




Deltek

Deltek Talent Management

Version 16.1 Cumulative Update

Release Notes

July 11, 2020



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Overview

Welcome to Deltek Talent Management Version 16.1 Cumulative Release Notes. These release notes contain a summary of enhancements and software issues resolved for each cumulative release for version 16.1.

Version 16.1

CU 16.1.4

Enhancements

Recruiting

New Token Help Below Hire Date

When the candidate's status is changed to *Hired* through the **Recruiting » Candidates » Active Candidates** or **Search Candidates** screens, or the **Workbench** tab of the Resume dashboard, a new token help is available under the **Hire Date** of the following screens:

- **Change Candidate Status**
- **Onboarding Wizard Step 1 (Initiate Process)**
- **Resume Dashboard – Workbench tab**

This enhancement allows the client to edit the token content (**Administration » Global Settings » System Administration » Languages**) to inform the user that the candidate will only transfer to internal employee status during the hire date.

Voluntary Self-Identification of Disability Form

In compliance with the [Voluntary Self-Identification of Disability Form](#) update of the U.S. Department of Labor Office of Federal Contract Compliance Programs, the Recruiting module now incorporates the changes in the new form for both internal and external jobseekers.

Software Issues Resolved

Integrations

The *update_user_diversity* API Call Did Not Allow Hyphenated Input

Deltek Defect Number: 1282798

Description: The inclusion of a hyphen in the value for *diversity_eeo_race* in the *update_user_diversity* API call caused the API to fail.

Customers Impacted: This affects all clients who use the *update_user_diversity* API

Performance

Appraisal Goals Remained Editable

Deltek Defect Number: 1220761

Description: Though the edit goals functionality was disabled in the Appraisal Workflow, employees could still edit their appraisal goals.

Customers Impacted: This affects employees and managers.

Recruiting

Using *Job Title* Filter Caused Page Crash

Deltek Defect Number: 1267084

Description: When you used *Job Title* as a filter to search for job offers, the page crashed.

Customers Impacted: This affects recruiters and hiring managers.

Onboarding Did Not Account for Future-Dated Employment Records

Deltek Defect Number: 1296993

Description: The Onboarding process did not account for hires with future-dated employment records, which meant that:

- Onboarding could not be initiated for new hires, even if their hire date lay in the future, and
- New hires could not complete all onboarding documents and forms upon hiring, regardless of the hire date specified.

Customers Impacted: This affects recruiters and hiring managers.

Reporting Tool

Zoomed-In View Hid *Actions* Menu

Deltek Defect Number: 1295302

Description: If the page or the browser was zoomed in at more than 100%, the Reports Management **Actions** options menu was cut off from view.

Customers Impacted: This affects all clients who use the Reporting Tool.

Talent HR

Offboarded Employees Did Not Display

Deltek Defect Number: 1287321

Description: Offboarded employees did not display on the *View Off-Boarded Users* page due to a system failure to correct employment records that lacked effective dates.

Customers Impacted: This affects managers with offboarded employees.

CU 16.1.3

Software Issues Resolved

Core Framework

Users Unable to Deactivate Job Profiles

Deltek Defect Number: 1289981

Description: Because a software process that confirms whether job profiles are still in use failed to properly account for terminated employee records, users were unable to deactivate those job profiles.

Customers Impacted: This affects all Talent Management clients.

Integrations

API Did Not Accept Numbers for State Abbreviations

Deltek Defect Number: 1296234

Description: Though certain countries use numbers for state abbreviations, the *get_state_by_name* API accepted letters and spaces only. The API was updated to accept numbers for state abbreviations, including "00."

Customers Impacted: This affects all Talent Management clients.

Performance

360 Score Visible to Employees During Assessment Phase

Deltek Defect Number: 1284799

Description: During the Assessment or Scoring phase, employees were able to view their 360 appraisal scores on the **Dashboard » Performance » My 360s** page.

Customers Impacted: This affects employees and managers.

Recruiting

Errors Occurred When Uploading Resumes

Deltek Defect Number: 1294539

Description: Clients experienced errors when uploading resumes.

Customers Impacted: This affects job seekers, recruiters, and managers.

