |
| Candidate > Candidate Regulations | Regulation Question 1 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 10 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 11 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 12 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 13 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 14 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 15 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 16 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 17 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 18 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 19 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 2 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 20 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 21 | Returns the answer to the regulation question | Varchar |

| Folder Path | Column | Description | Data Type |
|--|---|--|-----------|
| Candidate > Candidate Regulations | Regulation Question 22 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 23 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 24 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 25 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 3 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 4 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 5 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 6 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 7 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 8 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Regulation Question 9 | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Religion | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Sexual Orientation | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Special Disabled Veteran | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Special Disabled Veteran Question Code | Returns the code of the regulation question | Varchar |
| Candidate > Candidate Regulations | Veteran | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Regulations | Veteran Question Code | Returns the code of the regulation question | Varchar |
| Candidate > Candidate Regulations | Visible Minority | Returns the answer to the regulation question | Varchar |
| Candidate > Candidate Transitions Direct Deposit | Direct Deposit Folio | Returns the direct deposit folio. | Varchar |
| Candidate > Candidate Transitions Direct Deposit | Direct Deposit Institution Name | Returns the direct deposit institution name. | Varchar |
| Candidate > Candidate Transitions Direct Deposit | Direct Deposit Institution Transit Number | Returns the direct deposit institution transit number. | Varchar |
| Candidate > Candidate Transitions Direct Deposit | Direct Deposit Pay Distribution | Returns the direct deposit pay distribution. | Double |

| Folder Path | Column | Description | Data Type |
|--------------------------------------|----------------------------------|--|-----------|
| Candidate > Candidate Transitions I9 | I9 1 Document Expiration Date | Returns the I9 1 document expiration date | Datetime |
| Candidate > Candidate Transitions I9 | I9 1 Document Issuing Authority | Returns the I9 1 document issuing authority | Varchar |
| Candidate > Candidate Transitions I9 | I9 1 Document Number | Returns the I9 1 document number | Varchar |
| Candidate > Candidate Transitions I9 | I9 1 Document Title | Returns the I9 1 document title | Varchar |
| Candidate > Candidate Transitions I9 | I9 1B Document Expiration Date | Returns the I9 1B document expiration date | Datetime |
| Candidate > Candidate Transitions I9 | I9 1B Document Issuing Authority | Returns the I9 1B document issuing authority | Varchar |
| Candidate > Candidate Transitions I9 | I9 1B Document Number | Returns the I9 1B document number | Varchar |
| Candidate > Candidate Transitions I9 | I9 1B Document Title | Returns the I9 1B document title | Varchar |
| Candidate > Candidate Transitions I9 | I9 1C Document Expiration Date | Returns the I9 1C document expiration date | Datetime |
| Candidate > Candidate Transitions I9 | I9 1C Document Issuing Authority | Returns the I9 1C document issuing authority | Varchar |
| Candidate > Candidate Transitions I9 | I9 1C Document Number | Returns the I9 1C document number | Varchar |
| Candidate > Candidate Transitions I9 | I9 1C Document Title | Returns the I9 1C document title | Varchar |
| Candidate > Candidate Transitions I9 | I9 2 Document Expiration Date | Returns the I9 2 document expiration date | Datetime |
| Candidate > Candidate Transitions I9 | I9 2 Document Issuing Authority | Returns the I9 2 document issuing authority | Varchar |
| Candidate > Candidate Transitions I9 | I9 2 Document Number | Returns the I9 2 document number | Varchar |
| Candidate > Candidate Transitions I9 | I9 2 Document Title | Returns the I9 2 document title | Varchar |
| Candidate > Candidate Transitions I9 | I9 3 Document Expiration Date | Returns the I9 3 document expiration date | Datetime |
| Candidate > Candidate Transitions I9 | I9 3 Document Issuing Authority | Returns the I9 3 document issuing authority | Varchar |
| Candidate > Candidate Transitions I9 | I9 3 Document Number | Returns the I9 3 document number | Varchar |
| Candidate > Candidate Transitions I9 | I9 3 Document Title | Returns the I9 3 document title | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employee Alien Number | Returns the I9 employee alien number | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employee Alien Number (2) | Returns the I9 employee alien number (2) | Varchar |

| Folder Path | Column | Description | Data Type |
|--------------------------------------|---|--|-----------|
| Candidate > Candidate Transitions I9 | I9 Employee Apartment | Returns the I9 employee apartment | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employee Citizenship | Returns the I9 employee citizenship | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employee Foreign Passport Country | Returns the I9 employee foreign passport country | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employee Foreign Passport Number | Returns the I9 employee foreign passport number | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employee Other Names | Returns the I9 employee other names | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employee Signature Date | Returns the I9 employee signature date | Datetime |
| Candidate > Candidate Transitions I9 | I9 Employee Signature First & Last Name | Returns the I9 employee signature first & last Name. In transitions, this field is titled FullName | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employee Signature IP Address | Returns the I9 employee signature IP address | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employee Work Until Date | Returns the I9 employee work until date | Datetime |
| Candidate > Candidate Transitions I9 | I9 Employer Business Address | Returns the I9 employer business address | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employer Business City | Returns the I9 employer business city | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employer Business Name | Returns the I9 employer business name | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employer Business State | Returns the I9 employer business state | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employer Business Street Address | Returns the I9 employer business street address | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employer Business Zip Code | Returns the I9 employer business zip code | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employer Rep First Name | Returns the I9 employer rep first name | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employer Rep Last Name | Returns the I9 employer rep last name | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employer Rep Signature Date | Returns the I9 employer rep signature date | Datetime |
| Candidate > Candidate Transitions I9 | I9 Employer Rep Signature First & Last Name | Returns the I9 employer rep signature first & last name. In transitions, this field is titled FullName | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employer Rep Signature IP Address | Returns the I9 employer rep signature IP address | Varchar |
| Candidate > Candidate Transitions I9 | I9 Employer Rep Title | Returns the I9 employer rep title | Varchar |

| Folder Path | Column | Description | Data Type |
|--|---|---|-----------|
| Candidate > Candidate Transitions I9 | I9 Preparer Address | Returns the I9 preparer address | Varchar |
| Candidate > Candidate Transitions I9 | I9 Preparer City | Returns the I9 preparer city | Varchar |
| Candidate > Candidate Transitions I9 | I9 Preparer First Name | Returns the I9 preparer first name | Varchar |
| Candidate > Candidate Transitions I9 | I9 Preparer Last Name | Returns the I9 preparer last name | Varchar |
| Candidate > Candidate Transitions I9 | I9 Preparer Print Name | Returns the I9 preparer print name | Varchar |
| Candidate > Candidate Transitions I9 | I9 Preparer Signature Date | Returns the I9 preparer signature date | Datetime |
| Candidate > Candidate Transitions I9 | I9 Preparer Signature First & Last Name | Returns the I9 preparer signature first & last name. In transitions, this field is titled FullName | Varchar |
| Candidate > Candidate Transitions I9 | I9 Preparer Signature IP Address | Returns the I9 preparer Signature IP Address | Varchar |
| Candidate > Candidate Transitions I9 | I9 Preparer State | Returns the I9 preparer state | Varchar |
| Candidate > Candidate Transitions I9 | I9 Preparer Street Address | Returns the I9 preparer street address | Varchar |
| Candidate > Candidate Transitions I9 | I9 Preparer Zip Code | Returns the I9 preparer zip code | Varchar |
| Candidate > Candidate Transitions Passport | Transitions Passport Input Parameter - Code * | Returns the code of the passport service request's input parameter | Varchar |
| Candidate > Candidate Transitions Passport | Transitions Passport Input Parameter - Value * | Returns the value of the passport service request's input parameter | Varchar |
| Candidate > Candidate Transitions Passport | Transitions Passport Result - Code * | Returns the code of the passport service results | Varchar |
| Candidate > Candidate Transitions Passport | Transitions Passport Result - Value * | Returns the value of the passport service results | Varchar |
| Candidate > Candidate Transitions Passport | Transitions Request Is Most Recent Per Provider/Alias | Filters so that only the most recent passport service request is displayed. This is calculated for each provider+alias combination. | Double |
| Candidate > Candidate Transitions Passport | Transitions Service Alias | Returns the passport service alias | Varchar |
| Candidate > Candidate Transitions Passport | Transitions Service External Reference Number | Returns the passport service request's external reference number | Varchar |
| Candidate > Candidate Transitions Passport | Transitions Service Internal Reference Number | Returns the passport service request's internal reference number | Double |
| Candidate > Candidate Transitions Passport | Transitions Service Name | Returns the passport service name | Varchar |
| Candidate > Candidate Transitions Passport | Transitions Service Provider | Returns the passport service provider | Varchar |

| Folder Path | Column | Description | Data Type |
|--|---|---|-----------|
| Candidate > Candidate Transitions Passport | Transitions Service Provider Request Status | Returns the current provider status of the passport service request | Varchar |
| Candidate > Candidate Transitions Passport | Transitions Service Request Date | Returns the date/time when the passport service was requested | Timestamp |
| Candidate > Candidate Transitions Passport | Transitions Service Request Status | Returns the current status of the passport service request | Double |
| Candidate > Candidate Transitions Passport | Transitions Service Requester | Returns the requester of the passport service | Varchar |
| Candidate > Candidate Transitions Passport | Transitions Service Status Log Date | Returns the date/time the passport service request was changed to its current status | Timestamp |
| Candidate > Candidate Transitions Passport | Transitions Service Type | Returns the passport service type | Varchar |
| Candidate > Candidate Transitions Subject Info | Subject Corporate Email | Returns the subject corporate email | Varchar |
| Candidate > Candidate Transitions Subject Info | Subject Correspondence Email | Returns the subject correspondence email | Varchar |
| Candidate > Candidate Transitions Subject Info | Subject Department Name | Returns the subject department name | Varchar |
| Candidate > Candidate Transitions Subject Info | Subject Fax Number | Returns the subject fax number | Varchar |
| Candidate > Candidate Transitions Subject Info | Subject Home Phone Number | Returns the subject home phone number | Varchar |
| Candidate > Candidate Transitions Subject Info | Subject Mobile Phone Number | Returns the subject mobile phone number | Varchar |
| Candidate > Candidate Transitions Subject Info | Subject Pager Number | Returns the subject pager number | Varchar |
| Candidate > Candidate Transitions Subject Info | Subject Work Phone Number | Returns the subject work phone number | Varchar |
| Candidate > Candidate Transitions Subject Info | Subject Work Phone Number Extension | Returns the subject work phone number extension | Varchar |
| Candidate Facts > Candidate Counts | # Candidates | Returns the number of distinct candidates | Int |
| Candidate Facts > Candidate Counts | # Candidates Currently Referred | Returns the number of distinct candidates whose referral status is active | Int |
| Candidate Facts > Candidate Counts | # Candidates Currently Referred By Agent | Returns the number of distinct candidates who are referred by an agent. | Int |
| Candidate Facts > Candidate Counts | # General Profiles | Returns the number of distinct of general profiles. | Int |
| Candidate Facts > Candidate Counts | # Submissions | Returns the number of distinct job submissions. | Int |
| Candidate Facts > Candidate Counts | # Submissions Ace | Returns the number of distinct job submissions where the candidate is considered to be ACE. | Int |

| Folder Path | Column | Description | Data Type |
|------------------------------------|---|--|-----------|
| Candidate Facts > Candidate Counts | # Submissions By Candidate | Returns the number of distinct submissions divided by the number of distinct candidates. | Double |
| Candidate Facts > Candidate Counts | # Submissions By Recruiter | Returns the number of submissions divided by the number of recruiters. | Double |
| Candidate Facts > Candidate Counts | # Submissions By Requisition | Returns the number of submissions divided by the number of requisitions. | Double |
| Candidate Facts > Candidate Counts | # Submissions Complete | Returns the number of distinct job submissions that are completed. | Int |
| Candidate Facts > Candidate Counts | # Submissions Currently Declined | Returns the number of distinct submissions currently in the "Declined" reference model status | Int |
| Candidate Facts > Candidate Counts | # Submissions Currently Hired | Returns the number of distinct submissions currently in the "Hired" reference model status | Int |
| Candidate Facts > Candidate Counts | # Submissions Currently In 1st Intv. | Returns the number of distinct submissions currently in the "1st Interview" reference model status | Int |
| Candidate Facts > Candidate Counts | # Submissions Currently In 2nd Intv. | Returns the number of distinct submissions currently in the "2nd Interview" reference model status | Int |
| Candidate Facts > Candidate Counts | # Submissions Currently In 3rd Intv. | Returns the number of distinct submissions currently in the "3rd Interview" reference model status | Int |
| Candidate Facts > Candidate Counts | # Submissions Currently In Offer | Returns the number of distinct submissions currently in the "Offer" reference model status | Int |
| Candidate Facts > Candidate Counts | # Submissions Currently In Pipeline | Returns the number of distinct submissions currently in the "Pipeline" reference model status | Int |
| Candidate Facts > Candidate Counts | # Submissions Currently in Review | Returns the number of distinct submissions currently in the "Review" reference model status | Int |
| Candidate Facts > Candidate Counts | # Submissions Currently In Testing | Returns the number of distinct submissions currently in the "Testing" reference model status | Int |
| Candidate Facts > Candidate Counts | # Submissions Currently Inactive | Returns the number of distinct submissions currently in the "Inactive" reference model status | Int |
| Candidate Facts > Candidate Counts | # Submissions Currently New | Returns the number of distinct submissions currently in the "New" reference model status | Int |
| Candidate Facts > Candidate Counts | # Submissions Currently Referred | Returns a distinct count of submissions currently referred. | Double |
| Candidate Facts > Candidate Counts | # Submissions Currently Referred By Agent | Returns a distinct count of submissions current referred by an agent. | Double |

