



Empowering Our
Greatest Asset

USAJOBS 3.0: Resume Data Mining and Other New Capabilities

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USAJOBS 3.0 Goals

- An **open architecture**, built on common data standards and a standard integration framework, for interoperability with various HRIT products
- A **common repository** for storing applicant resumes and all associated documents
- A **single application process** with USAJOBS documents passed seamlessly to the TAS
- A **data repository** for Government reporting
- An **integrator** of other end-to-end hiring tools (i.e., Assess, Career Discovery, Recruit, and EOD)

A **Hiring Reform initiative**, USAJOBS 3.0 has increased capacity to provide applicants, hiring managers, and human resource professionals with information to improve the recruitment and hiring process

Progress to Date

April 2010:
CONOPS
Meeting

May 2010: Presidential Memorandum -
Improving the Federal Recruitment and
Hiring Process



September 2010:
Integrated Project
Team (IPT) Kickoff

June 2010: CONOPS publication



August 2010:
Vendor-Partner
Summit



September 2010 – January 2011:
IPT* Recommendations

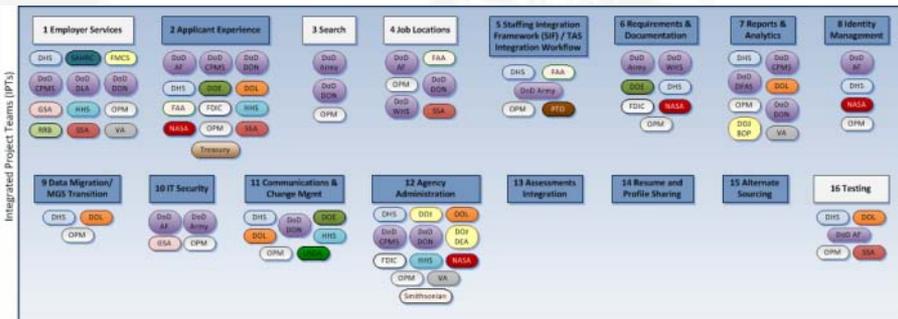


*IPT participation from 15 agencies
& 6 DoD organizations

February 2011:
Agency-Vendor
Updates

March 2011: SIF
Guide posted for
External Review

April 2011 – present:
Secondary IPT* Recommendations



*IPT participation from 19 agencies & 7 DoD organizations

Changes and Benefits

- Job Seeker Account Management
- Applicant Profile
- Job Seeker Error Messages
- Search
- Duty Locations
- Agency Administration
- Resume Mining
- Staffing Integration Framework
- Data Standardization
- Vendor Communications



Applicant Profile – 3.0

- Incorporated logic to eliminate unnecessary questions when collecting information in the user profile
 - Documentation of Veterans' Preference only displayed for those who select YES to "Are you a Veteran of the U.S. Armed Forces?"

* 3. Are you a Veteran of the U.S. Armed Forces? Yes No

Not a Veteran? Dynamically shows Question 4.

Affirmation of Veteran status prompts additional relevant, standardized questions and opportunity to upload associated documentation.

* 3. Are you a Veteran of the U.S. Armed Forces? Yes No

* 3.1 Do you claim [Veterans' Preference](#)?

- 5-point preference based on active duty in the U.S. Armed Forces.
- 10-point preference for non-compensable disability or a purple heart.
- 10-point preference based on a compensable service-connected disability of 10% or more, but less than 30%.
- 10-point preference based on wife, widow, or widower preference.
- 10-point preference based on a compensable service-connected disability of 30% or more.

(Be prepared to submit proof of eligibility DD-214(s) showing the length of active duty service and type of discharge.)

3.2 Are you a veteran who was separated from the armed forces under honorable conditions after completing an initial continuous tour of duty of 3 years (may have been released just short of 3 years)?

Yes No

3.3 If you are a Veteran of the U.S. Armed Forces, please indicate the start and end dates of your military service.

Start Date: End Date:

Veterans' Document Upload:

Document Title:

*

*

When [claiming preference](#), veterans must provide a copy of their DD-214, Certificate of Release or Discharge from Active Duty, or other acceptable documentation. Applicants claiming 10 point preference will need to submit [Form SF-15, Application for 10-point Veterans' Preference](#). Ensure your documentation reflects the character of discharge.

Applicant Profile – 3.0

- Incorporated logic to assist job seeker in determining their employment eligibility; search returns only applicable JOAs
- Added content based on recommendations from the Resume and Profile Standardization IPT
- Implemented answer look-ups to standardize data collection

* 4. Please select the statement below which best reflects your Federal employment status (if applicable).

- I am not and have never been a Federal employee.
- I am current a Federal Employee.
- I am a former Federal employee with reinstatement eligibility.
- I am a former Federal employee but do not have reinstatement eligibility.

*Not a federal employee?
Dynamically shows Question 5.*

*Current or former federal employee?
Complete additional relevant,
standardized questions.*

* 4. Please select the statement below which best reflects your Federal employment status (if applicable).

- I am not and have never been a Federal employee.
- I am current a Federal Employee.
- I am a former Federal employee with reinstatement eligibility.
- I am a former Federal employee but do not have reinstatement eligibility.

4.1 By which Federal agency and organization are you currently employed?

Select Cabinet Level:

Select Agency:

4.3 Indicate the pay plan, series, grade level/pay band of the highest permanent graded position you ever held as a Federal Civilian Employee.

Pay Plan:

Occupational Series:

Highest Pay Grade:

4.5 Have you accepted a buyout from a Federal agency within the past 5 years? Yes No

4.6 Are you ICTAP Eligible? Yes No

Applicant Profile – 3.0

- New Hiring Authority questions
 - Permits resume mining within specific hiring authorities

Special Hiring Options

Select from among the special hiring authorities listed below for which you are eligible.
(Please note that agencies will require documentation of eligibility prior to your appointment.)

