Deltek

Deltek Talent Management

Version 16.4 Release Notes

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Contents

Overview

Welcome to the Deltek Talent Management Version 16.4 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**).

Module	Feature Name	Location on the Features Screen	Default Setting
Core	Enforce 2FA to Internal users	2FA – Two Factored Authentication	Turned Off
Core HR	Employee File Feature	Total Talent Profile – Employee File	Turned Off
Performance	Employee Recognition Page	Employee Recognition – Employee Recognition Page	Turned Off – **Note: You Must enable this feature to continue using Employee Recognition.**
Performance	Recognition Badges	Employee Recognition – Recognition Badges	Turned Off
Performance	Public Employee Recognition	Employee Recognition – Employee Recognition Page – Public Employee Recognition	Turned Off
Performance	360 Administration	360 – 360s Administration	Turned Off
Learning	Delete External Certifications	Certifications	Turned Off
Recruiting	Show Export Indicator	Recruiting - Onboarding	Turned Off

Recruiting

Improved Résumé Search and Matches

Talent now sets the search threshold value dynamically to fetch relevant search results. The threshold values are tuned up based on various dynamic searches as well as database size. The threshold values are calculated and tuned up individually for the specific search type and are set to their minimum in the beginning.

The option to include a **Relevancy Score** column is added on the following screens:

Screen	Menu Path
Page Options	(**Administration » Global Settings » Page Options » Recruiting » Job Search » *Internal / External Job Search Options* » Results Fields**)
	(**Administration » Global Settings » Recruiting » Résumé Search » Résumé Search Options (Internal) » Internal / External Matches Column**)
Personalize This Page	(**Recruiting » Résumés » Search Résumés » Personalize This Page » Résumé Search Results**)

Once configured, the **Relevancy Score** column, with color-coded indicators (Red is 0-25 percent; Yellow, 25-75 percent; and Green, 75-100 percent), is added to the following searches:

Search	Search Type
Internal Search	▪ Résumés Search that matches specific requisition details (**Recruiting » Manage Requisitions » Find Matching Résumés**) ▪ Searching Similar Résumés **(Résumé Dashboard » Résumé Profile tab » Résumé » Matching Résumés)** ▪ Résumé Search (**Recruiting » Résumés » Search Résumés**) – You have to input keywords to trigger the relevancy score display ▪ Job Search that matches particular résumés **(Résumé Dashboard » Résumé Profile tab » Résumé » Matching Jobs)**
External Search	Searching Similar Jobs – The relevancy scores are displayed through: ▪ **Job Search Results » Find Matching Jobs** ▪ **Career Center » Résumé Submission History » Completed Applications » Find Matching Jobs**

Parsed Skills and Competency from Résumé Data

Talent now parses the skills and competencies from résumé data during application, matches the information gathered against a library of skills and competencies, and populates the appropriate fields with information that matches the skills and competencies provided in the résumé. The skills that are populated are selected by default, and the user needs to provide the Skill Level, Skill Usage, and Skill Last Used.

The parsing occurs on **Skills Profile** and **Competency Profile** steps of the Résumé Submission process if the Skills and Competency steps are enabled in your Recruiting workflow (**Administration » Recruiting » Workflows » Step 5 Résumé Submission**) for the various jobseeker submission types:

- **Internal**
- **External**
- **Employee Referral**
- **Recruiter Uploaded**

A parsed skill/competency notification is displayed along with applicable skills or competencies. The categories are also highlighted to indicate where the skill was pulled from and allow the user to review additional skills in a category. When the jobseeker clears a **Skill Name** check box to remove a skill or selects it to add a new skill, the categories are updated in real time.

E-Verify I9 Form Validation

The E-Verify validation points for the **Document Number** field have been updated for I-9 Form submissions, particularly for **I-9 Section 2 List A Documents** for establishing identity and work authorization. The following validation rules and update have been added:

- The **Document Number** is required for **List A Documents: Permanent Resident Card** or **Alien Registration Receipt Card (Form I-551)** for users if the date of birth is on or after August 31, 1989 (1989-08-31).
- The **Document Number** must have exactly three alphabetic characters [A-Z] followed by ten digits [0-9] if the value is added.
- The **No List a Document Number Was Provided** field has been removed from the E-Verify summary page because it is no longer needed.