| Folder Path | Column | Description | Data Type |
|--|---------------------------------------|---|-----------|
| Candidate Facts > Candidate Counts | # Submissions Currently Rejected | Returns the number of distinct submissions currently in the "Rejected" reference model status | Int |
| Candidate Facts > Candidate Counts | # Submissions External | Returns the number of distinct job submissions that are external | Int |
| Candidate Facts > Candidate Counts | # Submissions Incomplete | Returns the number of distinct job submissions that are not completed. | Int |
| Candidate Facts > Candidate Counts | # Submissions Internal | Returns the number of distinct submissions that are internal | Int |
| Candidate Facts > Candidate Counts | # Submissions Min. Requirements Met | Returns the number of distinct job submissions where the candidate as met all the requisition minimum requirements. | Int |
| Candidate Facts > Candidate Counts | # Submissions Min. Requirements Unmet | Returns the number of distinct job submissions where the candidate as not met all the requisition minimum requirements. | Int |
| Candidate Facts > Candidate Counts | # Submissions Non-Ace | Returns the number of distinct job submissions where the candidate is not considered to be ACE. | Int |
| Candidate Facts > Candidate Counts | # Submissions Offer Accepted | Returns the number of distinct submissions where the offer status is accepted | Int |
| Candidate Facts > Candidate Counts | # Submissions Offer Refused | Returns the number of distinct submissions where the offer status is refused | Int |
| Candidate Facts > Candidate Counts | # Submissions Reached 1st Intv. | Returns the number of distinct submissions that were historically moved to the reference status 1st Interview | Int |
| Candidate Facts > Candidate Counts | # Submissions Reached 2nd Intv. | Returns the number of distinct submissions that were historically moved to the reference status 2nd Interview | Int |
| Candidate Facts > Candidate Counts | # Submissions Reached 3rd Intv. | Returns the number of distinct submissions that were historically moved to the reference status 3rd Interview | Int |
| Candidate Facts > Candidate Counts | # Submissions Reached Offer | Returns the number of distinct submissions that were historically moved to the reference status Offer | Int |
| Candidate Facts > Candidate Counts | # Submissions Reached Reviewed | Returns the number of distinct submissions that were historically moved to the reference status review | Int |
| Candidate Facts > Candidate Counts | # Submissions Reached Testing | Returns the number of distinct submissions that were historically moved to the reference status Testing | Int |
| Candidate Facts > Candidate Cycle Time | Average Submission Cycle Time | Returns the number of days between the submission completed date and the hired date. | Double |
| Candidate Facts > Candidate Cycle Time | Average Time To Complete Submission | Returns the number of days between the submission created date and the submission completed date. | Double |
| Candidate Facts > Candidate Cycle Time | Average Time to Hire | Returns the number of days between the first fully approved date and the hired date. | Double |

| Folder Path | Column | Description | Data Type |
|---|------------------------------|---|-----------|
| Candidate Facts > Candidate Cycle Time | Average Time to Start | Returns the number of days between the first fully approved date and the hire start date (offer actual start date, if hire start date is null). | Double |
| Candidate Facts > Candidate Cycle Time | Submission Cycle Time | Returns the average number of days between the submission completed date and hired date. | Int |
| Candidate Facts > Candidate Cycle Time | Time to Complete Submission | Returns the average number of days between the submission created date and the submission completed date. | Double |
| Candidate Facts > Candidate Cycle Time | Time to Hire | Returns the average number of days between the first fully approved date and the hired date. | Double |
| Candidate Facts > Candidate Cycle Time | Time to Start | Returns the average number of days between the the first fully approved date and the hire start date (offer actual start date, if hire start date is null). | Double |
| Candidate Facts > Candidate Demographics | # Candidates Age < 40 Years | Returns the number of candidates whose age is under 40 | Int |
| Candidate Facts > Candidate Demographics | # Candidates Age >= 40 Years | Returns the number of candidates whose age is 40 or older. | Int |
| Candidate Facts > Candidate Demographics | # Candidates Asian | Returns the number of candidates whose race is asian | Int |
| Candidate Facts > Candidate Demographics | # Candidates Black | Returns the number of candidates whose race is black | Int |
| Candidate Facts > Candidate Demographics | # Candidates Ethnicity N/S | Returns the number of candidates whose ethnicity is not specified or undisclosed. | Int |
| Candidate Facts > Candidate Demographics | # Candidates Female | Returns the number of candidates whose gender is female. | Int |
| Candidate Facts > Candidate Demographics | # Candidates Gender N/S | Returns the number of candidates whose gender is not specified or undisclosed. | Int |
| Candidate Facts > Candidate Demographics | # Candidates Hispanic | Returns the number of candidates whose ethnicity is hispanic | Int |
| Candidate Facts > Candidate Demographics | # Candidates Indian Native | Returns the number of candidates whose race is indian native | Int |
| Candidate Facts > Candidate Demographics | # Candidates Male | Returns the number of candidates whose gender is male. | Int |
| Candidate Facts > Candidate Demographics | # Candidates Not Hispanic | Returns the number of candidates whose ethnicity is not hispanic | Int |
| Candidate Facts > Candidate Demographics | # Candidates Pacific Native | Returns the number of candidates whose race is pacific native | Int |
| Candidate Facts > Candidate Demographics | # Candidates Race >1 Choice | Returns the number of candidates who responded that they have 2 or more races. | Int |
| Candidate Facts > Candidate Demographics | # Candidates Race N/S | Returns the number of candidates whose race is not specified or undisclosed. | Int |

| Folder Path | Column | Description | Data Type |
|---|--|--|-----------|
| Candidate Facts > Candidate Demographics | # Candidates White | Returns the number of candidates whose race is white | Int |
| Candidate Facts > Candidate Demographics | Average Age (Years) | Returns the average time (in years) between now and the candidate's date of birth. | Double |
| Candidate Facts > Candidate Evaluation Questionnaires | # Evaluation Event | Returns a distinct count of scheduled events. Events can be of type feedback or interview. | Integer |
| Candidate Facts > Candidate Evaluation Questionnaires | # Evaluation Interviews | Returns a distinct count of interviews. | Integer |
| Candidate Facts > Candidate Evaluation Questionnaires | # Evaluation Question Responses | Returns the distinct count of answers to individual questions. | Integer |
| Candidate Facts > Candidate Evaluation Questionnaires | # Evaluation Requests | Returns the distinct count of evaluation requests. | Integer |
| Candidate Facts > Candidate Evaluation Questionnaires | # Evaluation Requests Currently Completed | Returns the distinct count of evaluation requests currently in the status of completed. | Integer |
| Candidate Facts > Candidate Evaluation Questionnaires | # Evaluation Requests Currently Requested | Returns the distinct count of evaluation requests currently in the status of requested. | Integer |
| Candidate Facts > Candidate Evaluation Questionnaires | # Evaluation Skill Responses | Returns the distinct count of answers to individual skills. | Integer |
| Candidate Facts > Candidate Evaluation Questionnaires | Average Evaluation Answer Total Score By Question | Returns the average total score by question. | Double |
| Candidate Facts > Candidate Evaluation Questionnaires | Average Evaluation Answer Total Weight By Question | Returns the average total weight by question. | Double |
| Candidate Facts > Candidate Evaluation Questionnaires | Average Evaluation Answer Weight | Returns the average individual answer score. | Double |
| Candidate Facts > Candidate Evaluation Questionnaires | Average Evaluation Questions Total Percent Score | Returns the average question summary percent score. | Double |
| Candidate Facts > Candidate Evaluation Questionnaires | Average Evaluation Questions Total Score | Returns the average question summary score. | Double |
| Candidate Facts > Candidate Evaluation Questionnaires | Average Evaluation Skill Rating Value | Returns the average individual skill rating. | Double |
| Candidate Facts > Candidate Evaluation Questionnaires | Average Evaluation Skills Total Percent Score | Returns the average skill summary percent score. | Double |
| Candidate Facts > Candidate Evaluation Questionnaires | Average Evaluation Skills Total Score | Returns the average skill summary score. | Double |

| Folder Path | Column | Description | Data Type |
|--|---|---|-----------|
| Candidate Facts > Candidate Source Types | # Submissions From Agency | Returns the number of submissions where the source type is Agency | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Billboards | Returns the number of submissions where the source type is Billboards | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Broadcast | Returns the number of submissions where the source type is Broadcast | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Career Fair | Returns the number of submissions where the source type is Career Fair | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Direct Mail | Returns the number of submissions where the source type is Direct Mail | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Direct Sourcing | Returns the number of submissions where the source type is Direct Sourcing | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Job Board | Returns the number of submissions where the source type is Job Board | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Magazines and Trade Publications | Returns the number of submissions where the source type is Magazines and Trade Publications | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Mailing List | Returns the number of submissions where the source type is Mailing List | Int |
| Candidate Facts > Candidate Source Types | # Submissions From News Group | Returns the number of submissions where the source type is News Group | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Newspapers | Returns the number of submissions where the source type is Newspapers | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Other | Returns the number of submissions where the source type is Other | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Our Web Site | Returns the number of submissions where the source type is Our Web Site | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Professional Associations | Returns the number of submissions where the source type is Professional Associations | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Referral | Returns the number of submissions where the source type is Referral | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Social Network | Returns the number of submissions where the source type is Social Network | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Talent Exchange | Returns the number of submissions where the source type is Talent Exchange | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Taleo Performance | Returns the number of submissions where the source type is Taleo Performance | Int |
| Candidate Facts > Candidate Source Types | # Submissions From University Recruiting | Returns the number of submissions where the source type is University Recruiting | Int |
| Candidate Facts > Candidate Source Types | # Submissions From Unsolicited | Returns the number of submissions where the source type is Unsolicited | Int |
| Candidate Facts > Profile Transitions Process Counts | # Profile Transitions Processes | Returns the number of profile transitions processes. | Int |
| Candidate Facts > Profile Transitions Process Counts | # Profile Transitions Processes Completed | Returns the number of profile transitions process with a completed status. | Int |

| Folder Path | Column | Description | Data Type |
|--|--|---|-----------|
| Candidate Facts > Profile Transitions Process Counts | # Profile Transitions Processes Health Status Red | Returns the number of profile transitions processes where a step or task is overdue. | Int |
| Candidate Facts > Profile Transitions Process Counts | # Profile Transitions Steps | Returns the number of steps that are associated with a profile transitions process. | Int |
| Candidate Facts > Profile Transitions Process Counts | # Profile Transitions Steps Overdue | Returns the number of steps, that are associated with a profile transitions process, that are overdue. | Int |
| Candidate Facts > Profile Transitions Process Counts | # Profile Transitions Tasks | Returns the number of tasks that are associated with a profile transitions process. | Int |
| Candidate Facts > Profile Transitions Process Counts | # Profile Transitions Tasks Overdue | Returns the number of tasks, that are associated with a profile transitions process, that are overdue. | Int |
| Candidate Facts > Profile Transitions Process Time | Average Profile Transitions Process Days In Progress | If the transitions process is in progress, the average time in days between the profile transitions process start date and the current date is returned. | Double |
| Candidate Facts > Profile Transitions Process Time | Average Profile Transitions Process Days To Complete | If the transitions process is complete, the average time in days between the profile transitions process start date and the profile transitions latest status change date | Double |
| Candidate Facts > Profile Transitions Process Time | Average Profile Transitions Step Days In Progress | If the profile transitions step is in progress, the average time in days between the profile transitions step start date and the current date is returned. | Double |
| Candidate Facts > Profile Transitions Process Time | Average Profile Transitions Step Days To Complete | If the profile transitions step is complete, the average time in days between the profile transitions step start date and the profile transitions step latest status change date is returned. | Double |
| Candidate Facts > Profile Transitions Process Time | Average Profile Transitions Step Overdue Days | If the profile transitions step is in progress, the average time in days between the profile transitions step due date and the current date is returned. | Double |
| Candidate Facts > Profile Transitions Process Time | Average Profile Transitions Task Days Since Creation | If the profile transitions task is in progress, the average time in days between the profile transitions task creation date and the current date. | Double |
| Candidate Facts > Profile Transitions Process Time | Average Profile Transitions Task Overdue Days | If the profile transitions task is in progress and the task is overdue, the average time in days between the profile transitions task due date and the current date. | Double |
| Candidate Facts > Submission Aging | Average Time Since Last CSW Status Change | Returns the time (in days) between now and the most recent candidate selection workflow status change. | Double |
| Candidate Facts > Submission Aging | Average Time Since Submission Completion | Returns the time (in days) between now and the candidate submission completion date. | Double |
| Candidate Facts > Submission Aging | Time On Hold Since Last CSW Status Change | Returns the average time (in days) between now and the most recent candidate selection workflow status change. | Double |

