Deltek

Deltek Talent Management

Version 16.3 Release Notes

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Contents

Overview

Welcome to the Deltek Talent Management Version 16.3 Release Notes. These release notes contain a summary of the following:

- Enhancements
- Known Issues
- Software Issues Resolved

Important Note

Talent Information Center

For fast and easy access to the information that you need, Deltek offers the Talent Information Center (TIC), which collects all Talent Management documentation in one convenient location.

On the TIC page, you can access:

- Online Help and tips about how to maximize your searches
- Instructions for sending feedback to Deltek about any Help topic
- Links to the Talent Management GA and Cumulative Update release notes
- Learning Aids for the Talent Management user interface and individual modules
- Links to Talent Management user guides, administrator guides, and technical guides
- Information about the Talent Management Cloud Solutions for SaaS Administrators
- Information about the Deltek Learning Zone

To access the TIC, click this link: Talent Information Center

Talent Information Center Overview Video:

To view a two-minute orientation video about the TIC, click this link: TIC Intro Video

Enhancements

This section includes summaries of the enhancements made to existing features in this release.

Certain feature controls in this release have the following default settings. You enable feature settings on the Features screen (**Administration » Global Settings » System Administration » Features**).

<table>
<tr><th>Module</th><th>Feature Name</th><th>Location on the Features Screen</th><th>Default Setting</th></tr>
<tr><td rowspan="3">Performance</td><td>Global Print View Configuration</td><td>From the Select a Group field, select the Global group. Expand Performance » Appraisal. Select Global Print View Configuration to enable the feature in the product.

Print Configuration Sub-feature: For each user group you want to allow to set default print options, you must select the Print Configuration Screen sub-feature. This grants members of the selected group access to the Print Configuration Screen, where default print options are defined. (Administration » Performance » Appraisals » Print Configuration).

Lock Configuration Sub-feature: For each user group you want to block from changing default print options, select Lock Configuration. This makes Step 1 of the Print Appraisal Workflow read-only.</td><td>Turned Off</td></tr>
<tr><td>Users Print View Configuration</td><td>From the Select a Group field, select the Global group. Expand Performance » Appraisals. Select Users Print View Configuration.</td><td>Turned Off</td></tr>
<tr><td>Continuous Feedback Administration</td><td>From the Select a Group field, select the Global group. Expand Performance » Continuous Feedback. Select Continuous Feedback Administration and click Update Features. Then repeat these steps for any specific user group you want to grant access.</td><td>Turned Off</td></tr>
<tr><td>Core HR</td><td>Additional Information</td><td>From the Select A Group field, select a group.
Expand Core HR » Total Talent Profile and click Additional Information to enable the tab in the Total Talent Profile.
Select Additional Information Configuration to enable the option for a Core HR Administrator to configure the fields on the tab. (Administration » Core HR » Additional Information Tab)
You can also select Edit and View options for the group, for each section of the tab.</td><td>Turned Off</td></tr>
</table>

Module	Feature Name	Location on the Features Screen	Default Setting
Deltek Reporting Tool	Data Explorer	In the Reporting Tool (**Reports » Reporting Tool**), click **Administration » Groups**. Locate the group you want and click **Edit** in the Actions menu. Click the **Privileges** tab. Click to Expand the Data section and click **Data Explorer**. Click **Save**.	Turned Off
Recruiting	Easy Apply	Enable this feature in two steps: 1. (**Administration » Global Settings » System Administration » Features » Recruiting » Candidates » Add to Requisition**) 2. (**Administration » Recruiting » Configuration » Workflows » Resume Submission (Step 5) » External**)	Turned Off
	Monster Easy Apply	(**Administration » Global Settings » System Administration » Features » Recruiting » Candidates » Add to Requisition**)	Turned Off
	Enable Shareable Confidential Requisition	**Administration » Global Settings » System Administration » Features » Recruiting » Requisitions**	Turned Off
	Default Workflow for Draft Requisition	**Administration » Global Settings » System Administration » Features » Recruiting » Requisition**	Turned Off
Core	News & Announcements	**Core » Administration**	Turned Off
	Manage Employee Competencies and/or Manage Employee Skills	From the **Select a Group** field, select the **Global** group. Expand **Core**. Select one or more: 1. **Manage Employee Competencies**, 2. Skills » **Manage Employee Skills**. Click **Update Features.** Then repeat these steps for any specific user group you want to grant access.	Turned Off

Recruiting

Easy Apply Feature

A new Easy Apply feature is now available to allow jobseekers to apply quickly to jobs using minimal information, such as name, contact method, and resume. The feature is enabled in two steps:

- **Step 1**: (**Administration » Global Settings » System Administration » Features » Recruiting » Candidates » Add to Requisition**)
- **Step 2**: (**Administration » Recruiting » Configuration » Workflows » Resume Submission (Step 5) » External**)

After the feature is enabled, an **Enable Easy Apply** check box is displayed on the **Resume Submission (Step 5)** of the recruiting workflow. Deltek recommends that you create new workflows to configure Easy Apply and not use it for existing workflows to provide jobseekers a uniform experience. The Easy Apply feature is only available for external processes and is unavailable when **Double Opt-In** has been enabled (**Administration » Global Settings » System Administration » System Settings » Jobseeker**). Double Opt-In requires that external jobseekers living in specified countries verify their email addresses before continuing the process they started.

Note: The ability to require checklist items will be removed for any workflow that is configured with Easy Apply.

Monster Easy Apply

Easy Apply provides a Monster sub-feature (**Administration » Global Settings » System Administration » Features » Recruiting » Candidates » Add to Requisition**) that allows jobseekers to apply easily to cross-posted jobs on Monster using their Monster account. The Monster Easy Apply method is available if the Monster Easy Apply feature is currently enabled and the requisition that you cross-post supports Easy Apply. A new **Easy Apply Submission** notification event (**Administration » Global Settings » Notification Events**), which is enabled by default, provides the jobseeker from Monster with a notification indicating that the application has been successfully processed through Easy Apply, and that an action may be required to gather additional information. Jobseekers receive a notification for a rejected application for a closed requisition.

Shareable Confidential Requisition Feature

Administrative users with access to Features can use the new **Enable Shareable Confidential Requisition** feature to grant permission to share requisitions with the **Confidential-Shareable** status to external jobseekers.

The feature is disabled by default, but once enabled by an Administrator (**Administration » Global Settings » System Administration » Features » Recruiting » Requisitions**), it provides the requisition creator the option to share a confidential requisition to select candidates through a shareable URL or an email with a link.

A corresponding logical value is also added under **Requisition Statuses** (**Administration » Global Settings » System Administration » Drop-down and Multi-Select Lists**). A **Confidential Requisition Shared** notification event has also been added (**Administration » Global Settings » Notification Events » Requisitions**), to provide notification to external jobseekers when a requisition has been shared.

After being added in the **Limit Requisition Statuses** setting (**Administration » Global Settings » System Administration » System Settings » Requisitions**), the **Confidential-Shareable** status becomes usable in Manage Requisitions status list (**Recruiting » Requisitions » Manage Requisitions**).

- If a requisition was set to **Confidential-Shareable** status but the feature is later disabled, the status can no longer be selected during status updates. However, you can still use it to filter the requisition.
- If the automatic requisition status is set to **Confidential-Shareable** but the feature is later disabled, the status change will still take effect.

To share a confidential requisition

1. Click **More Options » Share.**

2. Click **Share to External Jobseeker**. Alternatively, you can copy the shareable URL and send it to a candidate who has an existing account.