Onboarding Queue Updates

The Onboarding Queue screen now features several enhancements, namely:

- A new **Start Date** column has been added to the Onboarding Queue screen to differentiate when a candidate was hired and when the employee started work with the company.
- Onboarding Status and number of documents (total and completed) have been integrated into one column. A tooltip indicates what the Onboarding Status numbers represent.
- A visual indicator has been added to display the status of the new hire. Enable this feature is enabled by selecting **Show Export Indicator** under the Onboarding section of the Recruiting feature (**Administration » Global Settings » System Administration » Features » Recruiting » *Onboarding***). The visual indicator helps users with access to the Onboarding Queue screen when new hire data does not export successfully. and The user should investigate. The following export statuses are provided in the **Flags** column:
  - **Exported:** This means that the user data has been exported, with a date set in the exported database columns.
  - **Ready for export:** This status means that the database flags that track when a user's exported database columns are empty, the new hire's status is set to **Hired**, and one or more required columns for export need to be completed.

- **Not ready for export:** This means that the database flags that track when a user's exported database columns are empty and the new hire's status is **not** set to **Hired.** This only applies if you have configured to initiate Onboarding as part of another status before **Hired**.

The Flags column also displays the following classifications if you have the Candidate Flags column enabled (**Administration » Global Settings » System Administration » Features » Recruiting »** ***Candidates***); otherwise, the column will only display a former employee flag:

- **Former employee eligible for rehire**
- **Former employee conditional rehire**
- **Former employee not eligible for rehire**

All flags applicable to an employee are displayed, with tooltips for each. A multi-select filter option for flags is also available for improved user experience.

New Recruitment Funnel Chart

Recruiters now have a quick visual insight into overall requisition effectiveness through the new recruitment funnel on the Requisition Details screen (**Recruiting » Requisitions » Manage Requisitions » View Requisition**). The recruitment funnel displays the following details:

- Total number of Requisition Views
- Total number of Applications Started (Complete and Incomplete)
- Total number of Applications Completed or submissions
- Total number of Offers (Excluding archived offers)
- Total number of Hires

Date Uploaded for Résumé Attachments

Users with access to Résumé Attachments (**Résumé Dashboard » Information Tab » Résumé Attachments**) can now see the dates when the attachments were uploaded, from newest to oldest, through the new Date Uploaded column of the Résumé Attachments section.

Core HR

Employee File Features

The Employee File feature allows Core HR Administrators to easily store and manage digital copies of employee file data on the Employee File tab of the Total Talent Profile. When given Edit rights to sections of the Employee File tab, Core HR Administrators can add, delete, and download files on this tab. Other users can also be given View rights, as needed.

To use this feature, it must first be enabled. On the Features screen (**Administration » Global Settings » System Administration » Features**), select a group and enable Employee File features under the Core HR heading (**Core HR » Total Talent Profile » Employee File)**.

Beneath the non-global Employee File feature, you can enable multiple sub-features:

- Edit Employee Main File (global feature)
- Edit Employee Confidential File (global feature)
- Edit Employee Payroll File (global feature)

- View Employee Confidential File
- View Employee Main File
- View Employee Payroll File

By default, all features will be disabled. Note that enabling the global Edit features enables them for Core HR Administrators only. The Employee File tab cannot be enabled for other groups via Self-Service Administration.

Employee File Category Added to Drop-down and Multi Select Lists

When the Core HR feature is enabled, a new select list, Employee File Category, is available on the Select Lists Management screen (**Administration » Global Settings » System Administration » Drop-down and Multi-Select Lists**). The values defined for this list display in the Document Category drop-down field, on the Employee File tab of the Total Talent Profile.

Default values shipped with the release are Application, Benefits, Offboarding, Onboarding, and Performance. All standard Select List functionality applies to the list options, such as adding or deleting list options, activating or de-activating list options, and marking an option as the default that displays in the **Employee File Category** field.

Rehire Eligibility Condition Removed to Allow Option to Rehire any Offboarded Employee

To make the rehire of a former employee as easy as possible, the rehire eligibility condition has been removed. For Core HR customers, the names of all offboarded employees now display as hyperlinks on the View Offboarded Users screen (**Administration » Global Settings » Your Organization » View Off-Boarded Users**). Click a name to initiate the rehire process.

HRBP Tab Added to Self-Service Administration Screen and Enhancements Made to Improve HRBP Editing of TTP

The HRBP tab has been added to the Self-Service Administration screen. The functionality of the tab, such as approvals, notifications, and display on the Self-Service and History tabs is identical to the functionality of the Employee and Manager tabs.

Administrators use this tab to configure what HRBP users can edit on the profiles of their direct reports. Any access granted to an HRBP user applies only to those employees whom they are associated with as the HRBP. Changes that you make display on the Self-Service and History tabs.