| Folder Path | Column | Description | Data Type |
|---|---|--|-----------|
| Candidate Facts > Submission Aging | Time On Hold Since Submission Completion | Returns average the time (in days) between now and the candidate submission completion date. | Double |
| Candidate Facts > Submission Aging | Time Since Last CSW Status Change | Returns the time (in days) spent on hold between now and the most recent candidate selection workflow status change. | Double |
| Candidate Facts > Submission Aging | Time Since Submission Completion | Returns the time (in days) the requisition spent on hold between now and the candidate submission completion date. | Int |
| Candidate Facts > Submission Transitions Process Counts | # Submission Transitions Processes | Returns the number of submission transitions processes. | Int |
| Candidate Facts > Submission Transitions Process Counts | # Submission Transitions Processes Completed | Returns the number of submission transitions process with a completed status. | Int |
| Candidate Facts > Submission Transitions Process Counts | # Submission Transitions Processes Health Status Red | Returns the number of submission transitions process where a step or task is overdue. | Int |
| Candidate Facts > Submission Transitions Process Counts | # Submission Transitions Steps | Returns the number of steps that are associated with a submission transitions process. | Int |
| Candidate Facts > Submission Transitions Process Counts | # Submission Transitions Steps Overdue | Returns the number of steps, that are associated with a submission transitions process, that are overdue. | Int |
| Candidate Facts > Submission Transitions Process Counts | # Submission Transitions Tasks | Returns the number of tasks that are associated with a submission transitions process. | Int |
| Candidate Facts > Submission Transitions Process Counts | # Submission Transitions Tasks Overdue | Returns the number of tasks, that are associated with a submission transitions process, that are overdue. | Int |
| Candidate Facts > Submission Transitions Process Time | Average Submission Transitions Process Days In Progress | If the submission transitions process is in progress, the average time in days between the submission transitions process start date and the current date is returned. | Double |
| Candidate Facts > Submission Transitions Process Time | Average Submission Transitions Process Days To Complete | If the transitions process is complete, the average time in days between the submission transitions process start date and the submission transitions latest status change date | Double |
| Candidate Facts > Submission Transitions Process Time | Average Submission Transitions Step Days In Progress | If the submission transitions step is in progress, the average time in days between the submission transitions step start date and the current date is returned. | Double |
| Candidate Facts > Submission Transitions Process Time | Average Submission Transitions Step Days To Complete | If the submission transitions step is complete, the average time in days between the submission transitions step start date and the submission transitions step latest status change date is returned. | Double |
| Candidate Facts > Submission Transitions Process Time | Average Submission Transitions Step Overdue Days | If the submission transitions step is in progress, the average time in days between | Double |

| Folder Path | Column | Description | Data Type |
|--|---|--|-----------|
| | | the submission transitions step due date and the current date is returned. | |
| Candidate Facts > Submission Transitions Process Time | Average Submission Transitions Task Days Since Creation | If the submission transitions task is in progress, the average time in days between the submission transitions task creation date and the current date. | Double |
| Candidate Facts > Submission Transitions Process Time | Average Submission Transitions Task Overdue Days | If the submission transitions task is in progress and the task is overdue, the average time in days between the submission transitions task due date and the current date. | Double |
| Felx Fields (UDFs) > Profile Transitions Process Flex Fields | {Transitions Process UDF Label} Code | Returns the code of the transition process flex field (UDF). | Varchar |
| Felx Fields (UDFs) > Profile Transitions Process Flex Fields | {Transitions Process UDF Label} Value | Returns the value of the transition process flex field (UDF). | Varchar |
| Felx Fields (UDFs) > Submission Transitions Process Flex Fields | {Transitions Process UDF Label} Code | Returns the code of the transition process flex field (UDF). | Varchar |
| Felx Fields (UDFs) > Submission Transitions Process Flex Fields | {Transitions Process UDF Label} Value | Returns the value of the transition process flex field (UDF). | Varchar |
| Felx Fields (UDFs) > Transitions Subject Personal Info Flex Fields | {Transitions Subject Personal Info UDF Label} Code | Returns the code of the transition subject personal info flex field (UDF). | Varchar |
| Felx Fields (UDFs) > Transitions Subject Personal Info Flex Fields | {Transitions Subject Personal Info UDF Label} Value | Returns the value of the transition subject personal info flex field (UDF). | Varchar |
| Flex Fields (UDFs) > Candidate Flex Fields | UDF* | Returns a candidate flex field. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Flex Fields (UDFs) > Candidate Flex Fields | UDSCODE* | Returns a candidate flex field code. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Flex Fields (UDFs) > Department Flex Fields | UDF* | Returns a department flex field code. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Flex Fields (UDFs) > Department Flex Fields | UDSCODE* | Returns a department flex field. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Flex Fields (UDFs) > Department-Requisition Flex Fields | UDF* | Returns a department-requisition flex field. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will | Varchar |

| Folder Path | Column | Description | Data Type |
|---|----------|--|-----------|
| | | change dynamically to whatever name the flex field was assigned in SmartOrg. | |
| Flex Fields (UDFs) > Department-Requisition Flex Fields | UDSCODE* | Returns a department-requisition flex field code. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Flex Fields (UDFs) > Profile Experience Flex Fields | UDF* | Returns a profile experience flex field. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Flex Fields (UDFs) > Profile Experience Flex Fields | UDSCODE* | Returns a profile experience flex field code. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Flex Fields (UDFs) > Requisition Compensation Flex Fields | UDF* | Returns a requisition compensation flex field. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Flex Fields (UDFs) > Requisition Compensation Flex Fields | UDSCODE* | Returns a requisition compensation flex field code. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Flex Fields (UDFs) > Requisition Flex Fields | UDF* | Returns a requisition flex field. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Flex Fields (UDFs) > Requisition Flex Fields | UDSCODE* | Returns a requisition flex field code. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Flex Fields (UDFs) > Submission Education Flex Fields | UDF* | Returns an education flex field. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Flex Fields (UDFs) > Submission Education Flex Fields | UDSCODE* | Returns an education flex field code. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Flex Fields (UDFs) > Submission Experience Flex Fields | UDF* | Returns a submission experience flex field. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |

| Folder Path | Column | Description | Data Type |
|--|--|--|-----------|
| Flex Fields (UDFs) > Submission Experience Flex Fields | UDSCODE* | Returns a submission experience flex field. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Flex Fields (UDFs) > Submission Job Offer Flex Fields | UDF* | Returns a submission job offer flex field code. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Flex Fields (UDFs) > Submission Job Offer Flex Fields | UDSCODE* | Returns a submission job offer flex field. The first 100 flex fields assigned in SmartOrg are available for reporting. The name will change dynamically to whatever name the flex field was assigned in SmartOrg. | Varchar |
| Job Submission > Submission Certifications | Submission Certification Display Sequence | Returns the certification display sequence | Int |
| Job Submission > Submission Certifications | Submission Certification Expiration Date | Returns the certification expiration date | Date |
| Job Submission > Submission Certifications | Submission Certification Issue Date | Returns the certification issue date | Date |
| Job Submission > Submission Certifications | Submission Certification Issuing Organization | Returns the certification issuing organization | Varchar |
| Job Submission > Submission Certifications | Submission Certification Name | Returns the certification name as it was selected from the list. | Varchar |
| Job Submission > Submission Certifications | Submission Certification Name (Other) | Returns the certification name as it was entered in free text | Varchar |
| Job Submission > Submission Certifications | Submission Certification Number/ID | Returns the certification identifier | Varchar |
| Job Submission > Submission CSW Status - Current | Current Reference Status Name | Returns the current reference status name | Varchar |
| Job Submission > Submission CSW Status - Current | Current Status Name | Returns the current CSW status name | Varchar |
| Job Submission > Submission CSW Status - Current | Current Status Start Date | Returns the date when the candidate was moved to the current status. | Timestamp |
| Job Submission > Submission CSW Status - Current | Current Step Name | Returns the current CSW step name | Varchar |
| Job Submission > Submission CSW Status - Current | Current Workflow Name | Returns the name of the candidate selection workflow used for this job submission. | Varchar |
| Job Submission > Submission CSW Status - Historical | Historical Reference Status Name | Returns the unique identifier of the event | Varchar |

| Folder Path | Column | Description | Data Type |
|---|--|--|-----------|
| Job Submission > Submission CSW Status - Historical | Historical Status Change History ID | Returns the step move or status change date. This is the date/time assigned by the user. | Double |
| Job Submission > Submission CSW Status - Historical | Historical Status Event Date | Returns the motives associated with the transaction | Timestamp |
| Job Submission > Submission CSW Status - Historical | Historical Status Motives | Returns the historical CSW status name | Varchar |
| Job Submission > Submission CSW Status - Historical | Historical Status Name | Returns the sequence of the status in its step | Varchar |
| Job Submission > Submission CSW Status - Historical | Historical Status Sequence | Returns the historical CSW step name | Double |
| Job Submission > Submission CSW Status - Historical | Historical Step Name | Returns the sequence of the step in its workflow | Varchar |
| Job Submission > Submission CSW Status - Historical | Historical Step Sequence | Returns who changed the candidate to this status | Double |
| Job Submission > Submission CSW Status - Historical | Historical Step/Status Changed By User | Returns the historical reference status name | Varchar |
| Job Submission > Submission CSW Status - Historical | Historical Step/Status Comments | Returns the comments associated with the csw event. | Varchar |
| Job Submission > Submission CSW Status - Historical | Historical Step/Status Details | Returns the detail text associated with the csw event. | Varchar |
| Job Submission > Submission CSW Status - Historical | Historical Step/Status Duration | Returns how long the candidate was in this status | Double |
| Job Submission > Submission CSW Status - Historical | Historical Step/Status Is Latest Offer | Returns whether or not the offer step/status events are associated with the job submission's most recent (max) offer sequence. | Char |
| Job Submission > Submission CSW Status - Historical | Historical Step/Status Offer ID | Returns the offer id associated with the historical event. | Double |
| Job Submission > Submission CSW Status - Historical | Historical Step/Status Was Reverted | Returns whether or not the step or status was reverted. | Char |
| Job Submission > Submission CSW Status - Historical | Historical Workflow Name | Returns the name of the candidate selection workflow used for this job submission. | Varchar |
| Job Submission > Submission CSW Status - Historical | Is CSW Status Change | Returns whether or not the CSW event is a status change. | Char |

| Folder Path | Column | Description | Data Type |
|---|---|--|-----------|
| Job Submission > Submission CSW Status - Historical | Is CSW Step Move | Returns whether or not the CSW event is a step move. | Char |
| Job Submission > Submission CSW Status - Historical | Submission Historical Status End Date | Returns the date/time when the status ended | Timestamp |
| Job Submission > Submission CSW Status - Historical | Submission Historical Status Start Date | Returns the step move or status change date. This is the date/time when the change occurs in the system. | Timestamp |
| Job Submission > Submission Dates | 1st Interviewed Date | Returns the most recent date/time when the candidate was moved to the 1st Interview reference status. | Timestamp |
| Job Submission > Submission Dates | 2nd Interviewed Date | Returns the most recent date/time when the candidate was moved to the 2nd Interview reference status. | Timestamp |
| Job Submission > Submission Dates | 3rd Interviewed Date | Returns the most recent date/time when the candidate was moved to the 3rd Interview reference status. | Timestamp |
| Job Submission > Submission Dates | Declined Date | Returns the most recent date/time when the candidate was moved to the Declined reference status. | Timestamp |
| Job Submission > Submission Dates | Expiration Date | Returns the date when the job submission is set to expire | Timestamp |
| Job Submission > Submission Dates | Hire Start Date | Returns the hire start date/time as entered when the candidate is moved to the Hired reference status | Timestamp |
| Job Submission > Submission Dates | Hired Date | Returns the most recent date/time when the candidate was moved to the Hired reference status. | Timestamp |
| Job Submission > Submission Dates | Most Recent Submission Date | Returns the date/time when the most recent candidate submission was created | Timestamp |
| Job Submission > Submission Dates | Offer Accepted Date | Returns the date/time when the candidate accepted the job offer | Timestamp |
| Job Submission > Submission Dates | Offer Actual Start Date | Returns the hire start date as entered in the candidate job offer section | Timestamp |
| Job Submission > Submission Dates | Offer Decision Date | Returns the date/time when the candidate either accepted or refused the job offer | Datetime |
| Job Submission > Submission Dates | Offer Extended Date | Returns the date/time when the candidate was extended the job offer | Timestamp |
| Job Submission > Submission Dates | Offer Refused Date | Returns the date/time when the candidate refused the job offer | Timestamp |
| Job Submission > Submission Dates | Offer Target Start Date | Returns the target start date as entered in the candidate job offer section | Datetime |
| Job Submission > Submission Dates | Offered Date | Returns the most recent date/time when the candidate was moved to the Offer reference status. | Timestamp |