   Note: You can only share a confidential requisition to a candidate with an existing account in Talent, otherwise you will receive an error message or the user will not be able to view the requisition. This rule also applies to accounts created belatedly after a requisition link was shared to the candidate.

3. On the modal window that opens, select the jobseekers you want to share the confidential requisition to. You can use the **Filter** option to search for jobseekers.

4. Select the appropriate check box to select the user, and then click **Add Selected Users**.

   The selected jobseekers will be added to the list of recipients for the confidential requisition and they will each receive an email notification with the link to the requisition.

Custom TRM Letter Template from Scratch

Talent Relationship Management (TRM) users with access to create and edit campaigns can now create **Personal** or **Global** custom TRM letter on the fly during **Step 2: Campaign Scheduling** (**Recruiting » Talent Relationship Management (TRM) » Create Campaign » Step 2: Campaign Scheduling**) instead of being required to create a template first on the Letter Templates screen. The **Create New Template** option is pre-selected during campaign creation and the letter created is saved concurrently in the user's Letter Templates.

Default Workflow for Draft Requisitions

A new **Default Workflow for Draft from Feed** feature is now available in the **Requisition** section of **Recruiting** features (**Administration » Global Settings » System Administration » Features » Recruiting » Requisition**). Once enabled administratively, the default workflow becomes the default value for draft requisitions from draft requisition API for mutual Costpoint customers.

The default workflow can be updated to a different workflow, but it cannot be changed once the draft requisition has been created, in which case the draft must be deleted.

Note: This integration feature will be available with Costpoint 8.1, which is scheduled for release in September 2021.

Core HR

Customizable Tab on the Total Talent Profile

Core HR administrators can enable a customizable tab, titled Additional Information, on the Total Talent Profile. When enabled, the Additional Information tab displays on the Total Talent Profile, between the Employment Details tab and the Benefits tab. When enabling this tab for a user group, administrators determine which sections display on the tab for the selected group, and which are editable.

If the **Additional Information Configuration** sub-feature is selected for the feature, the selected user group (typically Core HR Administrators) can access the Additional Information Configuration screen and configure the fields to include on the tab.

Administrators configure this tab with up to three sections of fields related to acquisitions, and/or custom-created Core HR fields.

To enable the Additional Information Tab feature:

1. Click **Administration » Global Settings » System Administration » Features**.
2. On the Features screen, select the type of user group from the **Select a Group** field.
3. Expand **Core HR » Total Talent Profile** and click **Additional Information**.
4. Select the options to enable for the selected user group:
   - **Additional Information Configuration:** This enables the **Additional Information Tab** administration option (**Administration » Core HR » Additional Information Tab)**, where a Core HR Administrator configures the fields that display in each section of the Total Talent Profile's Additional Information tab.
   - **Edit Section A:** Click an **Edit** option to allow the selected user group to edit fields in the section.
   - **Edit Section B**
   - **Edit Section C**
   - **View Section A:** Click a **View** option to allow the selected user group read-only rights to the section.
   - **View Section B**
   - **View Section C**
5. Click **Update Features**.

If the Self-Service Configuration feature is enabled, the Additional Information section displays on the Self-Service configuration screen. On this screen Administrators can configure which parts of the Additional Information tab employees can edit on their own profiles, and which parts managers can edit for their reports. In addition, Core HR administrators can configure the notification or approval path process that accompanies any edits made to the Additional Information tab of a Total Talent Profile.

Create Custom Fields on the Additional Information Tab of the Total Talent Profile

Administrators with access to the Additional Information Tab Configuration screen configure the Additional Information tab with up to three sections of fields related to acquisition, and/or custom-created Core HR fields. The fields available for selection include those that are not part of the standard Total Talent Profile.

The available sections are labeled Section A, Section B, and Section C, by default. The names can be changed using language tokens (Section A: thor_additional_tab_section_a, Section B: thor_additional_tab_section_b, Section C: thor_additional_tab_section_c).

Important Information about Custom Fields on the Total Talent Profile (TTP):

Keep the following points in mind when working with custom fields:

- When a job seeker is hired, all information applicable to standard and custom fields on the Total Talent Profile transfers to the TTP.
- When an existing employee is hired via a requisition, all information from the requisition or job profile overwrites information previously stored for the employee in their Total Talent Profile.
- Custom fields are not effective dated, but are visible on the History tab and Self-Service tabs, when changes are made.

To grant access to the Additional Information Tab Configuration screen:

1. Click **Administration » Global Settings » System Administration » Features**.
2. On the Features screen, select the type of user group from the **Select a Group** field.
3. Expand **Core HR » Total Talent Profile** and click **Additional Information**.
4. Click **Additional Information Configuration** to enable the ability for employees in the selected group to customize the Additional Information tab.
5. Click **Update Features**.

To configure the Total Talent Profile Additional Information Tab:

1. Click **Administration » Core HR » Additional Information tab**.
2. On the Additional Information Tab screen, click the **Edit** icon for the section that you want to configure.
3. Add the fields that you need to add.
4. Click **Save**.

Notes:

- After customizing the tab, administrators must enable it for all the user groups who will use the tab. Administrators must configure the appropriate view/edit rights for each group in your organization, and configure any self-service functionality, as well.
- We are aware that these custom tab sections are missing certain success messages, and the layout is slightly different than on other tabs. These items will likely be addressed in 16.5. We chose to move forward with the custom tabs at this stage in order to support our customers' requests to add this functionality as quickly as possible.

Manage Access to Additional Information Section on the Self-Service Administration Screen

If the Self Service Configuration feature is enabled, a new Additional Information section displays on the Employee tab and the Manager tab of the Self-Service Administration Screen. Beneath the Additional Information tab heading on the Self-Service Administration Screen are three sections: Section A, Section B, and Section C.

Core HR administrators can disable or enable the entire Additional Information tab, and then determine which sections of the tab employees can edit on their own TTP, and which sections managers can edit for their direct reports. Core HR administrators can also define which approvals and notifications are required when changes are made by the employee or manager.

Update Additional Job-Related Details at Time of Rehire from the Total Talent Profile

To rehire an employee, Core HR Administrators use the **Rehire Date** field in the Total Talent Profile. When editing the **Rehire Date** value, they can also edit other details, such as hourly pay, on this dialog. The following fields are available on the Rehire Date dialog:

- Rehire Date
- Seniority Date
- Job Title

- Organization
- Hourly Pay Rate/Salary
- Currency Type
- Location
- Email/contact info
- Manager

Fields Added to Job Change Dialog

To make changes to an employee's job details, Core HR Administrators click the **Edit** icon on the **Job Title** field in the Total Talent Profile to open the Job Title dialog. For convenience, several fields have been added to this dialog:

- Job Title
- Reason Of Change
- Effective Date
- Organizational Unit
- Hourly Pay Rate/Salary
- Currency
- Location
- Manager
- Work Schedule

View Resume Link Added below the User Profile photo on the Total Talent Profile

Users with access to an employee's Total Talent Profile can easily access the employee's résumé by clicking the **View Résumé** link below the employee's profile photo.

Job Title Drop-Down Field on Total Talent Profile Updated to Allow Users to Type a Partial or Full Title or Code

For ease of use and consistency, the **Job Title** drop-down field on the Total Talent Profile has been updated. Users can now type a partial or full job title or job code in the field to find their selection, as well as scrolling through the list to find titles or codes.

Updated Work Schedule Field on Total Talent Profile to Allow User-Defined Values

The **Work Schedule** field on the Total Talent Profile has been updated to a drop-down field with values that can be defined by an Administrator (on the Drop-down and Multi-Select Lists screen). **Full Time** and **Part Time** values are available by default. Administrators can add new values, edit existing values, and deactivate values to remove them from the list of available selections.