Total Talent Profile Role Hierarchy Changes Made to Improve User Experience

The Hierarchy of roles in the Total Talent profile has been adjusted to move the HRBP role above the Manager role. This affects the records that a user can or cannot view on the Total Talent Profile, and the way that Self-Service functionality operates in the Total Talent Profile:

1. Employee
2. Core HR Admin
3. Administrator
4. HRBP
5. Manager
6. Matrix Manager

Performance

Changes Made to Employee Recognition Screen

Three new tabs have been added to the Employee Recognition Screen: Public Recognition, My Recognition, and Give Recognition. Additional changes have been made to the database schema to support concurrent Employee Recognition work, such as fields to be added.

You must enable the Employee Recognition Global feature and the Employee Recognition Page sub-feature to grant access to the Employee Recognition screen under **Performance** on the navigation pane. On the Employee Recognition Screen, the My Recognition and Give Recognition tabs display by default. To display the Public Recognition tab, the Public Recognition sub-feature must also be enabled for the user group.

About Each Tab:

- **Public Recognition**: Use this tab to view recognitions marked Public. This tab is visible if an Administrator enables the global Public Employee Recognition sub-feature, available under Employee Recognition Page on the Features screen.
- **My Recognition**: Use this tab to view and manage Recognition Given and Recognition Received. Users can filter the results shown. Recognitions that display in the Recognition Received section are private by default, visible only to the logged in user and the employee who gave the recognition. Users can change the status to **Public**, by editing the recognition from the Recognition Given section. Click the edit icon on the right side of the recognition to display the Give Recognition form.
- **Give Recognition**: Use this tab to add new recognitions or edit recognitions given to other employees. Users do the following on the Give Recognition form:
  - Select employee(s), provide a title and description for the recognition, and select a Badge, previously defined by an administrator to categorize employee achievements. You can assign multiple badges to one employee within the selected Badge Category.
  - Set the recognition to:
    - **Public:** When set to Public, a notification is sent to the creator, receiver, and manager, and the recognition is available to all users on their Public Recognition tab.
    - **Private:** When set to Private, a notification is sent to the creator, receiver, and manager, and the recognition displays on the receiver's My Recognition tab.

Employee Recognition Page Feature and Recognition Badges Feature

Employee Recognition Page Feature

The Employee Recognition Page feature gives selected user groups access to the Employee Recognition screen. **This feature must be enabled to begin using or to continue using Employee Recognition**. Skills and Competencies have been removed from Employee Recognition. Recognition Badges can now be used to recognize employee achievements.

To enable the Employee Recognition Page feature, on the Features screen (**Administration » Global Settings » System Administration » Features**), select the group and click (**Performance » Employee Recognition » Employee Recognition Page)**.

Recognition Badges Feature

The Recognition Badges feature gives selected administrators the ability to create and manage a list of achievements or “badges” that an employee can be recognized for.

To enable the Recognition Badges feature, on the Features screen (**Administration » Global Settings » System Administration » Features**), select the group and click (**Performance » Employee Recognition » Employee Recognition Badges)**.

With the Recognition Badges features enabled for a user group, users access the Badge Management screen from the Administration screen (**Administration » Performance » Employee Recognition » Employee Recognition Badges).** On the Badge Management screen, users perform the following actions:

- Create badges (Title, Category, and the icon that designates the badge). Before creating a badge, an administrator must create the list of categories for the Badge Category list on the Select Lists Management screen **(Administration » Global Settings » System Administration » Drop-Down and Multi-Select Lists**).
- Edit badges.
- Delete badges.
- Activate or Deactivate badges.

Public Employee Recognition Feature

A global Public Employee Recognition sub-feature is available under the global Employee Recognition feature. When the global administrator enables this feature, all user groups can see and use the Public Recognition tab on the Employee Recognition screen. When a user accesses the Employee Recognition screen, they see the Public Recognition tab by default. The most recent recognitions display at the top. Users can filter results, as needed.

On the Features screen (**Administration » Global Settings » System Administration » Features**), enable this feature under Employee Recognition (**Performance » Employee Recognition » Employee Recognition Page » Public Employee Recognition)**.

Employee Recognition Deletion Feature

A non-global Employee Recognition sub-feature that allows users to delete recognitions is available under the global Employee Recognition feature. This is useful for moderating inappropriate use of the recognition feature.

Groups given access to **Employee Recognition Deletion** can see all private and public recognitions posted on the Public Recognition tab of the Employee Recognition screen. The delete option is accessible via the Action menu for each recognition listed. Private entries are shaded grey, to indicate these are visible only to the user who created or received the recognition, and to users with Delete permission.