| Folder Path | Column | Description | Data Type |
|---|---|--|-----------|
| Job Submission > Submission Dates | Rejected Date | Returns the most recent date/time when the candidate was moved to the Rejected reference status. | Timestamp |
| Job Submission > Submission Dates | Reviewed Date | Returns the most recent date/time when the candidate was moved to the Review reference status. | Timestamp |
| Job Submission > Submission Dates | Submission Completed Date | Returns the date/time when the submission was completed | Timestamp |
| Job Submission > Submission Dates | Submission Created Date | Returns the date/time when the submission was created | Timestamp |
| Job Submission > Submission Dates | Submission Reference Date | Returns the referral date. | Datetime |
| Job Submission > Submission Dates | Submission Reference End Date | Returns the referral end date. | Datetime |
| Job Submission > Submission Dates | Tested Date | Returns the most recent date/time when the candidate was moved to the Testing reference status. | Timestamp |
| Job Submission > Submission Education History | Submission Education Degree Type | Returns the educational degree type achieved | Varchar |
| Job Submission > Submission Education History | Submission Education Display Sequence | Returns the education display sequence | Int |
| Job Submission > Submission Education History | Submission Education GPA | Returns the job application education GPA | Double |
| Job Submission > Submission Education History | Submission Education GPA (Out Of) | Returns the job application education GPA range | Double |
| Job Submission > Submission Education History | Submission Education Graduation Date | Returns the educational program graduation date | Datetime |
| Job Submission > Submission Education History | Submission Education Graduation Date Is Projected | Returns whether or not the education program graduation date is projected | Char |
| Job Submission > Submission Education History | Submission Education Institution Country | Returns the country of the educational institution | Varchar |
| Job Submission > Submission Education History | Submission Education Institution Name | Returns the educational institution as it was selected from the list. | Varchar |
| Job Submission > Submission Education History | Submission Education Institution Name (Other) | Returns the educational institution as it was entered in free text. | Varchar |
| Job Submission > Submission Education History | Submission Education Institution State/Province | Returns the state/province of the educational institution | Varchar |

| Folder Path | Column | Description | Data Type |
|---|--|--|-----------|
| Job Submission > Submission Education History | Submission Education Is Most Recent Based On Graduation Date | Filters so that only the most recent education is shown, based on the graduation date. | Char |
| Job Submission > Submission Education History | Submission Education Program Name | Returns the educational program as it was selected from the list. | Varchar |
| Job Submission > Submission Education History | Submission Education Program Name (Other) | Returns the educational program as it was entered in free text. | Varchar |
| Job Submission > Submission Education History | Submission Education Start Date | Returns the educational program start date | Datetime |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Answer Comments | Returns the comments added to the answer. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Answer Description (BL) | Returns the answer description when the answer is selected on a single or multiple select question. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Answer Text/Date | Returns the answer when the question type is either text or date. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Answer Total Score | Returns the best possible weight achievable on the question divided by the total weight rated for the candidate. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Answer Total Weight | Returns the aggregated candidate weight on a per question basis, mostly relevant when the question is multiple choice. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Answer Weight | Returns the weight associated with the candidate answer. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Current Status | Returns the current status of the evaluation. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Days Since Last Modified Date | Returns the days between the request last modified date and the report refresh date. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Desired Skill Score | Returns the desired skill score for the questionnaire. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Evaluator Email | Returns the evaluator email. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Evaluator Name | Returns the evaluator name. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Event Type Code | Returns the event type (interview or feedback) | Varchar |

| Folder Path | Column | Description | Data Type |
|---|--|--|-----------|
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Expiry Date | Returns the expiration date of the evaluation. | Timestamp |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Interview Location Notes (BL) | Returns the interview location notes in the base locale. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Interview Name (BL) | Returns the interview name in the base locale. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Interview Participant Notes (BL) | Returns the interview participant notes in the base locale. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Interview Resource Email | Returns the interview resource email. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Interview Resource Name | Returns the interview resource name. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Interview Resource Type Name | Returns the interview resource type name. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Interview Short Name (BL) | Returns the interview short name in the base locale. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Interview Start Date | Returns the interview date of the evaluation. | Timestamp |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Interview Status | Returns the current interview status. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Max Possible Question Score | Returns the max possible question score for the questionnaire. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Max Possible Skill Score | Returns the max possible skill score for the questionnaire. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Question Category (BL) | Returns the question category. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Question Description (BL) | Returns the question description. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Question Display Sequence | Returns the question display sequence. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Question Display Type | Returns the question display type. | Varchar |

| Folder Path | Column | Description | Data Type |
|---|---|---|-----------|
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Question Max Weight | Returns the best possible weight the candidate can achieve on the question. If the question is multiple choice, all answer weights are added. If the question is single choice, the max weight is used. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Question Short Name (BL) | Returns the question short name. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Questionnaire Category (BL) | Returns the evaluation questionnaire category. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Questionnaire Name (BL) | Returns the evaluation questionnaire name. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Questionnaire Short Name (BL) | Returns the evaluation questionnaire short name. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Questions Total Percent Score | Returns the questions total earned percent score. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Questions Total Score | Returns the questions total earned score. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Recommendation Text | Returns the recommendation text associated with the evaluation. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Request Created By Email | Returns the email of the user who created the request. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Request Created By Name | Returns the name of the user who created the request. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Request Created Date | Returns the request creation date. | Timestamp |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Request ID | Returns the evaluation request database identifier. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Request Modified By Email | Returns the email of the user who last modified the request. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Request Modified By Name | Returns the name of the user who last modified the request. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Request Modified Date | Returns the request last modification date. | Timestamp |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Skill Category (BL) | Returns the skill category. | Varchar |

| Folder Path | Column | Description | Data Type |
|---|--|---|-----------|
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Skill Desired Rating Value | Returns the skill desired rating value. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Skill Display Sequence | Returns the skill display sequence. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Skill Name (BL) | Returns the skill name. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Skill Rating Name (BL) | Returns the selected skill rating name. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Skill Rating Scale Value | Returns the skill max possible rating, based on the questionnaire scale. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Skill Rating Short Name (BL) | Returns the selected skill rating short name. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Skill Rating Value | Returns the selected skill rating value. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Skill Short Name (BL) | Returns the skill short name. | Varchar |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Skills Total Percent Score | Returns the skills total earned percent score. | Double |
| Job Submission > Submission Evaluation Questionnaires | Submission Evaluation Skills Total Score | Returns the skills total earned score. | Double |
| Job Submission > Submission General Info | Career Site Application Flow Name (BL) | Returns the name of the submission flow of the career site at the time the candidate applied, in its base locale. | Varchar |
| Job Submission > Submission General Info | Career Site Last Page Reached Name (BL) | Returns the name of the last submission flow page reached at the time the candidate applied, in its base locale. | Varchar |
| Job Submission > Submission General Info | Career Site Last Page Reached Sequence | Returns the sequence of the last submission flow page reached at the time the candidate applied. | Int |
| Job Submission > Submission General Info | Career Site Name (BL) | Returns the job application career site at the time the candidate applied, in its base locale. | Varchar |
| Job Submission > Submission General Info | Consented To Background Check | Returns whether or not the candidate consented to the background check | Char |
| Job Submission > Submission General Info | Disqualification Results | Returns whether or not the candidate passed the disqualification questions | Varchar |
| Job Submission > Submission General Info | Disqualification Results Date | Returns the date when the disqualification results were determined | Timestamp |

| Folder Path | Column | Description | Data Type |
|--|-----------------------------------|---|-----------|
| Job Submission > Submission General Info | Is Deleted | Returns whether or not the job submission is deleted | Char |
| Job Submission > Submission General Info | Matched From - Requisition Number | Returns the requisition identifier corresponding the requisition the candidate was matched from | Varchar |
| Job Submission > Submission General Info | Recruiter Score | Returns the score the recruiter assigned to the candidate | Double |
| Job Submission > Submission General Info | Reject/Decline Motives | Returns the candidate rejection/declination motives | Varchar |
| Job Submission > Submission General Info | Reject/Decline Motives (Auto) | Returns the candidate rejection/declination motives when they are automatically generated by the system | Varchar |
| Job Submission > Submission General Info | Self-Withdrew From Career Site | Returns whether or not the candidate self-withdrew from the career site. | Char |
| Job Submission > Submission General Info | Submission Identifier | Returns the submission unique identifier | Double |
| Job Submission > Submission General Info | Submission Is Completed | Returns whether or not the submission is complete | Char |
| Job Submission > Submission General Info | Submission Is Internal | Returns whether or not the candidate was internal as of when he/she created the submission | Char |
| Job Submission > Submission General Info | Submission Locale | Returns the locale of the submission | Varchar |
| Job Submission > Submission General Info | Submission Medium | Returns the submission medium | Varchar |
| Job Submission > Submission General Info | Submission Originator | Returns the submission's originator type i.e. "Agent", "Candidate", "Recruiter", "Referrer" | Varchar |
| Job Submission > Submission Job Offer | Days Per Week | Returns the days per week | Double |
| Job Submission > Submission Job Offer | Hours Per Day | Returns the hours per day | Double |
| Job Submission > Submission Job Offer | Is Most Recent | Returns whether or not the job offer is the most recent on the job application record. | Varchar |
| Job Submission > Submission Job Offer | Refused Offer Comments | Returns the comments associated with the job offer refusal | Varchar |
| Job Submission > Submission Job Offer | Relocation | Returns the relocation amount | Double |
| Job Submission > Submission Job Offer | Salary (Annual) | Returns the annual salary | Double |
| Job Submission > Submission Job Offer | Salary (By Pay Basis) | Returns the salary by pay basis | Double |
| Job Submission > Submission Job Offer | Sequence | Returns the sequence of the job offer | Int |
| Job Submission > Submission Job Offer | Sign-On Bonus | Returns the sign-on bonus | Double |

| Folder Path | Column | Description | Data Type |
|---------------------------------------|--|---|-----------|
| Job Submission > Submission Job Offer | Status | Returns the status of the job offer | Varchar |
| Job Submission > Submission Job Offer | Submission Job Offer Currency | Returns the offer currency | Varchar |
| Job Submission > Submission Job Offer | Submission Job Offer Pay Basis | Returns the pay basis | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Code 1 | Returns the code of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Code 10 | Returns the code of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Code 2 | Returns the code of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Code 3 | Returns the code of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Code 4 | Returns the code of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Code 5 | Returns the code of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Code 6 | Returns the code of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Code 7 | Returns the code of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Code 8 | Returns the code of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Code 9 | Returns the code of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Value 1 | Returns the value of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Value 10 | Returns the value of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Value 2 | Returns the value of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Value 3 | Returns the value of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Value 4 | Returns the value of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Value 5 | Returns the value of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Value 6 | Returns the value of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Value 7 | Returns the value of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Input Parameter - Value 8 | Returns the value of the passport service request's input parameter | Varchar |

| Folder Path | Column | Description | Data Type |
|--------------------------------------|---|---|-----------|
| Job Submission > Submission Passport | Submission Passport Input Parameter - Value 9 | Returns the value of the passport service request's input parameter | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 1 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 10 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 11 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 12 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 13 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 14 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 15 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 16 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 17 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 18 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 19 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 2 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 20 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 21 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 22 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 23 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 24 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 25 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 26 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 27 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 28 | Returns the code of the passport service results | Varchar |

| Folder Path | Column | Description | Data Type |
|--------------------------------------|---------------------------------------|---|-----------|
| Job Submission > Submission Passport | Submission Passport Result - Code 29 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 3 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 30 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 4 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 5 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 6 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 7 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 8 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Code 9 | Returns the code of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 1 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 10 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 11 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 12 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 13 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 14 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 15 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 16 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 17 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 18 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 19 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 2 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 20 | Returns the value of the passport service results | Varchar |

| Folder Path | Column | Description | Data Type |
|--------------------------------------|--|---|-----------|
| Job Submission > Submission Passport | Submission Passport Result - Value 21 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 22 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 23 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 24 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 25 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 26 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 27 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 28 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 29 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 3 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 30 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 4 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 5 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 6 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 7 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 8 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Passport Result - Value 9 | Returns the value of the passport service results | Varchar |
| Job Submission > Submission Passport | Submission Request Is Most Recent Request Per Provider/Alias | Filters so that only the most recent passport service request is displayed. This is calculated for each provider+alias combination. | Char |
| Job Submission > Submission Passport | Submission Service Alias | Returns the passport service alias | Varchar |
| Job Submission > Submission Passport | Submission Service External Reference Number | Returns the passport service request's external reference number | Varchar |
| Job Submission > Submission Passport | Submission Service Internal Reference Number | Returns the passport service request's internal reference number | Double |

| Folder Path | Column | Description | Data Type |
|--|---|--|-----------|
| Job Submission > Submission Passport | Submission Service Name | Returns the passport service name | Varchar |
| Job Submission > Submission Passport | Submission Service Provider | Returns the passport service provider | Varchar |
| Job Submission > Submission Passport | Submission Service Request Date | Returns the date/time when the passport service was requested | Timestamp |
| Job Submission > Submission Passport | Submission Service Request Status | Returns the current status of the passport service request | Varchar |
| Job Submission > Submission Passport | Submission Service Requester | Returns the requester of the passport service | Varchar |
| Job Submission > Submission Passport | Submission Service Status Log Date | Returns the date/time the passport service request was changed to its current status | Timestamp |
| Job Submission > Submission Passport | Submission Service Type | Returns the passport service type | Varchar |
| Job Submission > Submission Prescreening Results | Is Ace | Returns yes or no value based on whether the submission was Ace. | Char |
| Job Submission > Submission Prescreening Results | Minimum Requirements Met | Returns yes or no value based on whether the submission met minimum requirements. | Char |
| Job Submission > Submission Prescreening Results | Prescreening Score | Returns the prescreening score from the submission. | Int |
| Job Submission > Submission Referral | Submission Current Referral Status | Returns the current status of the referral | Varchar |
| Job Submission > Submission Referral | Submission Is Currently Referred | Returns whether or not the candidate is currently bound to an active referral. | Char |
| Job Submission > Submission Referral | Submission Is Currently Referred By Agent | Returns whether or not the candidate is currently bound to an active agent referral. | Char |
| Job Submission > Submission Referral | Submission Referral Is Most Recent | Returns whether or not the referral is the most recent for the job submission. | Char |
| Job Submission > Submission Referral | Submission Referrer Email | Returns the email of the referrer. | Varchar |
| Job Submission > Submission Referral | Submission Referrer Is Employee | Returns whether or not the referrer is an employee. | Char |
| Job Submission > Submission Referral | Submission Referrer Name | Returns the name of the referrer. | Varchar |
| Job Submission > Submission Referral | Submission Referring Agency Name (BL) | Returns the referring agent's agency, in its base locale. | Varchar |
| Job Submission > Submission Referral | Submission Referring Agent Email | Returns the email of the agent. | Varchar |
| Job Submission > Submission Referral | Submission Referring Agent Name | Returns the name of the agent. | Varchar |
| Job Submission > Submission Source | Submission Source (Agent) | Returns the full name of the agent when the source is an agency. | Varchar |