Performance

Continuous Feedback Administration Screen

When enabled, Continuous Feedback now includes an Administration screen (**Administration » Performance » Continuous Feedback Administration**) that is similar to Appraisal Administration. User groups with permission to access this screen have access to all employees that they have permission to manage. For example, members of the Administrator group can access all employees, while members of the HRBP and Matrix Manager groups can access employees in their reporting structure. Users with permission to access the Continuous Feedback Administration screen can perform the following actions:

- **Create a session**. When an Administrator creates a session from this screen, the standard session creation page opens, with the Employee and Manager added as participants. The administrator's name does not display as a participant.
- **View a list of launched sessions**. Administrators can click the icon to expand the row of an employee who has a Continuous Feedback session, to display all of the employee's sessions, including information such as name, date/time, and status. Click a session name to display details on a separate tab.
- **Edit and cancel sessions**.

When an Administrator launches a session, the Employee and Manager must both accept it, as well as any additional participants added to the session (similar to the process when an Employee or Manager creates a session).

To use this feature, it must be enabled first for Global, then also for any specific user group.

To enable the Continuous Feedback Administration feature:

1. Click **Administration » Global Settings » System Administration » Features**.
2. On the Features screen, select the Global user group from the **Select a Group** field.
3. Expand **Performance » Continuous Feedback**.
4. Click **Continuous Feedback Administration**.
5. Click **Update Features**.
6. Repeat steps 1-5 for each specific user group (for example, **Administrator**) for which you want to enable the feature.
7. The Continuous Feedback Administration option is now available on the Administration screen for each group that you have enabled. **(Administration » Performance » Continuous Feedback Administration**).

Improved Navigation Between Continuous Feedback Tabs and The Associated Areas.

To improve usability, the navigation between Continuous Feedback tabs and the DTM areas has been enhanced. After clicking an action, such as **Create Employee Goal** from a Continuous Feedback tab, do the following to return to your Continuous Feedback session:

DTM Area	Screen	Click this button
Goals	Goals screen	**View All**

DTM Area	Screen	Click this button
Development	Development Plan screen	**Manage Development Plans**
Career Path	My Career Path screen	**View Continuous Feedback**
Competencies	Competency Profile screen	**View Continuous Feedback**
Skills	Skills Profile screen	**View Continuous Feedback**
Recognition	Employee Recognition screen	**View All**

Bulk Create Continuous Feedback Sessions

Core HR Administrators can bulk create Continuous Feedback sessions on the Continuous Feedback Administration screen. The Continuous Feedback Administration feature must be enabled.

To bulk create a Continuous Feedback session:

1. Click **Administration » Performance » Continuous Feedback Administration**.
2. On the Continuous Feedback Administration screen, click the **Bulk Continuous Feedback Actions** button.
3. Click the **Bulk Launch Continuous Feedback Session** button.
4. Enter information in the fields for Step 1 of the multi-step wizard:
   - **Subject**: Enter the reason for the meeting.
   - **Recommended Date:** Set a recommended date for participants to complete the session information. Managers can edit the actual date and time they want to hold the session after the sessions are bulk launched.
   - **Meeting Reason:** Select from a list of default meeting reasons, such as General Check-in, which are defined by an Administrator.
   - **Upload Attachment:** Browse to a file or document to associate with the meeting.
   - **Scheduling**: Select this option to Create Sessions Tonight or Schedule Launch for a Future Date. If scheduling for a future date, enter the date in the **Scheduled Date** field.
   - **Select Participants By Name:** Click the **Select** button and then select additional participants for all sessions in the bulk launch, by name.
   - **Select Participant By Relationship:** Select additional participants for all sessions in the bulk launch, by role.
5. Click **Next.**
6. On Step 2 of the wizard, use any of the fields on the screen (Company/Division, Job Title, Job Family, Job Role, Job Classification, Salary Grade, Exemption Type, Union) to filter the selection of employees for which you are launching a continuous feedback session. The **Union** field uses the value from the **user** profile, not the job profile.
7. Click **Next**.
8. On Step 3 of the wizard, review the session details and then return to previous screens to edit details, if necessary.
9. Click **Finish**.

Continuous Feedback Discussion Changes Prompt a DTM Calendar Update and a Notification that Includes an ICS Calendar Attachment

When a Continuous Feedback session is added or updated, these actions trigger an update to the DTM calendar. Also, the notifications sent (Continuous Feedback Successfully Added or Continuous Feedback Session Updated) include an .ics calendar attachment, to allow the employees receiving the notification to add the information to other calendars.

Choose Continuous Feedback Session Additional Participants by Role

A new field, **Select Participants By Relationship**, allows users to select Additional Participants for a session (or bulk launch of sessions), by role (Level 2 Manager, Level 3 Manager, HR Business Partner, Matrix Manager), rather than individually, by name. This field is available on all Create New Continuous Feedback Session screens, including sessions accessed via the Performance menu, from the Continuous Feedback tab of the Project Team screen, or from the Continuous Feedback Administration screen.

Global Print View Configuration Feature Allows Administrators to Configure Default Appraisal Print Settings

With the Global Print View Configuration feature enabled, Performance Administrators can configure default appraisal print options for their organization, which determines how all phases of the appraisal display in Print View, and how they look when printed. This feature can be configured to allow an appraisal user to override the default options in Step 1 of the Appraisals Print workflow, or to lock all appraisal users from making changes to default print settings.

To enable the Global Print Configuration feature:

1. Click **Administration » Global Settings » System Administration » Features**.
2. On the Features screen, select the Implementation group from the **Select a Group** field.
3. Expand **Performance » Appraisal**.
4. Click the **Global Print View Configuration** feature.
5. Select one or more of the following options. You must select **Print View Configuration Page** to enable the ability to set global print options:
   - **Lock Configuration:** When first selected, Step 1 of the Print Appraisal Workflow is read-only. Appraisal users cannot change print options set by an Administrator. When **Lock Configuration** is cleared, appraisal users can edit the default print options in Step 1.

     If the **Lock Configuration** option is cleared and the **User Print View Configuration** feature is enabled, the settings selected by the appraisal user are saved for all future appraisals. Users can also restore options to the default set by the administrator by clicking the **Restore Default View** button on Step 1 of the Print Appraisal screen.
   - **Print View Configuration Page:** Click this option to enable the **Print Configuration** option in the **Performance » Appraisals** section of the Administration screen (**Administration » Performance » Appraisals** » **Print Configuration**). From the Print Configuration screen, Administrators define global print options for appraisals.
6. Click **Update Features**.

To Configure Global Print Options:

1. Click **Administration » Performance » Appraisals » Print Configuration**.

2. Define print options for the appraisal; click **Check All** to print all information.
   - **Information:** Select options to print the Signature Log, General Appraisal Notes, Appraisers, Scale (Scale Name, Type and Values), and Approvers (Phases Requiring Approval, Approval Chain, and Employee Approvers).
   - **Print Content:** Select the appraisal tabs with data that you want to print. Then, with the option expanded, specify the content that you want printed. For example, click **Competency** and then select from **Competency Name**, **Competency Description**, **Weight**, **Competency Ratings**, and **Competency Journal Entries**.
   - **Summary:** Select summary data to print, such as Summary Phases and Summary Ratings.

   When selecting options for each Phase (Planning, Performance, Assessment, Review), Administrators determine how all phases of the appraisal display on the Print View screen (Step 2), in PDF Format, and in the **Print to pag**e option.
3. Click **Submit**.

