

Date: November 22, 2016

To: HRDP

From: Nancy K. Erickson, HR Business Systems

Subject: Data Warehouse / OBIEE Update

This memo contains information about:

- 1) New Recruiting Solutions subject areas and reports available in OBIEE on Monday, Nov 28, 2016.
- 2) Action needed by state agencies that pull data from the IA Data Warehouse into their agency subsystems.

1) **New Recruiting Solutions Subject Areas**

Four new subject areas will be available for OBIEE analysis.

- **HCM - Recruiting Solutions - Applicant Analysis**
Applicant data reflective in associated Job Postings. Links related areas such as applicant demographics, job posting status, and employment preferences identified on the application. Further links specific job posting information associated with the position.
- **HCM - Recruiting Solutions - Job Offer**
Contains data related to the Job Offer for the posting. Identifies areas such as offer originator, specific position details, and subsequent offer statuses and dispositions.
- **HCM - Recruiting Solutions - Job Opening Detail**
Specific Job Posting information and data associated with the Opening. Identifies descriptive areas consistent with the posted position, such as Agency, Bargaining Unit, Business Unit, Job Class and employment conditions. Further links to measure distribution of Job Posting on appropriate sites, length of advertisement and subsequent Job Posting statuses.
- **HCM - Recruiting Solutions - Job Summary**
Contains comprehensive data associated with the Job Opening. Links related areas such as Agency, position details, recruitment team, posting details, and appropriate Job Opening statuses. Further links aggregate applicant and candidate counts with respective Veteran dispositions.

New Recruiting Solutions Reports Released

The following new reports are available on the Recruiting Solution dashboard.

- **Affirmative Action**
- **Application Detail by Job Openings**
- **Job Offer Detail**
- **Job Opening by Recruiter**
- **Job Opening by Detail**
- **Referral Source by Job Opening**

Supporting Documents - Information about OBIEE subject areas is available on the SWIFT Website:
<https://mn.gov/mmb/accounting/swift/reporting/swift-data-warehouse/>

New to OBIEE? General OBIEE Quick Reference Guides and other information can be found:
<https://mn.gov/mmb/accounting/swift/reporting/swift-data-warehouse/warehouse-training/>

If you have questions about the new Recruiting Solutions OBIEE reports, contact your MMB Agency Services Representative. If you have questions about access or technical issues, contact the SWIFT Help Desk.

2) IA Data Warehouse and Populating State Agency Subsystems:

This information was provided to the Data Warehouse HR User Group on November 4, 2016, followed by an email to group members.

Many of our large state agencies extract data from the IA Data Warehouse and populate an in-house subsystem or application. MMB is planning to retire the IA Data Warehouse (a timeline is yet to be determined).

Currently, there is nothing built in the new Data Warehouse to feed agency subsystems. MMB has met with some state agencies that pull data from the IA Data Warehouse to populate their 1768 system and Active Directory.

Based on these conversations we developed a Data Warehouse Subsystem request form (attached). Agencies will complete the form to request pulling data from the new Data Warehouse into their subsystems or applications. **This form needs to be completed for *each application* your agency currently populates with data from the IA Data Warehouse. Submit the form to Nancy.Erickson@state.mn.us by December 1, 2016.**

MMB's goal is to compile the state agency information and develop an overall strategy to transition state agencies to the new Data Warehouse for pulling data into their subsystems or applications.

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What you need to do by December 1, 2016

- 1) Complete the attached form if your agency pulls data from the IA Data Warehouse and populates an in-house subsystem and/or application.
- 2) Complete the form for each application.
- 3) Submit the completed forms to Nancy.Erickson@state.mn.us by December 1, 2016.