| Folder Path | Column | Description | Data Type |
|---|---|--|-----------|
| Job Submission > Submission Source | Submission Source (BL) | Returns the submission source, in its base locale | Varchar |
| Job Submission > Submission Source | Submission Source (ML) | Returns the submission source. Use the element "Source Locale" to filter on the appropriate locale. | Varchar |
| Job Submission > Submission Source | Submission Source Event Identifier | Returns the submission source event identifier | Varchar |
| Job Submission > Submission Source | Submission Source Event Name | Returns the submission source event name | Varchar |
| Job Submission > Submission Source | Submission Source Explanation | Returns the submission source explanation | Varchar |
| Job Submission > Submission Source | Submission Source Identifier | Returns the source identifier as seen in the source configuration page | Varchar |
| Job Submission > Submission Source | Submission Source Is Available | Returns whether or not the source is currently available. | Char |
| Job Submission > Submission Source | Submission Source Locale | Returns the locale of the submission source. | Varchar |
| Job Submission > Submission Source | Submission Source Type | Returns the recruitment source type, based on its default display label. | Varchar |
| Job Submission > Submission Source | Submission Source Type (Display As) | Returns the recruitment source type, as displayed in the recruiting administration application, under the "display as" column. | Varchar |
| Job Submission > Submission Source | Submission Source Was Automatically Entered | Returns whether or not the source was automatically populated into the candidate file | Char |
| Job Submission > Submission Tracking History | Submission History Transaction By User | Returns the user responsible for the transaction | Varchar |
| Job Submission > Submission Tracking History | Submission History Transaction Date | Returns the date associated with the transaction | Timestamp |
| Job Submission > Submission Tracking History | Transaction Comments | Returns the comments associated with the transaction. | Varchar |
| Job Submission > Submission Tracking History | Transaction Details | Returns the detail text associated with the transaction. | Varchar |
| Job Submission > Submission Tracking History | Transaction Event Date | Returns the date that the user specified when completing the transaction | Timestamp |
| Job Submission > Submission Tracking History | Transaction Event Name | Returns the name of the event associated with the transaction | Varchar |
| Job Submission > Submission Tracking History | Transaction Identifier | Returns the identifier of the transaction, as generated automatically from the database | Double |
| Job Submission > Submission Tracking History | Transaction is Most Recent | Returns whether or not the transaction is the most recent for the candidate submission, based on its sequence of entry. | Char |
| Job Submission > Submission Transitions Process | Submission Transitions Next Step Code | Returns the submission transitions next step code | Varchar |

| Folder Path | Column | Description | Data Type |
|---|--|---|-----------|
| Job Submission > Submission Transitions Process | Submission Transitions Next Step Name (BL) | Returns the submission transitions next step name in its base locale | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Process Code | Returns the submission transitions process code | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Process Current Status | Returns the submission transitions process current status | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Process Days In Progress | If the submission transitions process is in progress, the time in days between the submission transitions process start date and the current date is returned. | Int |
| Job Submission > Submission Transitions Process | Submission Transitions Process Days To Complete | If the submission transitions process is complete, the time in days between the profile transitions process start date and the profile transitions latest status change date. | Int |
| Job Submission > Submission Transitions Process | Submission Transitions Process End Date | Returns the submission transitions process end date | Timestamp |
| Job Submission > Submission Transitions Process | Submission Transitions Process Is Latest (By Type) | Returns whether or not the submission transitions process is latest (by type) | Char |
| Job Submission > Submission Transitions Process | Submission Transitions Process Is Visible | Returns whether or not the submission transitions process is visible | Char |
| Job Submission > Submission Transitions Process | Submission Transitions Process Latest Status Change Date | Returns the submission transitions process latest status change date | Timestamp |
| Job Submission > Submission Transitions Process | Submission Transitions Process Name (BL) | Returns the process name in its base locale | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Process Owner Email | Returns the submission transitions process owner email | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Process Owner Full Name | Returns the submission transitions process owner full name | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Process Percent Complete | Returns the submission transitions process percent complete | Double |
| Job Submission > Submission Transitions Process | Submission Transitions Process Progression Health Is Red | Returns yes if a step or task in the submission transitions process is overdue. | Char |
| Job Submission > Submission Transitions Process | Submission Transitions Process Start Date | Returns the submission transitions process start date | Timestamp |
| Job Submission > Submission Transitions Process | Submission Transitions Process Supervisor Email | Returns the submission transitions process supervisor email | Varchar |

| Folder Path | Column | Description | Data Type |
|---|---|--|-----------|
| Job Submission > Submission Transitions Process | Submission Transitions Process Supervisor Full Name | Returns the submission transitions process supervisor full name | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Process Type | Returns the submission transitions process type | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Step Code | Returns the submission transitions step code | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Step Current Status | Returns the submission transitions step current status | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Step Days In Progress | If the submission transitions step is complete, the time in days between the submission transitions step start date and the submission transitions step latest status change date is returned. | Int |
| Job Submission > Submission Transitions Process | Submission Transitions Step Days To Complete | If the submission transitions step is complete, the time in days between the submission transitions step start date and the submission transitions step latest status change date is returned. | Int |
| Job Submission > Submission Transitions Process | Submission Transitions Step Due Date | Returns the submission transitions step due date | Datetime |
| Job Submission > Submission Transitions Process | Submission Transitions Step End Date | Returns the submission transitions step end date | Timestamp |
| Job Submission > Submission Transitions Process | Submission Transitions Step Expected Duration | Returns the submission transitions step expected duration | Double |
| Job Submission > Submission Transitions Process | Submission Transitions Step Is Overdue | Returns the submission transitions step is overdue | Char |
| Job Submission > Submission Transitions Process | Submission Transitions Step Latest Status Change Date | Returns the submission transitions step latest status change date | Timestamp |
| Job Submission > Submission Transitions Process | Submission Transitions Step Name (BL) | Returns the submission transitions step name in its base locale | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Step Overdue Days | If the submission transitions step is in progress, the time in days between the submission transitions step due date and the current date is returned. | Int |
| Job Submission > Submission Transitions Process | Submission Transitions Step Start Date | Returns the submission transitions step start date | Timestamp |
| Job Submission > Submission Transitions Process | Submission Transitions Step Sub Process Code | Returns the submission transitions step sub process code | Varchar |

| Folder Path | Column | Description | Data Type |
|---|---|--|-----------|
| Job Submission > Submission Transitions Process | Submission Transitions Step Sub Process Name (BL) | Returns the step sub-process name in its base locale | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Step Type Code | Returns the submission transitions step type code | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Task Action | Returns the submission transitions task action | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Task Assignee Department | Returns the submission transitions task assignee department | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Task Assignee Email | Returns the submission transitions task assignee email | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Task Assignee Name | Returns the submission transitions task assignee name | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Task Assignment Date | Returns the submission transitions task assignment date | Datetime |
| Job Submission > Submission Transitions Process | Submission Transitions Task Code | Returns the submission transitions task code | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Task Comments | Returns the submission transitions task comments | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Task Creation Date | Returns the submission transitions task creation date | Timestamp |
| Job Submission > Submission Transitions Process | Submission Transitions Task Current Status | Returns the submission transitions task current status | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Task Days Since Creation | If the submission transitions task is in progress, the time in days between the submission transitions task creation date and the current date. | Int |
| Job Submission > Submission Transitions Process | Submission Transitions Task Due Date | Returns the submission transitions task due date | Timestamp |
| Job Submission > Submission Transitions Process | Submission Transitions Task Is Overdue | Returns whether or not the submission transitions task is overdue | Char |
| Job Submission > Submission Transitions Process | Submission Transitions Task Name (BL) | Returns the name of task in its base locale | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Task Overdue Days | If the submission transitions task is in progress and the task is overdue, the time in days between the submission transitions task due date and the current date. | Int |

| Folder Path | Column | Description | Data Type |
|--|--|---|-----------|
| Job Submission > Submission Transitions Process | Submission Transitions Task Owner Email | Returns the submission transitions task owner email | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Task Owner Name | Returns the submission transitions task owner name | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Task Related Source (BL) | Returns the task related source in its base locale | Varchar |
| Job Submission > Submission Transitions Process | Submission Transitions Task Type | Returns the submission transitions task type | Varchar |
| Job Submission > Submission Work Experience History | Submission Experience Display Sequence | Returns the work experience display sequence | Int |
| Job Submission > Submission Work Experience History | Submission Experience Employer Name | Returns the work experience employer as it was selected from the list. | Varchar |
| Job Submission > Submission Work Experience History | Submission Experience Employer Name (Other) | Returns the work experience employer as it was entered in free text. | Varchar |
| Job Submission > Submission Work Experience History | Submission Experience End Date | Returns the work experience end date | Datetime |
| Job Submission > Submission Work Experience History | Submission Experience Is Current Job | Returns whether or not the candidate is currently working for this employer | Char |
| Job Submission > Submission Work Experience History | Submission Experience Is Most Recent Based On Start Date | Filters so that only the most recent experience is shown, based on the work start date. | Char |
| Job Submission > Submission Work Experience History | Submission Experience Job Title | Returns the work experience job title as it was selected from the list. | Varchar |
| Job Submission > Submission Work Experience History | Submission Experience Job Title (Other) | Returns the work experience job title as it was entered in free text. | Varchar |
| Job Submission > Submission Work Experience History | Submission Experience Start Date | Returns the work experience start date | Datetime |
| Requisition Administration > Requisition Admin Other | Additional Information | Returns requisition additional information. | Varchar |
| Requisition Administration > Requisition Admin Other | Citizenship Status | Returns the required citizenship status for the requisition. | Varchar |
| Requisition Administration > Requisition Admin Other | Overtime Status | Returns the overtime status of the requisition. | Varchar |
| Requisition Administration > Requisition Budgeting | Is Employee Referral Enabled | Returns whether or not the requisition is budgeted for employee referrals. | Varchar |

| Folder Path | Column | Description | Data Type |
|---|-----------------------------------|---|-----------|
| Requisition Administration > Requisition Budgeting | Is Public Referral Enabled | Returns whether or not the requisition is budgeted for public referrals. | Varchar |
| Requisition Administration > Requisition Compensation | High Quartile Salary | Returns the high quartile salary of the requisition | Double |
| Requisition Administration > Requisition Compensation | Job Grade | Returns the requisition job grade | Varchar |
| Requisition Administration > Requisition Compensation | Low Quartile Salary | Returns the low quartile salary of the requisition | Double |
| Requisition Administration > Requisition Compensation | Maximum Salary | Returns the maximum salary of the requisition | Double |
| Requisition Administration > Requisition Compensation | Midpoint Salary | Returns the midpoint salary of the requisition | Double |
| Requisition Administration > Requisition Compensation | Minimum Salary | Returns the minimum salary of the requisition | Double |
| Requisition Administration > Requisition Compensation | Req. Compensation Currency | Returns the requisition compensation currency | Varchar |
| Requisition Administration > Requisition Compensation | Req. Pay Basis | Returns the pay basis of the requisition | Varchar |
| Requisition Administration > Requisition CSW | Candidate Selection Workflow Name | Returns the candidate selection workflow associated with the requisition. | Varchar |
| Requisition Administration > Requisition Regulations | EE Occupational Group | If the position is offered in Canada, this is the employment equity occupational group associated with the requisition. Note: There can be many EE Groups for each requisition. | Varchar |
| Requisition Administration > Requisition Regulations | EEO Establishment | If the position is offered in the United States, this is the EEO establishment associated with the requisition. | Varchar |
| Requisition Administration > Requisition Regulations | EEO Job Category | Returns the requisition's EEO job category. | Varchar |
| Requisition Administration > Requisition Regulations | EEO Job Group | Returns the requisition's EEO job group. | Varchar |
| Requisition Approval History | Approver 1 Decision | Returns the decision of the approver. | Varchar |
| Requisition Approval History | Approver 1 Decision Date | Returns the date/time when the approver made the decision. | Timestamp |
| Requisition Approval History | Approver 1 Email | Returns the email of the approver. | Varchar |
| Requisition Approval History | Approver 1 Full Name | Returns the name of the approver. | Varchar |
| Requisition Approval History | Approver 1 Sequence | Returns the sequence of the approver. | Double |
| Requisition Approval History | Approver 10 Decision | Returns the decision of the approver. | Varchar |
| Requisition Approval History | Approver 10 Decision Date | Returns the date/time when the approver made the decision. | Timestamp |
| Requisition Approval History | Approver 10 Email | Returns the email of the approver. | Varchar |
| Requisition Approval History | Approver 10 Full Name | Returns the name of the approver. | Varchar |
| Requisition Approval History | Approver 10 Sequence | Returns the sequence of the approver. | Double |