Users Print View Configuration Feature Allows Appraisal Users to Save Their Own Default Print Settings

With the **Lock Configuration** option of the Global Print Configuration feature cleared (not checked) and the **Users Print View Configuration** feature enabled, appraisal users have access to modify default print settings established by an Administrator, and to define and save their own default print settings in Step 1 of the Print Appraisal Workflow.

To enable the Users Print View Configuration Feature:

1. Click **Administration » Global Settings » System Administration » Features**.
2. On the Features screen, from the **Select a Group** field, select the Implementation group.
3. Expand **Performance » Appraisal**.
4. Click the **Users Print View Configuration** option.
5. Click **Update Features**.

To define default user print settings:

1. To open an appraisal, click **My Employees » My Employees** and click an employee's appraisal.
2. In Step 1, define print options for the appraisal; click **Check All** to print all information.
   - **Information:** Select to print the Signature Log, General Appraisal Notes, Appraisers, Scale (Scale Name, Type and Values), and Approvers (Phases Requiring Approval, Approval Chain, and Employee Approvers).
   - **Print Content:** Select the appraisal tabs with data that you want to print. Then, with the option expanded, specify the content you want printed. For example, click **Competency** and then select from **Competency Name**, **Competency Description**, **Weight**, **Competency Ratings**, and **Competency Journal Entries**.
   - **Summary:** Select summary data to print, such as Summary Phases and Summary Ratings.

   By setting the Planning, Performance, Assessment, and/or Review phase options, you define the phases for which the information is displayed on the Print View screen (Step 2), PDF Format, and Print to page option.

3. Click **Next** to move to Step 2, and to save the settings. All print settings will be saved and populated in Step 1 for the next appraisal. To restore defaults defined by the Administrator at any point, click the **Restore Default View** button.

HRBP Role Added to Appraisal System Settings

To meet the increased need for Appraisal System Settings access for the HRBP role, the HRBP role has been added as an option for the following System Settings under the Appraisal section:

- Summary Tab All Comments
- Approval Comments Audience
- Raw Percentage Score Audience
- Raw Scale Score Audience
- Scale Score Audience
- View Appraisal Weights

The HRBP Role is not selected by default.

Ability to Make 360 Comments Visible to Manager Only

To allow managers the ability to review peer feedback and present a single narrative to the employee, administrators can configure 360 comments to be visible to those in the Manager group, but hidden from Employees. This is a global setting, which applies to all 360 Comments. A best practice when using 360 assessment is to encourage open discussion between managers, employees, and other participants. Because of this, consider carefully before hiding comments from employees.

To hide 360 comments:

1. Click **Administration » Global Settings » System Administration » System Settings**.
2. On the System Settings screen, click to expand the **Performance** section.
3. Browse to the **Hide 360 Comments** option and select a value of **Yes** to hide the comments.
4. Click **Update**.

Development

Two New Features to Enable Groups of Users to Manage Employee Skills and/or Competencies

Two features have been added which, when enabled for a User Group, give the group the ability to manually add competencies and skills to any Total Talent Profile that they can access. With either of these features enabled for a group, the following occurs:

- The group will see a **Manage Competencies** button and/or a **Manage Skills** button in the upper right of the Competencies and/or Skills table on the Overview tab.
- Users in the group click the button(s) to open the Competencies or Skills Profile screen(s), where they can add and manage competencies and/or skills.

With these features enabled, when a user other than the employee adds Skills and Competencies to an employee’s Total Talent Profile, those skills and competencies are automatically approved.

To use this feature, it must be enabled first for Global, then also for any specific user group.

To enable the Manage Employee Competencies and/or the Manage Employee Skills feature:

1. Click **Administration » Global Settings » System Administration » Features**.
2. On the Features screen, from the **Select a Group** field, select the Global user group.
3. Do the following to enable the feature(s):
   - Expand **Core** and click **Manage Employee Competencies**.
   - Expand **Core » Skills** and click **Manage Employee Skills**.
4. Click **Update Features**.
5. Repeat steps 1-4 for each specific user group for which you want to enable the feature.

Default Talent Management Competency Categories Are Locked from Deletion

To ensure users future access to features such as importing competencies from Job Profiles and including active employee goals, all default Competency Categories shipped with Talent Management are locked from deletion. Administrators can deactivate any Competency Category, including default Categories, to remove it from the list of categories a user has available for selection.

Learning

External Certification Update

The **External Certifications** field is now a drop-down list field rather than a free-format text field. This makes it easier to maintain a consistent list of external certifications when users add or edit external certification information on their Learning Profiles. This enhancement affects the following screens:

- Add External Certification (**Learning » Learning Profile » Certifications » Add External Certification**)
- Edit External Certification (**Learning » Learning Profile » Certifications » Actions » Edit External Certification**)

Users can either scroll down to select from the drop-down list or enter a value. The **External Certifications** field dynamically displays any matching results as the user types.

Administrators maintain the list by keeping the **Select Listing » External Certifications** list up-to-date on the Drop-Down and Multi-Select Lists screen (**Administration » Global Settings » System Administration » Drop-down and Multi-Select Lists**).

If you are a user and the external certification that you need is not on the list, you can still update your Learning Profile by setting the **External Certifications** field to **Other** and then entering text in the **Certification Name** field. However, any external certification that you add manually displays only in your Learning Profile; it is not automatically added to the drop-down list.

System-Wide Terminology Update

This enhancement rolls out a system-wide terminology update that replaces all instances of the term “Curricula” with “Learning Path”. This change embraces Talent Management’s broader approach to learning, in which students have the flexibility to choose learning routes that may or may not include the traditional instructor-centered classroom delivery. This makes it possible for students to build knowledge progressively and individually. This terminology change affects all areas of Talent Management, including screen names, menus and navigation, system messages, field labels, action buttons, icon and tooltips, widgets, notification events, reports, system and feature settings, product documentation, and on-screen instructions.

Learning Path Profile Changes

The screen that was previously called the Curriculum Profile screen is now the Learning Path Profile screen (**Administration » Learning » Learning Path » Manage Learning Paths » Learning Path Profile**). This enhancement updates the page layout and how information is organized on the Learning Path Profile screen, making it easier for you to find the learning path profile details that you need. This change is related to the system-wide terminology update (documented above).

Details Tab

This tab is now organized into two main collapsible sections.

- **More Information**: This section is visible to all users. It contains information such as:
  - The learning path status
  - The name of your company or division
  - Whether or not the learning path requires manager approval for enrollment
  - Whether or not you can retake the learning path
- **More Administrative Information**: This section is visible to Administrators and Learning Managers, only.

  This section contains configuration information, such as:
  - The Learning Path Owner
  - The user data associations that determine which employee types have access to the Learning Path
  - Whether or not the learning path is available for automatic enrollment
  - Whether or not any changes that are made to the learning path will trigger a recalculation of the progress percentage for students who have already completed it

Actions

Instead of individual **Action** buttons, the following options are now displayed in a drop-down menu under the **More Options** button:

- Add New Learning Requirement
- Email Owner
- Edit
- Clone Learning Path
- Add a Course
- Delete

Manually Mark E-Learning Course as Complete

There are various use cases being brought up by customers that would require an Instructor or a user with course administration rights to manually mark an E-Learning course as complete for a student. As such, anyone with roster/admin rights to a course must be able to manually mark students as complete, and also need to be able to edit the score.