CU 16.1.2

Enhancements

Core Framework

Updated ISO Codes for Countries of Operation

For improved integration with Costpoint, ISO codes were updated. The table below lists the original and new states for affected countries in the second and third columns, respectively. For states that were split, the fourth column indicates the states to which entries have been remapped.

| Country | Original State | New States | Remap Entries To |
|---------|----------------|------------------|------------------|
| Burundi | Bujumbura | Bujumbura Mairie | X |
| | | Bujumbura Rural | |
| | | | |

| Country | Original State | New States | Remap Entries To |
|--|------------------|---|------------------|
| Chad | Mayo-Kebbi | Mayo-Kebbi-Est | X |
| | | Mayo-Kebbi-Ouest | |
| | | | |
| Democratic Republic of Congo | Kasai Occidental | Kasai | X |
| | | Kasai Central | |
| | | | |
| United Kingdom of Great Britain and Northern Ireland | Antrim | West Atrim (Combined with Newtownabbey) | X |
| | | Mid and East Atrim | |
| | | | |
| | Cheshire | Cheshire East | X |
| | | Cheshire West and Chester | |

Link Display for Deleted Files Retained

Download links for files that have been deleted or removed from the Talent Management database now continue to display in the user interface.

Recruiting

New Social Media Feature and *Apply with LinkedIn* Integration

For a Quick Steps visual tutorial on this new functionality, click the following link:

[Deltek Talent 16.1 Apply With LinkedIn Quick Steps](#)

A new Social Media feature was added to **Administration » Global Settings » System Administration » Features » Recruiting** that allows administrators to manage all social media integrations. This release introduces integration settings for LinkedIn, with the following functionalities:

Apply With LinkedIn: This feature allows job seekers to apply for jobs using the Apply with LinkedIn process, which is designed to ensure customers do not lose candidates in their application flow. This is disabled by default and is global.

LinkedIn Setup: This feature allows users to create and configure a developer application. This is disabled by default and is not global.

Once enabled, the Social Media Integration menu displays on the administration landing page (**Administration » Recruiting » Configuration » Social Media Integration**). To complete integration setup, do the following:

1. Click **Activate this Integration**.
2. Log in using your LinkedIn Recruiter credentials.

Before logging in as a recruiter, you should verify that you are not currently logged into your personal LinkedIn account. Otherwise, an error message will display indicating that you lack permission to access the setup screen.

3. In the **Select a Contract** field, click **Continue**.
4. In the Apply with LinkedIn row, click **Request**.

After setup is complete, the **Apply with LinkedIn** option displays in the job seeker portal's job details page. When applying, job seekers with existing accounts redirect to the Job Application process, while those without an existing account redirect to the Create an Account screen.

A plugin code on the Create Account screen stores job seeker information from LinkedIn, while a plugin code on the Thank You for Applying screen reports information back to LinkedIn.

This new feature removes the **Import from LinkedIn** button on the Create Account screen.

Posting Manager

LinkedIn Premium Job Posting

A LinkedIn Premium Job Posting feature was added to Posting Manager, giving customers the option to include LinkedIn to their job boards for cross-posting jobs. Enable this feature by selecting the **LinkedIn** check box on the **Administration » Recruiting » Cross-Posting » Site Selection** screen.

After setup is complete, LinkedIn's Job Posting API enables authorized third parties such as clients, ATS systems, and job distributors to post jobs directly to LinkedIn on behalf of LinkedIn Recruiter customers with premium job slots.

Software Issues Resolved

Core Framework

Phone Numbers and Other Fields Failed to Parse from Uploaded Resumes

Deltek Defect Number: 1255809

Description: When you uploaded resumes, phone numbers and other fields sometimes failed to parse.

Customers Impacted: This affects recruiters and managers.

Tokens Missing Translations

Deltek Defect Number: 1282169

Description: Some system settings and features contained tokens with missing translations.

Customers Impacted: This affects all Talent Management clients.

Non-Elastic Resume Searches for Approved Competencies

Deltek Defect Number: 1280381

Description: Non-elastic resume searches were modified to use approved, rather than endorsed, competencies,

Customers Impacted: This affects all Talent Management clients.

Infrastructure

Multiple Approval Actions Allowed for Offers

Deltek Defect Number: 1255012

Description: Users were able to initiate multiple approval actions on a single offer.

Customers Impacted: This affects all Talent Management clients.

Integrations

Space in Token for Custom Field Caused Editing Issues

Deltek Defect Number: 1271554

Description: When you used the Create Requisition Draft API to create requisitions, including a space in a custom field resulted in that field being non-editable in the user interface.