Identification of eligibility for any special hiring authority is entirely voluntary, and you will not be subject to any adverse treatment if you decline to provide it. If you do not wish to volunteer this information at this time, you may still choose to apply for jobs, as they are announced, under any of these special hiring authorities for which you are eligible. If you volunteer to provide information here about the special hiring authorities for which you believe you are eligible, then agencies who are searching for potential applicants to hire under one of these authorities may be able to locate your resume through USAJOBS and invite you to apply. Otherwise, this information will be retained in the USAJOBS database and not disclosed.

- Veterans Recruitment Appointment (VRA)
- 30% or More Disabled Veteran
- Disabled veterans who have completed a VA training program
- Military Spouse
- Certain former overseas military spouse employees
- Schedule A Disabled

Job Search Results

- Highlighted search terms – more relevant results
- Location search improved
- Employment Eligibility filter

The screenshot displays the USAJOBS search results page for the keyword 'analyst'. The page includes a navigation bar with 'Home', 'Search Jobs', 'My Account', and 'Info Center'. The USAJOBS logo is prominently displayed. On the left, there are filters for 'Jobs for U.S. Citizens' and 'Jobs for Federal Employees', along with a 'You Added ...' section showing the search term 'analyst'. A sidebar on the left lists various filters: Agency, Grade, Job Categories, Salary, Work Type, Work Schedule, Posting Date, and Exclude These. The main content area shows three job listings, each with a title, a brief description, and key details like Agency, Location, Salary, and Open Period. The first listing is for a 'SUPV MGT & PROG ANALYST IT PROCUREMENT BRANCH CHIEF' at Citizenship and Immigration Services. The second is for a 'Tax Analyst' at Internal Revenue Service. The third is for a 'Program Analyst' at National Guard Units. Each listing includes a 'Quick View' and 'More Like This' link. On the right side, there is a 'feature' section for 'Introducing iUSAJOBS for iPhone and iPad' with an image of the app on a tablet and phone. At the bottom left, there is a 'WWHR' logo.

Resume Mining in 3.0

- Ability for recruiters to search based on Special Hiring Authorities
- Search criteria more closely linked to Job Seeker's profile data
- Agency owned administration of users
- Uploaded resumes are searchable



Resume Mining - Profile

- Highest career level achieved
- Education level
- Languages
- Special Hiring Authorities
- Veterans' Preference
- Federal Employment
- Travel
- Work Type/Schedule
- Date

USAJOBS Resume Mining

The screenshot displays the USAJOBS Resume Search page. At the top, it features the USAJOBS logo and navigation tabs for Resume Mining, Manage Users, Manage Content, Manage Data, My Account, Logout, and Help. The main section is titled "USAJOBS Resume Search" and includes a "Please select your criteria" section with options for Citizenship Status (Citizen/Non-citizen), a keyword search box, and filters for Date (From/To) and Location (Where/Radius). Below this is the "Job Seeker Profile Search Criteria" section, which is divided into two columns of checkboxes for Special Hiring Authority (e.g., 30 Percent or More Disabled Veteran, Military Spouse) and Federal Employment Status (e.g., All current Federal employees, Federal annuitants). It also includes dropdown menus for Career Level and Education Level, and a Language Proficiency filter. A second "Job Seeker Profile Search Criteria" section offers checkboxes for Type of Work Willing to Accept (e.g., Permanent, Temporary, Internships) and Work Schedule Willing to Accept (e.g., Full-Time, Part-Time, Shift Work). A "Filter by Willingness to Travel" dropdown is also present. A "Search" button is located at the bottom of the criteria sections. The footer contains links for FAQs, Privacy Policy, and Site Map, along with the USA.gov and E.GOV logos.

- Easy-to-use interface
- Ability to select multiple refinement options
 - within the same category to broaden results
 - across categories to target results
- Ability to customize which search options to display on the page

Resume Mining Results

- Search terms highlighted to determine interest
- Email seekers once you find them
- Add them to a folder
- Share folders with co-workers and Hiring Managers

The screenshot shows the USAJOBS website interface. At the top, the USAJOBS logo is displayed with the tagline "WORKING FOR AMERICA". To the right, a message states: "USAJOBS is the official job site of the US Federal Government. It's your one-stop source for Federal jobs and employment information." The USA Office of Personnel Management seal is visible in the top right corner.

A navigation bar contains links for "Resume Mining", "Manage Users", "Manage Content", "Manage Data", "My Account", "Logout", and "Help".

The main content area shows "Search Results 1-2 of 2" on "Page 1 of 1". On the left, under "Search Criteria", the term "work" is highlighted in yellow. Below it is a link to "<<-Back to Search". On the right, there are links for "Save Resume(s)" and "Send Email".

| Name | Date |
|--|-----------|
| <input type="checkbox"/> Matt Ryan | 5/17/2011 |
| Employer 1;Programmer;just a lot of work ;0000;Tons of training;79;32 | |
| <input type="checkbox"/> Bart Simpson | 5/17/2011 |
| Uploaded resume | |

At the bottom of the page, there are links for "FAQs", "Privacy Policy", "Help", and "Site Map", along with "Contact Us" and "Privacy Act and Public Burden Information". A footer message reads: "This is a United States Office of Personnel Management website. USAJOBS is the Federal Government's official one-stop source for Federal jobs and employment information." Logos for "USA.gov Government Made Easy", "E.GOV", and "Working Smarter" are also present.

Discussion



Questions:
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