Add actions for this in two areas of the product:

- **Class Roster**: In E-Learning Courses, under **Class Roster » Actions,** add an icon that when hovered over displays **Mark As Complete**. When clicked, it allows the user to update the grade and mark it as complete, and then updates the student's progress to Complete.
- **Learning Profile**: Complete the same process for a user's Learning Profile. For active courses, there should be the same **Mark as Complete** icon and process, allowing for grade entry, completion, and student's progress updated.

Course Profile Page Changes

This enhancement introduces a number of updates to streamline the page layout and design of the Course Profile screen, making it easier for you to find the course profile details you need.

Changes Affecting All Course Types

These changes apply to all three course types: E-Learning, Instructor-Led, and Read & Sign.

- **Course Icons**: The following icons now precede course names, to help you easily identify the course type.

Icon	Description
	This icon indicates a Read & Sign course.
	This icon indicates an Instructor-Led course.
	This icon indicates an E-Learning course.

- **Information Sections**: The upper-left portion of the screen is now organized into two collapsible sections:
  - **More Information**: This section is visible to all users. From here, you will find information for the following fields: **Educational Units**, **Course Retake**, **Topics Covered**, **Competencies Gained**, **Skills Gained**, **Prerequisite Courses**, **Equivalent Courses**, **Curriculum**, and **New Hire Orientation**.

    (PBI 1327216) This section also includes a new **Duration** field, which indicates the length of time required to complete the course.
  - **More Administrative Information**: This section is visible to Administrators, Learning Managers, and Instructors only. From here, you will find information for the following fields: **Learning Managers**, **Course Type**, **Course Recurring**, **Equipment**, **Approval Types**, and **Associations**.
- **Action Buttons**: Instead of individual **Action** buttons, the following options are now drop-down menu options under the **More Options** button.

  These options are visible to Administrators, Learning Managers, and Instructors only:
  - View All Courses
  - Edit
  - Show Classes for this Course

- Add a New Class
- Manage Test Templates
- Delete this Course
- Add New Learning Requirement

Changes Specific to Read & Sign Courses

These changes apply to Read & Sign course profile pages only.

- **Display Titles** (PBI 1223360)**:** Administrators now have the ability to specify display titles for course assets. This enhancement improves the page readability as you can set user-friendly names for links and attachment files.

  When editing or creating Read & Sign courses, you will see the following the new fields under the under the Read and Sign Documents tab:

  - **Read and Sign URL Display Title**
  - **Read and Sign File Upload Display Title**

- **Course Assets Listings:** URL and uploaded file course assets are now displayed on the upper-right half of Read & Sign course profile pages. If you added Display Titles for those assets, then the list will use your specified URL and attachment file names. If you have not added Display Titles, then the list will instead display the site URL and filename.
- **Repositionable Course Assets** (PBI 1293953)**:** This enhancement also allows you to reposition assets according to your preferred order by using the Drag and Drop handles next to the **Display Title** field.

New Read & Sign Course Completion Workflow

This enhancement updates the process for completing Read & Sign courses and introduces a simpler, more uniform completion process for Read & Sign and E-Learning courses.

To complete a Read & Sign or E-Learning course:

1. To access an asset listed in the course (this could be a URL or attachment file), click the new **Launch** button next to the asset name for Read & Sign Courses.

   This opens the attachment file, a new browser window that redirects to the URL site, or the E-Learning package.

2. Review the asset; close it after you have read through the site or URL.
3. Click the new **Mark Complete** button to complete the course or **View** to relaunch the asset.

New Hire Learning Requirement

This enhancement improves the process of assigning Learning Requirements to newly-hired employees. It adds a **New Hire Learning Requirement** option with a **Yes** or **No** toggle to the Add Learning Requirements screen (**Learning » Learning Search » Courses » Course Profile » More Options » Add New Learning Requirement**). This setting allows Administrators to set the completion deadline to either fall within a specified number of days from the employee's hire date or within a specified number of days after their position start date. The **New Hire Learning Requirement** option displays only if you create an **Associative** Learning Requirement type.

System Setting for Read and Sign

By default, the Learning module sets the course completion date to the current system date after a student completes a course. This enhancement allows a student to edit the course completion date and time values for Read & Sign courses. A new **Read & Sign Date Specification** setting has been added to the Classes section of the System Settings Screen (**Administration » Global Settings » System Administration » System Settings**). If enabled, two new fields display in the Courses Profile screen after a student has completed the course:

- **Date of Completion**
- **Time of Completion**

The student can then set the values and click **Update Course Completion Date** to specify the completion date for the course. The **Read & Sign Date Specification** setting is disabled by default.

Reporting Tool

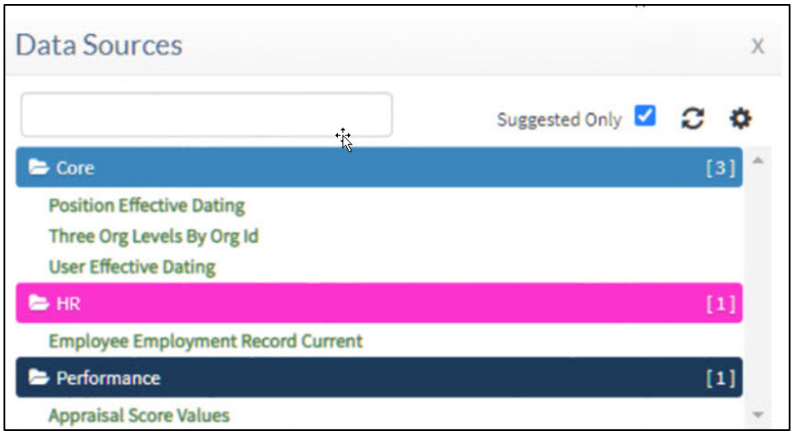
Data Explorer

The Data Explorer feature is a simple, intuitive way to navigate the relationships between data tables and to search and use data objects on reports, without a robust understanding of SQL. Each data object is presented in a way that clearly shows its relationship to joined data. Y can use Data Explorer to analyze data, to export simple CSV files or PDFs, or to export data and create more complex reports.

New Data Objects Available

New Standard data objects were made available for clients to use in their reports. These reports and objects include those that reference effective dating. The following table lists the newly available standard data objects that you can use to synthesize complex data:

Area	Feature	Data Objects
Core	Position Effective Dating	The Position table (hua_position), with current salary provided through effective dating information.
	Three Org Levels By Org Id	Company, Division, and Department information for each Organizational Level in the system.
	User Effective Dating	The User table (hua_user), with effective dating additions to provide current Manager ID, Location ID, Org Level ID, Hire Date, and Termination Date.
HR	Employee Employment Record Current	The current values of user information subject to effective dating. This object contains each user's current Job Profile Id, Location Id, Organization Level Id, Manager Id, Termination Date, Hire Date and Position Salary.
Performance	Appraisal Score Values	The calculated, overridden, and final scores for each appraisal, available in columns for raw, scaled, and named values.



Modifications for Reports and Data Objects That Use Effective Dating

To improve performance related to effective dating functionality, all existing User and Position data objects that include fields referencing effective dating were discontinued. For the convenience of clients, previously existing data objects were replaced with new equivalent versions that draw data from the new locations.

Existing reports and data objects that do **not** use effective dating are not affected by this change.