Customers Impacted: This affects customers who use the Create Requisition Draft API.

User Locked Out Field in Middleware Did Not Accept YYYY-MM-DD Format

Deltek Defect Number: 1280268

Description: When clients specified the User Locked Out column on HRIS imports, an error message referenced an invalid timestamp that the clients had not specified.

Customers Impacted: This affects all Talent Management clients.

Apply to Requisition Error When Creating Users

Deltek Defect Number: 1275445

Description: When you tried to create users with the Apply to Requisition API, an error occurred.

Customers Impacted: This affects clients who use the Apply to Requisition API for creating users.

External Jobseekers Hired Via Feeds Did Not Convert to Internal Status

Deltek Defect Number: 1279094

Description: Users who became employees via new hire feeds (and so, not hired through Talent Management) were not converted to employee status.

Customers Impacted: This affects clients who transition external jobseekers into employees via HRIS feeds.

Talent HR

Deadlocks Occurred During Integrations

Deltek Defect Number: 1266111

Description: Deadlocks occurred across Talent Management servers, of greatest concern being those that occurred when integrations were running.

Customers Impacted: This affects all Talent Management clients.

CU 16.1.1.1

Enhancements

Core Framework

Afghanistan, Sudan, and South Sudan ISO Codes Updated

ISO country, state and province names and abbreviations were updated for Afghanistan, Sudan, and South Sudan.

Posting Manager

New Remote Type Field in Indeed XML

A new **Remote Type** field for US-based job postings was added to the Indeed XML feed. This enables clients to choose from three remote type classifications:

COVID-19: This category indicates that the job is fully remote, but only for the duration of the COVID-19 pandemic, after which it will transition back to a non-remote job. Jobs with the COVID-19 classification are labeled as 'Remote' so that they appear in relevant searches for remote work.

WFH Flexible: This category indicates that, though an office setting exists to which employees report, the employer allows employees to work from home (WFH) for designated periods of time. This flexibility is a benefit for employees rather than an inherent feature of the job setting.

WFH Flexible jobs are not labeled as 'Remote' but still appear in relevant searches for WFH jobs.

Fully Remote: This category indicates that the job can be performed entirely from the employee's home. In these cases, either no office exists to which employees can report, or the employer is receptive to hiring remote candidates. Jobs that require regular local commutes to job sites (such as installation technicians or home health nurses) are *not* considered fully remote. Fully remote jobs are labeled as 'Remote' so that they appear in relevant searches for remote work. When *Fully Remote* is selected, the value Remote displays in the **State** and **City** location fields.

CU 16.1.1

Enhancements

Performance

Configure Comments to Display on Appraisals Summary Tab

Administrators can use the new Summary Tab All Comments System Setting to configure appraisals to show scoring comments associated with competencies, skills, and goals on the Summary tab. The default for this setting is to have no audience selected, meaning no comments display on the Appraisals Summary tab. To change this setting, do the following:

1. On the **Administration » Global Settings » System Administration » System Settings** screen, click *Appraisals* to expand this section.
2. From the Summary Tab *All Comments* option, select one or more of the following options:

Administrator
Employee
Manager
Matrix Manager
Appraiser
Approver

With this setting enabled, comments display for designated users on the Summary tab in accordance with Appraisal workflow configuration rules.

When the setting is configured to display comments for the currently logged-in user, the following will display on the Summary tab, in the Scoring Notes section for each achievement, competency, skill, and goal listed:

Expand/Collapse All Notes: This toggle button appears at the top right of the Summary tab. By default, all notes are expanded.



This toggle icon appears above each note. Click the arrow to expand or collapse the note.

When a note is expanded for an employee with the proper System Setting configuration to view notes, the comment will only display when the score has been released (manually or automatically) to the employee.

Recruiting

I-9 Form Update

Talent Management now uses the latest Form I-9 provided by the U.S. Citizenship and Immigration Services. Talent Management also provides an anchor link to [Instructions for Form I-9](#) as reference for updates to the form.

Software Issues Resolved

Integrations

Job Titles Not Displaying for Some Users

Deltek Defect Number: 1243641

Description: When users were added via file feed imports and a position in their current job title did not exist, the user was not added to a position for the job.

If a position was available on subsequent runs, the user was added at that time.

Customers Impacted: This affects all Talent Management users.

Org Level Errors on Import File

Deltek Defect Number: 1253505

Description: When you ran Org Level imports, you received errors.