| Folder Path | Column | Description | Data Type |
|------------------------------|---------------------------|--|-----------|
| Requisition Approval History | Approver 11 Decision | Returns the decision of the approver. | Varchar |
| Requisition Approval History | Approver 11 Decision Date | Returns the date/time when the approver made the decision. | Timestamp |
| Requisition Approval History | Approver 11 Email | Returns the email of the approver. | Varchar |
| Requisition Approval History | Approver 11 Full Name | Returns the name of the approver. | Varchar |
| Requisition Approval History | Approver 11 Sequence | Returns the sequence of the approver. | Double |
| Requisition Approval History | Approver 12 Decision | Returns the decision of the approver. | Varchar |
| Requisition Approval History | Approver 12 Decision Date | Returns the date/time when the approver made the decision. | Timestamp |
| Requisition Approval History | Approver 12 Email | Returns the email of the approver. | Varchar |
| Requisition Approval History | Approver 12 Full Name | Returns the name of the approver. | Varchar |
| Requisition Approval History | Approver 12 Sequence | Returns the sequence of the approver. | Double |
| Requisition Approval History | Approver 2 Decision | Returns the decision of the approver. | Varchar |
| Requisition Approval History | Approver 2 Decision Date | Returns the date/time when the approver made the decision. | Timestamp |
| Requisition Approval History | Approver 2 Email | Returns the email of the approver. | Varchar |
| Requisition Approval History | Approver 2 Full Name | Returns the name of the approver. | Varchar |
| Requisition Approval History | Approver 2 Sequence | Returns the sequence of the approver. | Double |
| Requisition Approval History | Approver 3 Decision | Returns the decision of the approver. | Varchar |
| Requisition Approval History | Approver 3 Decision Date | Returns the date/time when the approver made the decision. | Timestamp |
| Requisition Approval History | Approver 3 Email | Returns the email of the approver. | Varchar |
| Requisition Approval History | Approver 3 Full Name | Returns the name of the approver. | Varchar |
| Requisition Approval History | Approver 3 Sequence | Returns the sequence of the approver. | Double |
| Requisition Approval History | Approver 4 Decision | Returns the decision of the approver. | Varchar |
| Requisition Approval History | Approver 4 Decision Date | Returns the date/time when the approver made the decision. | Timestamp |
| Requisition Approval History | Approver 4 Email | Returns the email of the approver. | Varchar |
| Requisition Approval History | Approver 4 Full Name | Returns the name of the approver. | Varchar |
| Requisition Approval History | Approver 4 Sequence | Returns the sequence of the approver. | Double |
| Requisition Approval History | Approver 5 Decision | Returns the decision of the approver. | Varchar |
| Requisition Approval History | Approver 5 Decision Date | Returns the date/time when the approver made the decision. | Timestamp |
| Requisition Approval History | Approver 5 Email | Returns the email of the approver. | Varchar |
| Requisition Approval History | Approver 5 Full Name | Returns the name of the approver. | Varchar |
| Requisition Approval History | Approver 5 Sequence | Returns the sequence of the approver. | Double |
| Requisition Approval History | Approver 6 Decision | Returns the decision of the approver. | Varchar |

| Folder Path | Column | Description | Data Type |
|------------------------------|--|--|-----------|
| Requisition Approval History | Approver 6 Decision Date | Returns the date/time when the approver made the decision. | Timestamp |
| Requisition Approval History | Approver 6 Email | Returns the email of the approver. | Varchar |
| Requisition Approval History | Approver 6 Full Name | Returns the name of the approver. | Varchar |
| Requisition Approval History | Approver 6 Sequence | Returns the sequence of the approver. | Double |
| Requisition Approval History | Approver 7 Decision | Returns the decision of the approver. | Varchar |
| Requisition Approval History | Approver 7 Decision Date | Returns the date/time when the approver made the decision. | Timestamp |
| Requisition Approval History | Approver 7 Email | Returns the email of the approver. | Varchar |
| Requisition Approval History | Approver 7 Full Name | Returns the name of the approver. | Varchar |
| Requisition Approval History | Approver 7 Sequence | Returns the sequence of the approver. | Double |
| Requisition Approval History | Approver 8 Decision | Returns the decision of the approver. | Varchar |
| Requisition Approval History | Approver 8 Decision Date | Returns the date/time when the approver made the decision. | Timestamp |
| Requisition Approval History | Approver 8 Email | Returns the email of the approver. | Varchar |
| Requisition Approval History | Approver 8 Full Name | Returns the name of the approver. | Varchar |
| Requisition Approval History | Approver 8 Sequence | Returns the sequence of the approver. | Double |
| Requisition Approval History | Approver 9 Decision | Returns the decision of the approver. | Varchar |
| Requisition Approval History | Approver 9 Decision Date | Returns the date/time when the approver made the decision. | Timestamp |
| Requisition Approval History | Approver 9 Email | Returns the email of the approver. | Varchar |
| Requisition Approval History | Approver 9 Full Name | Returns the name of the approver. | Varchar |
| Requisition Approval History | Approver 9 Sequence | Returns the sequence of the approver. | Double |
| Requisition Dates | External Closing Date | Returns the date/time when the requisition closes externally. | Timestamp |
| Requisition Dates | External Opening Date | Returns the date/time when the requisition opens externally. | Timestamp |
| Requisition Dates | First Fully Approved Date | Returns the date/time when the requisition successfully went through the full approval process for the first time. | Timestamp |
| Requisition Dates | First Sourced After Latest Approved Date | Returns the first time the requisition was put into the sourcing status after the most recent time the requisition the requisition was put into the approved status. | Timestamp |
| Requisition Dates | First Sourced Date | Returns the date/time when the requisition was sourced for the first time. | Timestamp |
| Requisition Dates | First To Be Approved Date | Returns the date when the requisition status was changed to "To Be Approved" for the first time. | Timestamp |
| Requisition Dates | Internal Closing Date | Returns the date/time when the requisition closes internally. | Timestamp |

| Folder Path | Column | Description | Data Type |
|---------------------------------------|---|--|-----------|
| Requisition Dates | Internal Opening Date | Returns the date/time when the requisition opens internally. | Timestamp |
| Requisition Dates | Last Position Accepted Date | Returns the date/time when the last position was accepted on the requisition. | Timestamp |
| Requisition Dates | Latest Cancelled Date | Returns the date/time when the requisition was most recently cancelled. | Timestamp |
| Requisition Dates | Latest Filled Date | Returns the date/time when the requisition was most recently filled. | Timestamp |
| Requisition Dates | Latest Fully Approved Date | Returns the date/time when the requisition most recently successfully went through the full approval process. | Timestamp |
| Requisition Dates | Latest On Hold Date | Returns the date/time when the requisition was most recently put into the on hold status. | Timestamp |
| Requisition Dates | Latest Reactivation Date | Returns the date/time when the requisition was most recently reactivated from the on hold status. | Timestamp |
| Requisition Dates | Req. Creation Date | Returns the date/time when the requisition was created. | Timestamp |
| Requisition Dates | Req. Last Modified Date | Returns the date/time when the requisition was last modified. | Timestamp |
| Requisition Dates | Target Start Date | Returns the requisition's target start date. | Datetime |
| Requisition Evaluation Questionnaires | Req. Evaluation Questionnaire Category (BL) | Returns the questionnaire category. | Varchar |
| Requisition Evaluation Questionnaires | Req. Evaluation Questionnaire Evaluator Email | Returns the evaluator email. | Varchar |
| Requisition Evaluation Questionnaires | Req. Evaluation Questionnaire Evaluator Name | Returns the evaluator name. | Varchar |
| Requisition Evaluation Questionnaires | Req. Evaluation Questionnaire ID | Returns the questionnaire database identifier. | Double |
| Requisition Evaluation Questionnaires | Req. Evaluation Questionnaire Name (BL) | Returns the questionnaire name. | Varchar |
| Requisition Evaluation Questionnaires | Req. Evaluation Questionnaire Short Name (BL) | Returns the questionnaire short name. | Varchar |
| Requisition Facts > Requisition Aging | Average Time On Hold In Current Hold Period | Returns the time (in days) the requisition has been on hold in its recent on hold cycle. This is only for requisitions currently on hold. | Double |
| Requisition Facts > Requisition Aging | Average Time Since Creation | Returns the time (in days) the requisition spent on hold between now and the requisition creation date. | Double |
| Requisition Facts > Requisition Aging | Average Time Since Creation (Minus TOH) | Returns the time (in days) the requisition spent on hold between now and the first occurrence of the requisition being changed to the approved status. | Double |

| Folder Path | Column | Description | Data Type |
|---------------------------------------|---|---|-----------|
| Requisition Facts > Requisition Aging | Average Time Since First Approval | Returns the time (in days) the requisition spent on hold between now and the first occurrence of the requisition being changed to the sourcing status. | Double |
| Requisition Facts > Requisition Aging | Average Time Since First Approval (Minus TOH) | Returns the time (in days) the requisition spent on hold between now and the most recent occurrence of the requisition being changed to the approved status. | Double |
| Requisition Facts > Requisition Aging | Average Time Since First Sourcing | Returns the time (in days) the requisition spent on hold between now and the first occurrence of the requisition being changed to the sourcing status after the most recent occurrence of the requisition being changed to the approved status. | Double |
| Requisition Facts > Requisition Aging | Average Time Since First Sourcing (Minus TOH) | Returns the time (in days) between now and the requisition creation date. | Double |
| Requisition Facts > Requisition Aging | Average Time Since Most Recent Approval | Returns the time (in days) between now and the first occurrence of the requisition being changed to the approved status. | Double |
| Requisition Facts > Requisition Aging | Average Time Since Most Recent Approval (Minus TOH) | Returns the time (in days) between now and the first occurrence of the requisition being changed to the sourcing status. | Double |
| Requisition Facts > Requisition Aging | Average Time Since Most Recent Initial Sourcing (Minus TOH) | Returns the time (in days) between now and the most recent occurrence of the requisition being changed to the approved status. | Double |
| Requisition Facts > Requisition Aging | Average Time Since Most Recent Reactivation | Returns the time (in days) between now and the first occurrence of the requisition being changed to the sourcing status after the most recent occurrence of the requisition being changed to the approved status. | Double |
| Requisition Facts > Requisition Aging | Average Time Since Most Recent Initial Sourcing | Returns the time (in days) between now and the most recent occurrence of the requisition being reactivated from the on hold status. | Double |
| Requisition Facts > Requisition Aging | Time Closed Since Creation | Returns the average time (in days) the requisition has been on hold in its recent on hold cycle. This is only for requisitions currently on hold. | Double |
| Requisition Facts > Requisition Aging | Time Closed Since First Approval | Returns the average time (in days) between now and the requisition creation date. | Double |
| Requisition Facts > Requisition Aging | Time Closed Since First Sourcing | Returns the average time (in days) between now and the requisition creation date, minus the time the requisition spent on hold between those two dates. | Double |
| Requisition Facts > Requisition Aging | Time Left Until Target Start Date | Returns the average time (in days) between now and the first occurrence of the requisition being changed to the approved status. | Double |
| Requisition Facts > Requisition Aging | Time On Hold In Current Hold Period | Returns the average time (in days) between now and the first occurrence of the requisition being changed to the approved status, minus the time on hold the requisition spent between the two dates. | Double |

| Folder Path | Column | Description | Data Type |
|--|---|--|-----------|
| Requisition Facts > Requisition Aging | Time On Hold Since Creation | Returns the average time (in days) between now and the first occurrence of the requisition being changed to the sourcing status. | Double |
| Requisition Facts > Requisition Aging | Time On Hold Since First Approval | Returns the average time (in days) between now and the first occurrence of the requisition being changed to the sourcing status, minus the time on hold the requisition spent between the two dates. | Double |
| Requisition Facts > Requisition Aging | Time On Hold Since First Sourcing | Returns the average time (in days) between now and the most recent occurrence of the requisition being changed to the approved status. | Double |
| Requisition Facts > Requisition Aging | Time On Hold Since Most Recent Approval | Returns the average time (in days) between now and the most recent occurrence of the requisition being changed to the approved status, minus the time on hold the requisition spent between the two dates. | Double |
| Requisition Facts > Requisition Aging | Time On Hold Since Most Recent Initial Sourcing | Returns the average time (in days) between now and the first occurrence of the requisition being changed to the sourcing status after the most recent occurrence of the requisition being changed to the approved status, minus time spent on hold between both dates. | Double |
| Requisition Facts > Requisition Aging | Time Since Creation | Returns the average time (in days) between now and the most recent occurrence of the requisition being reactivated from the on hold status. | Int |
| Requisition Facts > Requisition Aging | Time Since First Approval | Returns the average time (in days) between now and the first occurrence of the requisition being changed to the sourcing status after the most recent occurrence of the requisition being changed to the approved status. | Int |
| Requisition Facts > Requisition Aging | Time Since First Sourcing | Returns the time (in days) the requisition spent closed between now and the requisition creation date. | Int |
| Requisition Facts > Requisition Aging | Time Since Most Recent Approval | Returns the time (in days) the requisition spent closed between now and the first occurrence of the requisition being changed to the approved status. | Int |
| Requisition Facts > Requisition Aging | Time Since Most Recent Initial Sourcing | Returns the time (in days) the requisition spent closed between now and the first occurrence of the requisition being changed to the sourcing status. | Int |
| Requisition Facts > Requisition Aging | Time Since Most Recent Reactivation | Returns the time (in days) between now and the requisition target start date | Int |
| Requisition Facts > Requisition Counts | # Openings | Returns the number of openings on the requisition(s). | Int |
| Requisition Facts > Requisition Counts | # Openings Left To Fill (Accepted) | Returns the number of positions left to fill on the requisition, based on the number of openings minus the number of candidates | Int |