The previous data objects and their replacements are listed in the following tables:

Previous 'hua_user' (User) References

Previous References	New References
'hua_manager_id` (Manager ID)	`User Effective Dating`.`hua_manager_id` (**Manager Id**)
`hua_location_id` (Location ID)	`User Effective Dating`.`hua_location_id` (**Location Id**)
hua_org_level_id` (Company/Division ID)	'User Effective Dating`.`hua_org_level_id` (**Org Level Id**)
`hua_user_terminated` (Terminated Date)	`User Effective Dating`.`hua_user_terminated` (**User Terminated**)
`hua_user_hire_date` (Hire Date)	`User Effective Dating`.`hua_user_hire_date` (**User Hire Date**)

Previous `hua_position` (Position) Reference

Previous References	New References
`hua_position_salary` (Salary)	`Position Effective Dating`.`hua_position_salary` (**Position Salary**)

Continuous Feedback Prebuilt Category

The Reporting Tool module now includes a new prebuilt category of Continuous Feedback data objects, which are organized in two buckets:

- **Bucket 1 – Session Details**: Subject, Status, Date/Time, Progress, Notes

- **Bucket 2 − Employee Details**: Email, Employee ID, First Name, Full Name, Job Title, Last Name, Location, Manager, Middle Name, Org Units, Additional Participants

Data Import Optimization

The Reporting Tool data import process was upgraded to provide enhanced efficiency and flexibility for nightly data import into client DRT sites from Talent Management. These improvements involve the deployment of new databases, improved cron processes and database connections, and other new strategies. Many customers should notice benefits and changes, including the following:

- **Improved Report Wizard field pre-selection suggestions**: When you use the Report Wizard to add data objects to your report, the Wizard offers greater accuracy with its pre-selection suggestions for appropriate data objects and join keys.
- **Reduced or eliminated data import downtime for more clients:** Through use of a new, temporary database and smarter cron processes, many clients will enjoy continued site functionality during the course of data importation.

  Longer-standing clients will experience existing import restrictions until Deltek updates their privileges. This will occur in a separate effort that has not yet been scheduled.
- **Simpler field name displays with improved sorting:** In the Report Wizard and Data Object Builder, field names now have shorter translations because redundancies in field naming within menus and data buckets was eliminated. For example, in the *Requisition* data object, *Requisition ID* is now *ID*, and *Requisition Title* is now *Title*. For fields that formerly began with the data object's title, the removal of those redundancies allows for a cleaner and better-sorted field listing.
- **Database name change for some ODBC users:** These clients will receive advance notice of any name changes.

Core Framework

News and Announcements Administration and Employee Experience

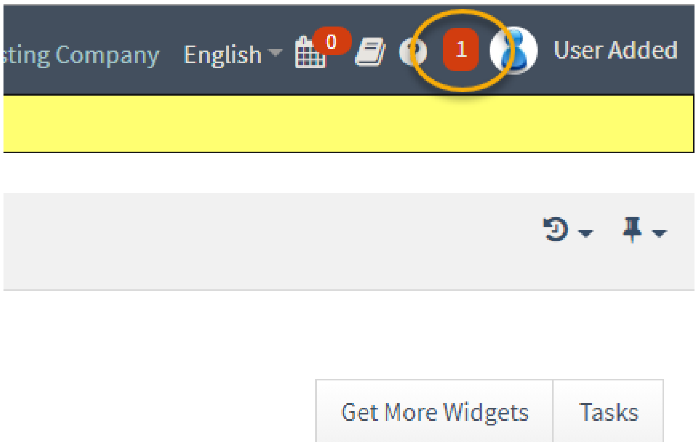
Administrators can now schedule announcements and events to display on user dashboards. This enhancement adds visibility to important information such as upcoming new enrollment availabilities, company events, or news items and press releases about your company.

This enhancement adds a new News & Announcements option on the Features screen (**Administration » Global Settings » Features » Core**). When enabled, this feature allows Administrators to create and configure the timing of announcements via the newly-added News & Announcements Administration screen (**Administration » Global Settings » System Administration » News & Announcements Administration**).

The News & Announcements wizard walks you through the three-step process of creating announcement content. You can add rich text formatting to your announcement, as well as other elements, such as images and URLs. When adding URLs in the announcement content via the editor, set the link to launch in a new browser window:

1. In the content editor, click to launch the Link dialog
2. On the Target tab, set the **Target** field to **New Window (_blank)**.

You can also configure announcements to display to specific subsets of employees and set whether the notification can be dismissed. Dismissed notifications are still accessible via the new Notification Counter on the main Talent Management Tool Bar, giving you greater versatility to ensure that company announcements reach their target audience.



New Security Clearance Fields

A new **Security Clearance** option has been added to the Select Lists Management screen (**Administration » Global Settings » System Administration » Drop-down and Multi-Select Lists**), allowing administrators to add the following security clearance information into dynamic forms:

- Security Clearance ID
- Security Clearance Description
- Security Clearance Level

This field is available for all form types and for onboarding documents. A new merge code is available as well.

ISO Code Update

Talent Management has been updated with the latest ISO codes for **Country**, **State**, and **Province** listings. Keeping ISO codes up-to-date enhances Talent's ability to integrate with partners and third party applications.

The US Military states (AA, AP and AE) were removed from Talent Management 16.3 because they are not ISO [3166-2] compliant. They are still valid for postal services, so they will be added back to Talent Management in a future update as soon as possible.

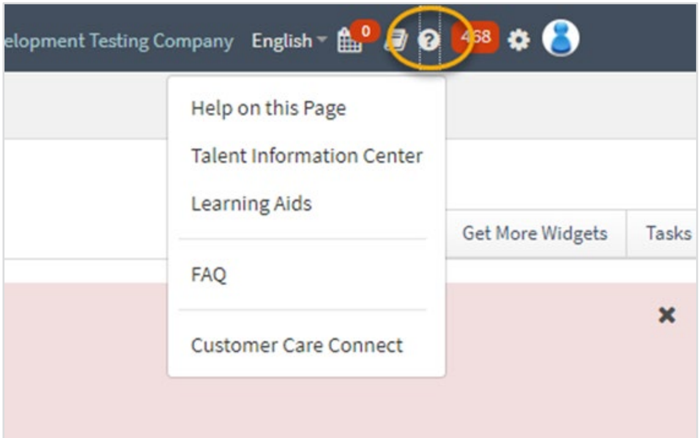
Help Resources Update

The **Help Resources** menu on the main Talent Management Tool Bar has been updated.

New Talent Information Center (TIC)

The Talent Information Center is a documentation portal that allows you to access all Talent Management product documentation in a convenient, central location. It provides details on the latest releases, including new features and defects, as well as access to all other Talent release documents. It also provides access to online help, user guides, and learning aids.

To view the new Talent Information Center, click this link: http://help.deltek.com/Product/TalentManagement/Documentation/Welcome.html



Instructions on this Page

This enhancement removes the **Instructions on this Page** and **Video about this page** options from the Help Resources Menu of the main Talent Management Toolbar.

- Page and video instruction content is now integrated into the Learning Aids page (**Help Resources » Talent Information Center » Learning Aids**) of the new online help system.
- Page instruction content is now integrated into the new Deltek Talent Management online Help system (**Help Resources » Help on this Page**).

Learning Aids

The **Video Library** screen now links to the Learning Aids page. Along with online help, you can use learning aids such as click-thrus, click-guides, and videos to explore Talent Management features.

User Guides

This enhancement also removes the Guides option from the Help Resources Menu of the main Talent Management Toolbar. User and Administrator guides have been incorporated into the new online help system under (**Help Resources » Talent Information Center » Talent Management User Guides**) and (**Help Resources » Talent Information Center » Talent Management Administration Guides**).