Customers Impacted: This affects all Talent Management users.

Single Quotes and Apostrophes in Emails Caused Errors


Deltek Defect Number: 1255231

Description: Single quotation marks and apostrophes caused email errors when you created or updated user accounts.

Customers Impacted: This affects all Talent Management users.

Edit Icon Displayed with E-Verify User Lists

Deltek Defect Number: 1186507

Description: The Edit icon  displayed on administrators' E-Verify user lists even though the user's password was not editable at the time. However, administrators can now update locally stored E-Verify user passwords on the Talent Management site. This functionality is intended for passwords that have been updated via the E-Verify site but require updating in the Talent Management database.

Customers Impacted: This affects all Talent Management users.

Learning

Classes Access Error

Deltek Defect Number: 1207380

Description: Some users with full Learning module access rights nevertheless received an error message when attempting to access the Classes page,

Customers Impacted: This affects some Learning module users in random situations.

Recruiting

Incorrect Main Dashboard Alert Display

Deltek Defect Number: 1199254

Description: Instead of displaying the full campaign name, Unfinished or Draft TRM campaigns displayed as "_unfinished" on the Alerts section of the Main Dashboard.

Customers Impacted: This affects clients who use TRM campaigns.

CU 16.1.0.4

Enhancement

Integrations

E-Verify Integration Updated

Talent Management has updated its integration with E-Verify to ensure compatibility and certification with WS ICA Version 30.

Software Issues Resolved

Integrations

Termination Date Not Being Cleared when Rehiring Former Employees

Deltek Defect Number: 1261909

Description: Changes that address a defect in the Recruiting module [**Defect 1258459**, below] were also applied for APIs.

Customers Impacted: This affects recruiters and employees.

Recruiting

Termination Date Not Cleared when Rehiring Former Employees

Deltek Defect Number: 1258459

Description: When hiring a former employee, the termination date did not clear from the current employment record. As a result, the user was terminated by the nightly process, only to display as an external jobseeker the following day. This also prevented affected users from completing onboarding documents.

Customers Impacted: This affects recruiters and employees.

Create Requisition Wizard Error in Step 3

Deltek Defect Number: 1262299

Description: An error that occurred in Step 3 (Select Approvers) prevented users from proceeding with requisition creation.

Customers Impacted: This affects clients with *Approver by Job Title* selected in the requisition workflow.

CU 16.1.0.3

Software Issues Resolved

Integrations

Error When Hiring for Clients using ExponentHR

Deltek Defect Number: 1255805

Description: Clients using the ExponentHR integration received an error message when hiring a user and could not complete the onboarding process using this integration.

Customers Impacted: This affects clients with the ExponentHR Integration.

Offboarded Users Imported as New Hires

Deltek Defect Number: 1256166

Description: Some clients encountered an issue where users who had been offboarded were included in the new hires export.

Customers Impacted: This affects HRIS clients using the new hires export file feed or API.

*Zero Values Displayed in **Get New Hires** Fields*

Deltek Defect Number: 1256770

Description: Certain fields in the Get New Hires XML output should have displayed as empty but instead included zeros.

Customers Impacted: This affects clients using the new hires export file feed or API.

Appendix A: For Additional Information

Deltek Support Center

The Deltek Support Center is a support Web site for Deltek customers who purchase an Ongoing Support Plan (OSP).

The following are some of the many options that the Deltek Support Center provides:

- Search for product documentation, such as release notes, install guides, technical information, online help topics, and white papers
- Ask questions, exchange ideas, and share knowledge with other Deltek customers through the Deltek Support Center Community
- Access Cloud-specific documents and forums
- Download the latest versions of your Deltek products
- Search Deltek's knowledge base
- Submit a support case and check on its progress
- Transfer requested files to a Customer Care analyst
- Subscribe to Deltek communications about your products and services
- Receive alerts of new Deltek releases and hot fixes
- Initiate a Chat to submit a question to a Customer Care analyst online

Attention: For more information regarding Deltek Support Center, refer to the online help available from the Web site.

Access Deltek Support Center

To access the Deltek Support Center:

1. Go to <https://deltek.custhelp.com>.
2. Enter your Deltek Support Center **Username** and **Password**.
3. Click **Login**.

Note: If you forget your username or password, you can click the **Need Help?** button on the login screen for help.



About Deltek

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