| Folder Path | Column | Description | Data Type |
|--|---|--|-----------|
| | | with a current standard offer status of Accepted where the candidate does not have a reference status of Declined or Rejected | |
| Requisition Facts > Requisition Counts | # Openings Left To Fill (Hired) | Returns the number of positions left to fill on the requisition, based on the number of openings minus the number of candidates in the hired reference status. | Int |
| Requisition Facts > Requisition Counts | # Requisitions | Returns the number of requisitions. | Int |
| Requisition Facts > Requisition Counts | # Requisitions By Recruiter | Returns the number of requisitions divided by the number of recruiters. | Double |
| Requisition Facts > Requisition Counts | # Requisitions Currently Approved | Returns the number of requisitions currently in approved status. | Int |
| Requisition Facts > Requisition Counts | # Requisitions Currently Cancelled | Returns the number of requisitions currently in cancelled status. | Int |
| Requisition Facts > Requisition Counts | # Requisitions Currently Draft | Returns the number of requisitions currently in draft status. | Int |
| Requisition Facts > Requisition Counts | # Requisitions Currently Expired | Returns the number of requisitions currently in expired status on at least one career site or internet job board. | Int |
| Requisition Facts > Requisition Counts | # Requisitions Currently Filled | Returns the number of requisitions currently in filled status. | Int |
| Requisition Facts > Requisition Counts | # Requisitions Currently On Hold | Returns the number of requisitions currently in on hold status. | Int |
| Requisition Facts > Requisition Counts | # Requisitions Currently Posted | Returns the number of requisitions currently in posted status on at least one career site or internet job board. | Int |
| Requisition Facts > Requisition Counts | # Requisitions Currently Sourcing | Returns the number of requisitions currently in sourcing status. | Int |
| Requisition Facts > Requisition Counts | # Requisitions Currently To Be Approved | Returns the number of requisitions currently in to be approved status. | Int |
| Requisition Facts > Requisition Counts | # Requisitions Currently Unposted | Returns the number of requisitions currently in unposted status on at least one career site or internet job board. | Int |
| Requisition Facts > Requisition Cycle Time | Average Cycle Time | Returns the number of days between the req. creation date and the latest filled date. | Double |
| Requisition Facts > Requisition Cycle Time | Average Time To Approve | Returns the number of days between the first to be approved date and the first fully approved date. | Double |
| Requisition Facts > Requisition Cycle Time | Average Time To Fill | Returns the number of days between the first fully approved date and the latest filled date. | Double |
| Requisition Facts > Requisition Cycle Time | Average Time To Last Position Accepted | Returns the number of days between the first fully approved date and the last position accepted date. | Double |
| Requisition Facts > Requisition Cycle Time | Average Time To Source | Returns the number of days between the req. creation date and the first sourced date. | Double |

| Folder Path | Column | Description | Data Type |
|---|--------------------------------|---|-----------|
| Requisition Facts > Requisition Cycle Time | Cycle Time | Returns the average number of days between the req. creation date and the latest filled date. | Int |
| Requisition Facts > Requisition Cycle Time | Time To Approve | Returns the average number of days between the first to be approved date and the first fully approved date. | Int |
| Requisition Facts > Requisition Cycle Time | Time To Fill | Returns the average number of days between the first fully approved date and the latest filled date. | Int |
| Requisition Facts > Requisition Cycle Time | Time To Last Position Accepted | Returns the average number of days between the first fully approved date and the last position accepted date. | Int |
| Requisition Facts > Requisition Cycle Time | Time To Source | Returns the average number of days between the req. creation date and the first sourced date. | Int |
| Requisition Logistics > Requisition Additional Location(s) | Location Level1 Code | Returns the code of the requisition additional location. | Varchar |
| Requisition Logistics > Requisition Additional Location(s) | Location Level1 Name | Returns the name of the requisition additional location. | Varchar |
| Requisition Logistics > Requisition Additional Location(s) | Location Level2 Code | Returns the code of the requisition additional location. | Varchar |
| Requisition Logistics > Requisition Additional Location(s) | Location Level2 Name | Returns the name of the requisition additional location. | Varchar |
| Requisition Logistics > Requisition Additional Location(s) | Location Level3 Code | Returns the code of the requisition additional location. | Varchar |
| Requisition Logistics > Requisition Additional Location(s) | Location Level3 Name | Returns the name of the requisition additional location. | Varchar |
| Requisition Logistics > Requisition Additional Location(s) | Location Level4 Code | Returns the code of the requisition additional location. | Varchar |
| Requisition Logistics > Requisition Additional Location(s) | Location Level4 Name | Returns the name of the requisition additional location. | Varchar |
| Requisition Logistics > Requisition Additional Location(s) | Location Level5 Code | Returns the code of the requisition additional location. | Varchar |
| Requisition Logistics > Requisition Additional Location(s) | Location Level5 Name | Returns the name of the requisition additional location. | Varchar |
| Requisition Logistics > Requisition Collaborator | Collaborator Department Name | Returns the Collaborator's department | Varchar |
| Requisition Logistics > Requisition Collaborator | Collaborator Email | Returns the Collaborator's email | Varchar |

| Folder Path | Column | Description | Data Type |
|--|-----------------------------|---|-----------|
| Requisition Logistics > Requisition Collaborator | Collaborator Employee ID | Returns the Collaborator's employee ID | Varchar |
| Requisition Logistics > Requisition Collaborator | Collaborator First Name | Returns the Collaborator's first name | Varchar |
| Requisition Logistics > Requisition Collaborator | Collaborator ID | Returns the Collaborator's database unique identifier | Double |
| Requisition Logistics > Requisition Collaborator | Collaborator Middle Initial | Returns the Collaborator's middle initial | Varchar |
| Requisition Logistics > Requisition Collaborator | Collaborator Name | Returns the Collaborator's name | Varchar |
| Requisition Logistics > Requisition Collaborator | Collaborator User Group | Returns the Collaborator's user group | Varchar |
| Requisition Logistics > Requisition Collaborator | Collaborator User Type | Returns the Collaborator's user type | Varchar |
| Requisition Logistics > Requisition Collaborator | Collaborator Last Name | Returns the Collaborator's last name | Varchar |
| Requisition Logistics > Requisition Department | Department Cost Center | Returns the cost center of the department | Varchar |
| Requisition Logistics > Requisition Department | Department Level 1 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 10 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 11 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 12 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 13 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 14 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 15 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 16 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 17 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 18 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 19 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 2 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 20 Name | Returns the name of the department. | Varchar |

| Folder Path | Column | Description | Data Type |
|---|--------------------------------|---|-----------|
| Requisition Logistics > Requisition Department | Department Level 3 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 4 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 5 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 6 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 7 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 8 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Level 9 Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Name | Returns the name of the department. | Varchar |
| Requisition Logistics > Requisition Department | Department Number | Returns the department number | Varchar |
| Requisition Logistics > Requisition Department | Parent Department Cost Center | Returns the cost center of the department's parent | Varchar |
| Requisition Logistics > Requisition Department | Parent Department Name | Returns the name of the department's parent. | Varchar |
| Requisition Logistics > Requisition Department | Parent Department Number | Returns the number of the department's parent | Varchar |
| Requisition Logistics > Requisition Department (Unstructured) | Department Description (BL) | Returns the requisition department, in its base language. This is the department field that is populated in free text format. | Varchar |
| Requisition Logistics > Requisition Department (Unstructured) | Department Description (ML) | Returns the requisition department. This is the department field that is populated in free text format. | Varchar |
| Requisition Logistics > Requisition Department (Unstructured) | Department Description Locale | Returns the requisition department language. Use to filter "Department Description (ML)" to the desired locale. | Varchar |
| Requisition Logistics > Requisition Hiring Manager | Hiring Manager Department Name | Returns the hiring manager department | Varchar |
| Requisition Logistics > Requisition Hiring Manager | Hiring Manager Email | Returns the hiring manager email | Varchar |
| Requisition Logistics > Requisition Hiring Manager | Hiring Manager Employee ID | Returns the hiring manager employee ID | Varchar |
| Requisition Logistics > Requisition Hiring Manager | Hiring Manager First Name | Returns the hiring manager first name | Varchar |
| Requisition Logistics > Requisition Hiring Manager | Hiring Manager ID | Returns the hiring manager database unique identifier | Double |
| Requisition Logistics > Requisition Hiring Manager | Hiring Manager Last Name | Returns the hiring manager last name | Varchar |

| Folder Path | Column | Description | Data Type |
|--|---|--|-----------|
| Requisition Logistics > Requisition Hiring Manager | Hiring Manager Middle Initial | Returns the hiring manager middle initial | Varchar |
| Requisition Logistics > Requisition Hiring Manager | Hiring Manager Name | Returns the hiring manager name | Varchar |
| Requisition Logistics > Requisition Hiring Manager | Hiring Manager User Group | Returns the hiring manager user group | Varchar |
| Requisition Logistics > Requisition Hiring Manager | Hiring Manager User Type | Returns the hiring manager user type | Varchar |
| Requisition Logistics > Requisition Hiring Manager Assistant | Hiring Manager Assistant Last Name | Returns the hiring manager assistant last name | Varchar |
| Requisition Logistics > Requisition Hiring Manager Assistant | Hiring Manager Assistant Department Name | Returns the hiring manager assistant department | Varchar |
| Requisition Logistics > Requisition Hiring Manager Assistant | Hiring Manager Assistant Email | Returns the hiring manager assistant email | Varchar |
| Requisition Logistics > Requisition Hiring Manager Assistant | Hiring Manager Assistant Employee ID | Returns the hiring manager assistant employee ID | Varchar |
| Requisition Logistics > Requisition Hiring Manager Assistant | Hiring Manager Assistant First Name | Returns the hiring manager assistant first name | Varchar |
| Requisition Logistics > Requisition Hiring Manager Assistant | Hiring Manager Assistant ID | Returns the hiring manager database unique identifier | Double |
| Requisition Logistics > Requisition Hiring Manager Assistant | Hiring Manager Assistant Middle Initial | Returns the hiring manager assistant middle initial | Varchar |
| Requisition Logistics > Requisition Hiring Manager Assistant | Hiring Manager Assistant Name | Returns the hiring manager assistant name | Varchar |
| Requisition Logistics > Requisition Hiring Manager Assistant | Hiring Manager Assistant User Group | Returns the hiring manager assistant user group | Varchar |
| Requisition Logistics > Requisition Hiring Manager Assistant | Hiring Manager Assistant User Type | Returns the hiring manager assistant user type | Varchar |
| Requisition Logistics > Requisition Identification | # Openings | Returns the number of openings on the requisition. | Int |
| Requisition Logistics > Requisition Identification | # Openings Left To Fill (Accepted) | Returns the number of positions left to fill on the requisition, based on the number of openings minus the number of candidates with a current standard offer status of Accepted where the candidate does not have a reference status of Declined or Rejected | Int |
| Requisition Logistics > Requisition Identification | # Openings Left To Fill (Hired) | Returns the number of positions left to fill on the requisition, based on the number of | Int |

| Folder Path | Column | Description | Data Type |
|--|------------------------|--|-----------|
| | | openings minus the number of candidates in the hired reference status. | |
| Requisition Logistics > Requisition Identification | Created By User | Returns the user responsible for creating the requisition. | Varchar |
| Requisition Logistics > Requisition Identification | Has Unlimited Openings | Returns whether or not the requisition has an unlimited amount of openings. | Varchar |
| Requisition Logistics > Requisition Identification | Justification | Returns the justification of the requisition. | Varchar |
| Requisition Logistics > Requisition Identification | Req. Identifier | Returns the requisition id, as displayed in the recruiting application. | Varchar |
| Requisition Logistics > Requisition Identification | Staffing Type | Returns the staffing type associated with the requisition | Varchar |
| Requisition Logistics > Requisition Identification | Title (BL) | Returns the requisition title, in its base language. | Varchar |
| Requisition Logistics > Requisition Identification | Title (Manager) (BL) | Returns the requisition's manager title, in the requisition's base locale | Varchar |
| Requisition Logistics > Requisition Identification | Title (Manager) (ML) | Returns the requisition's manager title. | Varchar |
| Requisition Logistics > Requisition Identification | Title (Manager) Locale | Returns the locale of the requisition manager title. Use to filter "Title (ML)" to the desired locale. | Varchar |
| Requisition Logistics > Requisition Identification | Title (ML) | Returns the requisition title. | Varchar |
| Requisition Logistics > Requisition Identification | Title Locale | Returns the locale of the requisition title. Use to filter "Title (ML)" to the desired locale. | Varchar |
| Requisition Logistics > Requisition Identification | Validity Period | Returns the validity period of the requisition. | Double |
| Requisition Logistics > Requisition Job Field | Job Field Level1 Code | Returns the code of the requisition job field. | Varchar |
| Requisition Logistics > Requisition Job Field | Job Field Level1 Name | Returns the name of the requisition job field. | Varchar |
| Requisition Logistics > Requisition Job Field | Job Field Level2 Code | Returns the code of the requisition job field. | Varchar |
| Requisition Logistics > Requisition Job Field | Job Field Level2 Name | Returns the name of the requisition job field. | Varchar |
| Requisition Logistics > Requisition Job Field | Job Field Level3 Code | Returns the code of the requisition job field. | Varchar |
| Requisition Logistics > Requisition Job Field | Job Field Level3 Name | Returns the name of the requisition job field. | Varchar |
| Requisition Logistics > Requisition Job Field | Job Field Level4 Code | Returns the code of the requisition job field. | Varchar |
| Requisition Logistics > Requisition Job Field | Job Field Level4 Name | Returns the name of the requisition job field. | Varchar |
| Requisition Logistics > Requisition Job Role | Job Role Code | Returns the requisition job role code | Varchar |