Bulk Reassign HRBP Manager and Matrix Manager Information for Offboarded Employees

This enhancement adds the following new sections on the Reassign Offboarded Users screen (**Administration » Global Settings » Your Organization » View Off-Boarded Users » Reassign**):

- HRBP Manager Employees
- Matrix Manager Employees

These sections allow Administrators to easily reassign a new HR Business Partner (HRBP) Manager and/or Matrix Manager to users if the employee currently listed in those fields have been off boarded.

The reassignment triggers the following notifications to the employee, the employee’s manager, and the HRBP:

- HRBP Assigned – This notification informs employees that they have been assigned a new HRBP.

- HRBP Assigned to your Employee – This notification notifies managers that their employees have been assigned a new HRBP.
- HRBP Assignment – This notification informs the new HRBP that a new employee has been assigned to them. The HRBP will receive one email for each new employee assignment.

> **Note:** You can configure the contents of the email notifications in the General section of the Notification Events screen (**Administration » Global Settings » System Administration » Notification Events**).

Dynamic Forms Administration Changes

The Dynamic Forms management screen is now located under (**Administration » Global Settings » System Administration » Dynamic Forms**). Previously, it was located under (**Administration » Recruiting » Configuration » Dynamic Forms**). This enhancement expands the Dynamic Forms functionality for use outside of the Recruiting module and outside of Recruiting-specific options. It also allows administrators to use dynamic forms in other module form types, even when the Recruiting module is not enabled for your company.

Notification Improvements

Notifications now have a separate icon badge on the main Talent Management Toolbar. Clicking the badge redirects you to the Notifications screen, which lists all notifications sent to you and allows you to either **Acknowledge** or **Delete** items that you have read.

The Notifications screen was previously located under the Your Account menu of the main Talent Management Toolbar. The enhancement increases visibility for action items as it immediately displays the number of notifications that require your attention as a Toolbar icon badge.

Accessibility Improvements

A number of interface improvements in Talent Management optimize pages for screen readers, which enable visually-impaired users to navigate computers by reading screen text in a computerized voice.

- **Keyword labels:** All edit fields, list boxes, and drop-down lists boxes that were previously labeled “Keywords” are now uniquely labeled. This speeds up the process of reading screen content aloud as the repetition of the word “Keyword” slowed the reading process. This also makes it easier for the screen reader to locate specified fields in a search request.
- **Keyword headings:** In Job Search pages, the “Keyword Search” heading for search fields has been replaced with “Heading level 2”. As with keyword labels, this speeds up the process of reading screen content aloud.
- **More Info Icon:** Fields with the **More Info** () icon are now keyboard accessible.
- **Announcement of specific labels:** The labels “Location List” and “Category List” are now announced when tabbed to.

Screen readers work best on Chrome or Firefox browsers.

New Draft Requisition Widget

For clients who integrate Costpoint with Talent Management, this enhancement adds a new Draft Requisition Widget to the Dashboard Widget Administration screen (**Dashboard » Get More Widgets**). The new widget displays draft requisitions created via the Costpoint to Talent integration API.

By default, the widget displays all draft requisitions. However, you can filter the display to show only the draft requisitions assigned to you. On this widget you can find the following information:

- Requisition Code
- Requisitions Name
- Created date
- Sorted by Date

Note: This integration feature will be available with Costpoint 8.1, scheduled for release in September 2021.

API/SOA

Ability to Create Requisitions via Costpoint to Talent Integration API

Clients who integrate Costpoint with Talent Management can now generate draft requisitions from Costpoint using the Create Requisition API.

This enhancement allows Costpoint to send the following minimum required fields in order to create a requisition that can be finalized and posted in Talent Management:

- Costpoint Job Template ID
- Costpoint Job Template Name
- # Of Hires Needed
- Category (default to Null)
- Creation Options (default to Null)
- Job Responsibilities
- Job Title
- Location
- Organizational Unit
- Recruiter
- Career Level (default to Null)
- Education (default to Null)
- Job Type
- Taxable Entity

This enhancement also adds a new **Default Creator for Draft Requisition** setting in the System Settings screen (**Administration » Global Settings » System Administration » System Settings » Requisitions**), which allows Administrators to assign a default Recruiter for requisitions generated from Costpoint.

> **Note:** This integration feature will be available with Costpoint 8.1, scheduled for release in September 2021.

New Lockout Feature for the Authenticate User API

The Authenticate User API has a new Lockout feature to protect your Talent Management integration portal against brute force attacks. Users who enter the wrong password are automatically locked out after the number of erroneous attempt specified in the **Maximum Login Attempts System** option. The default setting for maximum login attempts is **3**. However, Administrators set can change this setting on the System Settings screen (**Administration » Global Settings » System Administration » System Settings » General » Maximum Login Attempts**).

Support for EverythingBenefits Integration

Talent Management now integrates with employee benefits administration software, EverythingBenefits. This partnership gives your company access to a comprehensive benefits management platform via the EverythingBenefits portal. With this new platform, you can plan, compare, and receive recommendations that make the decision-making and benefits enrollment processes simpler and easier for your company.

This enhancement rolls out a new EverythingBenefits API, which allows the EverythingBenefits portal to retrieve the following data from Talent Management:

- Company
- Company ID
- Employee System ID
- Username
- SSN
- Employee Number
- First Name
- Last Name
- Middle Name
- Status
- DOB
- Address Line 1
- Address Line 2
- Address Line 3
- City
- State
- Zip
- Home Phone Number
- Gender (soon to be Biological Gender)
- Marital Status
- Date Hired
- Termination Date

- Termination Reason
- Job Type
- Exemption Type
- Employee Class
- Organizational Unit
- Location
- Job Title
- Record Type
- Relationship to Employee

Posting Manager

Monster Inventory Changes

If your company has an active subscription to the Monster Complete job board, you can now include **Career Ad Network** duration attributes when cross posting jobs to Monster Complete.

Easy Apply Method

If your company has an active subscription to the Monster job board, this enhancement adds the ability for Recruiters to cross post requisitions to Monster that will allow applicants to apply via the Easy Apply method.

The Easy Apply method allows applicants to apply to job posts directly from the Monster job board without having to create a separate user account in your company's external job site.

To enable this feature, configure your company's cross-posting account:

1. On the Crossposting Account Management screen (**Administration » Recruiting » Cross-Posting » Accounts » Manage Account**), scroll down to the Subscribed Sites section, and click the **Manage X Account** link for the Monster row.
2. On the Edit existing Accounts screen, set the **Default Apply Method** field to **EasyApply** and then click **Apply Changes**.

Cross-posted jobs will be reflected in the Monster job board two hours after posting.

Software Issues Resolved

Recruiting

Missing View All Jobs Tab on Job Search screen

Deltek Defect Number: 1319562

Description: The View All Jobs tab on the Job Search screen (**Career Center » Job Search » Search Jobs**) was not available. This occurred when your company's **Page Options** setting was configured to use an **Internal** Portal Theme (**Administration » Global Settings » System Administration » Page Options » Job Search » Internal Job Search Options » Edit Page Options**).

Customers Impacted: This affected clients whose use Internal Portal Themes.

Unable to View Private Transaction Log Notes

Deltek Defect Number: 1155160

Description: Administrators were unable to view Private notes created by users in the Resume Dashboard.

Customers Impacted: This affected client Administrators.

Missing Candidate Name

Deltek Defect Number: 1178741

Description: When you routed a resume with an attachment via the **Route Resume** action on the Resume Dashboard (**Recruiting » Resumes » Search Resumes**), the notification email did not contain the name of the candidate in the **Subject** line.

Customers Impacted: This affected clients who use the Recruiting module.

Attachment Access Issues

Deltek Defect Number: 1348777

Description: Job Seekers were unable to download attachments added to requisitions.