| Folder Path | Column | Description | Data Type |
|--|---------------------------|---------------------------------------|-----------|
| Requisition Logistics > Requisition Job Role | Job Role Name | Returns the requisition job role name | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level1 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level1 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level10 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level10 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level11 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level11 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level12 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level12 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level13 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level13 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level14 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level14 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level15 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level15 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level16 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level16 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level17 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level17 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level18 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level18 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level19 Code | Returns the code of the organization | Varchar |

| Folder Path | Column | Description | Data Type |
|--|---------------------------|--|-----------|
| Requisition Logistics > Requisition Organization | Organization Level19 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level2 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level2 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level20 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level20 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level3 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level3 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level4 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level4 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level5 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level5 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level6 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level6 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level7 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level7 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level8 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level8 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level9 Code | Returns the code of the organization | Varchar |
| Requisition Logistics > Requisition Organization | Organization Level9 Name | Returns the name of the organization | Varchar |
| Requisition Logistics > Requisition Position | Position Code | Returns the requisition's associated position code. | Varchar |
| Requisition Logistics > Requisition Position (Free Text) | Position Description (BL) | Returns the description of the requisition position, in the requisition's base locale. | Varchar |

| Folder Path | Column | Description | Data Type |
|--|-----------------------------|---|-----------|
| Requisition Logistics > Requisition Position (Free Text) | Position Description (ML) | Returns the description of the requisition position. Use the element "Position Description Locale" to filter on the appropriate locale. | Varchar |
| Requisition Logistics > Requisition Position (Free Text) | Position Description Locale | Returns the locale of the requisition position title | Varchar |
| Requisition Logistics > Requisition Primary Location | Location Level1 Code | Returns the code of the requisition primary location. | Varchar |
| Requisition Logistics > Requisition Primary Location | Location Level1 Name | Returns the name of the requisition primary location. | Varchar |
| Requisition Logistics > Requisition Primary Location | Location Level2 Code | Returns the code of the requisition primary location. | Varchar |
| Requisition Logistics > Requisition Primary Location | Location Level2 Name | Returns the name of the requisition primary location. | Varchar |
| Requisition Logistics > Requisition Primary Location | Location Level3 Code | Returns the code of the requisition primary location. | Varchar |
| Requisition Logistics > Requisition Primary Location | Location Level3 Name | Returns the name of the requisition primary location. | Varchar |
| Requisition Logistics > Requisition Primary Location | Location Level4 Code | Returns the code of the requisition primary location. | Varchar |
| Requisition Logistics > Requisition Primary Location | Location Level4 Name | Returns the name of the requisition primary location. | Varchar |
| Requisition Logistics > Requisition Primary Location | Location Level5 Code | Returns the code of the requisition primary location. | Varchar |
| Requisition Logistics > Requisition Primary Location | Location Level5 Name | Returns the name of the requisition primary location. | Varchar |
| Requisition Logistics > Requisition Profile | Education Program | Returns the education program associated with the requisition. | Varchar |
| Requisition Logistics > Requisition Profile | Req. Education Level | Returns the education level associated with the requisition. | Varchar |
| Requisition Logistics > Requisition Profile | Req. Employee Status | Returns the employee status associated with the requisition. | Varchar |
| Requisition Logistics > Requisition Profile | Req. Job Level | Returns the job level associated with the requisition. | Varchar |
| Requisition Logistics > Requisition Profile | Req. Job Schedule | Returns the job schedule associated with the requisition. | Varchar |
| Requisition Logistics > Requisition Profile | Req. Job Shift | Returns the job shift associated with the requisition. | Varchar |
| Requisition Logistics > Requisition Profile | Req. Job Type | Returns the job type associated with the requisition. | Varchar |
| Requisition Logistics > Requisition Profile | Required Travel | Returns the required travel for the requisition. | Varchar |
| Requisition Logistics > Requisition Recruiter | Recruiter Department Name | Returns the recruiter department | Varchar |

| Folder Path | Column | Description | Data Type |
|---|-------------------------------------|--|-----------|
| Requisition Logistics > Requisition Recruiter | Recruiter Email | Returns the recruiter email | Varchar |
| Requisition Logistics > Requisition Recruiter | Recruiter Employee ID | Returns the recruiter employee ID | Varchar |
| Requisition Logistics > Requisition Recruiter | Recruiter First Name | Returns the recruiter first name | Varchar |
| Requisition Logistics > Requisition Recruiter | Recruiter ID | Returns the recruiter database unique identifier | Double |
| Requisition Logistics > Requisition Recruiter | Recruiter Last Name | Returns the recruiter last name | Varchar |
| Requisition Logistics > Requisition Recruiter | Recruiter Middle Initial | Returns the recruiter middle initial | Varchar |
| Requisition Logistics > Requisition Recruiter | Recruiter Name | Returns the recruiter name | Varchar |
| Requisition Logistics > Requisition Recruiter | Recruiter User Group | Returns the recruiter user group | Varchar |
| Requisition Logistics > Requisition Recruiter | Recruiter User Type | Returns the recruiter user type | Varchar |
| Requisition Logistics > Requisition Recruiter Assistant | Recruiter Assistant Department Name | Returns the recruiter assistant department | Varchar |
| Requisition Logistics > Requisition Recruiter Assistant | Recruiter Assistant Email | Returns the recruiter assistant email | Varchar |
| Requisition Logistics > Requisition Recruiter Assistant | Recruiter Assistant Employee ID | Returns the recruiter assistant employee ID | Varchar |
| Requisition Logistics > Requisition Recruiter Assistant | Recruiter Assistant First Name | Returns the recruiter assistant first name | Varchar |
| Requisition Logistics > Requisition Recruiter Assistant | Recruiter Assistant ID | Returns the recruiter assistant database unique identifier | Double |
| Requisition Logistics > Requisition Recruiter Assistant | Recruiter Assistant Last Name | Returns the recruiter assistant last name | Varchar |
| Requisition Logistics > Requisition Recruiter Assistant | Recruiter Assistant Middle Initial | Returns the recruiter assistant middle initial | Varchar |
| Requisition Logistics > Requisition Recruiter Assistant | Recruiter Assistant Name | Returns the recruiter assistant name | Varchar |
| Requisition Logistics > Requisition Recruiter Assistant | Recruiter Assistant User Group | Returns the recruiter assistant user group | Varchar |

| Folder Path | Column | Description | Data Type |
|---|--|--|-----------|
| Requisition Logistics > Requisition Recruiter Assistant | Recruiter Assistant User Type | Returns the recruiter assistant user type | Varchar |
| Requisition Logistics > Requisition Template | Template ID | Returns the template identifier | Double |
| Requisition Logistics > Requisition Template | Template Job Code | Returns the template job code | Varchar |
| Requisition Logistics > Requisition Template | Template Locale | Returns the locale of the requisition template title | Varchar |
| Requisition Logistics > Requisition Template | Template Title (BL) | Returns the template title in its base locale. | Varchar |
| Requisition Logistics > Requisition Template | Template Title (ML) | Returns the template title. Use the element "Template Locale" to filter on the appropriate locale. | Varchar |
| Requisition Logistics > Requisition User Group | User Group | Returns the user group associated with the requisition. | Varchar |
| Requisition Logistics > Requisition Work Location | Work Location Code | Returns the code of the requisition work location | Varchar |
| Requisition Logistics > Requisition Work Location | Work Location Name | Returns the name of the requisition work location | Varchar |
| Requisition Logistics > Requisition Work Location | Work Location Zip Code | Returns the zip code of the requisition work location | Varchar |
| Requisition Passport | Req. Input Parameter - Value 1 | Returns the value of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Input Parameter - Value 10 | Returns the value of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Input Parameter - Value 2 | Returns the value of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Input Parameter - Value 3 | Returns the value of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Input Parameter - Value 4 | Returns the value of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Input Parameter - Value 5 | Returns the value of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Input Parameter - Value 6 | Returns the value of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Input Parameter - Value 7 | Returns the value of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Input Parameter - Value 8 | Returns the value of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Input Parameter - Value 9 | Returns the value of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Passport Input Parameter - Code 1 | Returns the code of the passport service request's input parameter | Varchar |

| Folder Path | Column | Description | Data Type |
|--|---|--|-----------|
| Requisition Passport | Req. Passport Input Parameter - Code 10 | Returns the code of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Passport Input Parameter - Code 2 | Returns the code of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Passport Input Parameter - Code 3 | Returns the code of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Passport Input Parameter - Code 4 | Returns the code of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Passport Input Parameter - Code 5 | Returns the code of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Passport Input Parameter - Code 6 | Returns the code of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Passport Input Parameter - Code 7 | Returns the code of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Passport Input Parameter - Code 8 | Returns the code of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Passport Input Parameter - Code 9 | Returns the code of the passport service request's input parameter | Varchar |
| Requisition Passport | Req. Service Alias | Returns the passport service alias | Varchar |
| Requisition Passport | Req. Service Name | Returns the passport service name | Varchar |
| Requisition Passport | Req. Service Provider | Returns the passport service provider | Varchar |
| Requisition Passport | Req. Service Type | Returns the passport service type | Varchar |
| Requisition Posting & Sourcing | Is Urgent Need | Returns whether or not the requisition is posted as an urgent need job. | Varchar |
| Requisition Posting & Sourcing > Requisition Posting | Is Posted Externally | Returns whether or not the requisition is currently posted to at least one external career site. | Char |
| Requisition Posting & Sourcing > Requisition Posting | Is Posted Internally | Returns whether or not the requisition is currently posted to at least one internal career site. | Char |
| Requisition Posting & Sourcing > Requisition Posting | Posting Board Type | Returns the type of board the requisition is posted to i.e. career site, fee-based job board. | Varchar |
| Requisition Posting & Sourcing > Requisition Posting | Posting Date | Returns the date/time the requisition was posted. | Timestamp |
| Requisition Posting & Sourcing > Requisition Posting | Posting Enables Online Job Applications | Returns whether or not the posting allows candidates to apply online. | Varchar |
| Requisition Posting & Sourcing > Requisition Posting | Posting Locale | Returns the locale in which the requisition was posted. | Varchar |
| Requisition Posting & Sourcing > Requisition Posting | Posting Source | Returns the source the requisition is posted to | Varchar |

| Folder Path | Column | Description | Data Type |
|--|-----------------------------------|--|-----------|
| Requisition Posting & Sourcing > Requisition Posting | Posting Status | Returns the current status of the job posting | Varchar |
| Requisition Posting & Sourcing > Requisition Posting | Unposting Date | Returns the date/time the requisition was unposted. | Timestamp |
| Requisition Posting & Sourcing > Requisition Sources | Req. Source (BL) | Returns the requisition source, in its base locale | Varchar |
| Requisition Posting & Sourcing > Requisition Sources | Req. Source (ML) | Returns the requisition source. Use the element "Source Locale" to filter on the appropriate locale. | Varchar |
| Requisition Posting & Sourcing > Requisition Sources | Req. Source Identifier | Returns the source identifier as seen in the source configuration page | Varchar |
| Requisition Posting & Sourcing > Requisition Sources | Req. Source Locale | Returns the locale of the requisition source. | Varchar |
| Requisition Posting & Sourcing > Requisition Sources | Req. Source Type | Returns the recruitment source type. This field displays customized source type labels | Varchar |
| Requisition Posting & Sourcing > Requisition Sources | Req. Source Type (Admin) | Returns the recruitment source type, as displayed in the recruiting administration application | Varchar |
| Requisition Status > Requisition Status - Current | Current Posting Status | Returns the posting status as it is displayed in the Recruiting application. | Varchar |
| Requisition Status > Requisition Status - Current | Current Status | Returns the current status of the requisition. Note that the values "Approved" and "Sourcing" roll up to the "Open" status. | Varchar |
| Requisition Status > Requisition Status - Historical | Historical Status | Returns the historical status of the requisition. Note that the values "Approved" and "Sourcing" roll up to the "Open" status. | Varchar |
| Requisition Status > Requisition Status - Historical | Historical Status User | Returns the user responsible for changing the requisition status. | Varchar |
| Requisition Status > Requisition Status - Historical | Req. Historical Status End Date | Returns the date/time when the requisition was changed from the status. If the end date is null, the status is current. | Timestamp |
| Requisition Status > Requisition Status - Historical | Req. Historical Status Start Date | Returns the date/time when the requisition was placed into the status. | Timestamp |
| Requisition Tracking History | Req. History Transaction By User | Returns the user who did the action. | Varchar |
| Requisition Tracking History | Req. History Transaction Date | Returns the date/time associated with the event. | Datetime |
| Requisition Tracking History | Transaction Event Type | Returns the code of the event type. | Varchar |
| Requisition Tracking History | Transaction User Comments | Returns the comments associated with the event. | Varchar |