Customers Impacted: This affected clients who use the Recruiting module.

I-9 Availability Issues

Deltek Defect Number: 1270902

Description: The I-9 Employment Eligibility Verification form was not available to some rehired employees. This occurred even though the **Reuse I-9** check box was cleared on their user record. This prevented them from completing all of their onboarding documents and could have potentially caused issues with new hire integrations.

Customers Impacted: This affected clients who process rehired candidates.

Issues Recording Salary Information

Deltek Defect Number: 1398716

Description: After hiring a candidate through the Offers page via the **Initiate Onboarding** workbench **Action**, the Recruiting module correctly set the candidate to **Hired** and assigned a position with salary information. However, the salary and annual rate were not reflected in the Employer data table.

Customers Impacted: This affected clients who use the Recruiting module.

Issues Displaying Special Characters on the Approver View Preview Screen

Deltek Defect Number: 895053

Description: Creating a requisition that included a percentage symbol (%) in the description text caused the screen to display unexpected values, instead of the percentage symbol, when viewed from the Approver View preview screen.

Customers Impacted: This affected clients who use the Recruiting module.

Letter Template Options Included Workflow Template

Deltek Defect Number: 830399

Description: While performing a bulk **Status Change** action, if you tried to select a letter template for the notification, the options for the **Template** field included the letter template that was already defined for the automated bulk status change workflow action.

Customers Impacted: This affected clients who use the Recruiting module.

Unable to Proceed to Next Step of Create Requisition Wizard

Deltek Defect Number: 879667

Description: You were unable to proceed past Step 1 of the Create Requisition Wizard (**Recruiting » Requisitions » Create Requisition**). This occurred if the **Enforce Organizational Unit Selection** system setting was set to **Yes** and your company had only one organization unit.

Customers Impacted: This affected clients who have the system setting for **Enforce Organizational Unit Selection** set to **Yes** and have only one organizational unit.

Unions and Seniority Information Removed from User Profile

Deltek Defect Number: 916518

Description: The Unions and Seniority section no longer displayed on the User Profile after you edited the profile to add Unions and Seniority information.

Customers Impacted: This affected clients who use the Recruiting module.

Ability to Change Requisition Template Status

Deltek Defect Number: 935359

Description: You were able to change the status of a requisition template by adding the requisition id to the URL of the Manage Requisition screen and then modifying the template after the page reloaded.

Customers Impacted: This affected clients who use the Recruiting module.

Approved Requisitions Remained in *Pending Approval* Status

Deltek Defect Number: 945891

Description: Requisitions that were already approved remained in **Pending Approval** status. This occurred even though the approvers were confirmed to be active users.

Customers Impacted: This affected clients who use the Recruiting module.

Missing Requisition Salary Grade Value

Deltek Defect Number: 956043

Description: When a **Salary Grade** entry was deactivated from the Drop-down and Multi-select List screen (**Administration » Global Settings » System Administration » Drop-down and Multi-Select Lists**), the **Salary Grade** value for all requisitions using this salary grade was changed to **<blank>**.

Customers Impacted: This affected clients who use the Recruiting module.

Performance

Missing Goals and Journal Entries

Deltek Defect Number: 1311919

Description: Appraisal goals and journal entries that were added to existing appraisals were not saved. This occurred when the changes were entered after changes were made to the appraisal workflow. This particularly affected goals that were not yet in the assessment/scoring phase.

Customers Impacted: This affected clients who use the Performance module.

Missing Scale Values in Appraisal Information Page

Deltek Defect Number: 868333

Description: Some scale values disappeared from the Appraisal Information page when you enabled an **N/A** scale option.

Customers Impacted: This affected clients who use the Performance Module.

Development Plan Notification not Received by Manager

Deltek Defect Number: 873303

Description: Clicking the **Bell** icon for **Manager Notification** did not trigger a notification email to the manager.

Customers Impacted: This affected clients who use the Performance Module.

Appraisal Report Not Exporting First Row

Deltek Defect Number: 897620

Description: When you exported an Appraisal report, the first row of data was not included in the report output.

Customers Impacted: This affected clients who use the Performance Module.

Learning

Unable to Complete Learning Requirement After Due Date

Deltek Defect Number: 1280257

Description: Attempting to manually mark a learning requirement **Complete** after the due date resulted in an error that prevented the user from completing the requirement.

Customers Impacted: This affected clients who use the Learning Module.

Error Displaying Read & Sign Course in Learning Search Screen

Deltek Defect Number: 1414953

Description: Clicking the drop-down toggle to view the Read & Sign course details on the Learning Search screen (**Learning » Learning Search**) resulted in an error message.

Customers Impacted: This affected clients who use the Learning Module.

Issues Displaying Class and Course Names Created in Non-Default Language

Deltek Defect Number: 826345

Description: If a course or class was created in a language other than the default system language, the token name was displayed on the management screens and the class schedule.

Customers Impacted: This affected clients who use the Learning Module.

Development

Development Plan Access Issues

Deltek Defect Number: 1331073

Description: Employees are unable to access Development Plans created by other users.

Customers Impacted: This affected clients who use the Development module.

Error in 9 box configuration

Deltek Defect Number: 830435

Description: When you clicked the **Change Configuration** button on the Configure 9 Box screen (**Administration » Development » Configure 9 Box**), you received the following error message: "Error: The configuration placement entered is invalid."

Customers Impacted: This affected Administrators who manage the Development module.

Core Framework

Pending Status Removed From Drop-Down and Multi-Select Lists

Deltek Defect Number: 1354794

Description: When you edited the **Pending** entry from the **Candidate Statuses** drop-down and multi-select list and set the logical value to something else, you could not add a new **Pending** entry. You were able to save the new entry, but it was not then available in the list of options for the **Candidate Statuses** drop-down list.

Customers Impacted: This affected Administrators who manage global settings.

Core HR

Veteran Information Missing From Diversity Information table

Deltek Defect Number: 1087970

Description: Selecting **Diversity Information** from the basic reporting categories generated a report that did not include Veteran Information.

Customers Impacted: This affected clients who generate reports using the Deltek Reporting Tool.

SOA/API

Unable to Log In Via SSO

Deltek Defect Number: 1355152

Description: Clients trying to log in the Talent Management using the Single Sign-On feature received the following error message: "SimpleSAML_Error_NoState: NOSTATE."

Customers Impacted: This affected clients who use the Single Sign-On feature to log in to Talent Management.

Incorrect Value Reflected in Skillsoft Course Progress Date

Deltek Defect Number: 844902

Description: For clients who use the SkillPort integration, course completion dates reflected values that were four or five hours behind. This resulted in dates that were a day behind the actual course completion date.

Customers Impacted: This affected clients who integrate SkillPort with Talent Management.

Issues Updating Course Table

Deltek Defect Number: 844902

Description: Running the SkillSoft Integration cron, syncCourse, with the configuration set to **ALL** reinserted an lms_course table with the same course data instead of updating existing courses.

Customers Impacted: This affected clients who integrate SkillSoft with Talent Management.

Error Resulting From Imported XML Data

Deltek Defect Number: 948937

Description: Importing XML data that exceeded the number of characters allowed in Talent Management for that field resulted in an error message.

Additional Information: This required an update to the **hua_soa_integration_information_request_xml** field.

Customers Impacted: This affected clients who integrate Talent Management with third-party applications.

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

Better software means better projects. Deltek delivers software and information solutions that enable superior levels of project intelligence, management and collaboration. Our industry-focused expertise makes your projects successful and helps you achieve performance that maximizes productivity and revenue. www.deltek.com