Users can always delete any recognition they create, on the My Recognition tab.

On the Features screen (**Administration » Global Settings » System Administration » Features**), enable this feature under Employee Recognition (**Performance » Employee Recognition » Employee Recognition Deletion)**.

Employee Recognition Notification Updates

The following updates have been made to the employee recognition notification template:

- Removed Skills and Competencies.
- Added Badge Category and Badge Title.

When a recognition is created, a notification based on the following updated template is sent to the recognized employee, their manager, and the creator:

Dear <User>,

<Creator Name> has provided recognition for: <Employee Name>

Please see below details:

- Recognition Title: <title>
- Recognition Description: <description>
- Badge Category: <badge_category>
- Badge Title: <badge_title>

Data Related to Badges Display on Recognition Tab of Appraisals and Continuous Feedback, and on View Recognitions Screen

Data related to Badges given as part of an employee recognition now display in these areas where Recognitions display throughout Talent Management:

- The **Badge** column displays on the **Recognition** tab of Appraisals (**My Employees » My Employees »** Click an appraisal link in the Appraisals table for a given employee **»** Click **Recognition** Tab).
- The **Badge** column displays on the Recognition tab of a Continuous Feedback Session (**Performance » Continuous Feedback »** Click a Session Name in the **Subject** Colum » Click **Recognition** Tab).
- The values for new fields (E**mployee Recognition Visibility, Badge Category, and Recognition Badge**) display on the View page for a given Recognition, when a recognition link is clicked from anywhere in Deltek Talent Management.

View Scoring Comments on Summary Tab When Scores are Not Visible

Appraisal Scoring comments can be configured to display on the Appraisal Summary Tab when the **Employee View Other Appraiser Line Scores** feature is disabled. To do this, select **Summary Tab All Comments** in System Settings.

9 Box Performance Content Choice System Setting Update

When the **9 Box Performance Content Choice** System Setting is set to **Populate 9 Box From Appraisal Score** (**Administration » Global Settings » System Administration » System Settings » Performance**), the Performance Score section is hidden in the Set Potential/Performance dialog box. The score comes directly from the appraisal.

This dialog box is accessed when a user selects **Set Potential/Performance** from an employee's Action menu on the My Employees screen. (**My Employees » My Employees)**.

360 Assessments Administration Feature for Admin and HRBP Users

The 360s Administration feature enables administrators to launch 360 assessments one at a time, or in bulk, similar to Appraisal Administration. Managers should still add participants and must move the appraisal phases. A suggested best practice is to update existing 360 Appraisal-created notifications (Manager Notification -- ID 224) to include instructions for managers to add participants and move phases.

To enable this feature, on the Features screen (**Administration » Global Settings » System Administration » Features**), select the Administration group and click (**Performance » 360 » 360s Administration)**.

A corresponding Human Resources Business Partner feature can also be enabled to allow HRBP users to view and manage only their HRBP employees on the 360s Administration screen. To enable this feature, on the Features screen (**Administration » Global Settings » System Administration » Features**), select the HR Business Partner group and click (**Performance » 360 » 360 HRBP Administration » 360s Administration)**.

With these feature(s) enabled, Administrators and/or HRBP users can perform the following actions:

- Search for employees to view and manage 360 assessments using filter options (Company/Division, Department, Include Only MY HRBP Employees, and more).
- View and manage assessments for all employees a user has access to on the 360s Administration screen (**Administration » Performance » 360s » 360s Administration**). This includes previously launched 360s. Administrators have access to all users. HRBP users can access only those employees they are associated with.
- Sort all data on the 360s Administration screen, by column (Employee Name, Employee ID, Manager, Job Title, Company/Division, Location).
- Launch an individual 360 assessment by clicking the plus sign icon in the Actions menu for a given employee.
- Select employees and external individuals to participate in the assessment. Alternatively, participants can be left blank and the manager and/or the employee can add participants.
- Reassign a manager for an assessment, copy an assessment, cancel a scheduled assessment.
- Bulk launch 360 assessments by clicking the **Bulk Launch 360** button on the Bulk 360 Actions screen (**Administration » Performance » 360s » 360s Administration » Bulk 360 Actions**) and following the dialog box prompts.

When the feature is enabled for a group, members access the 360s Administration screen by clicking (**Administration » Performance » 360s » 360s Administration).**

Learning

Ability to Delete External Certifications

This enhancement adds a new **Delete External Certifications** option under the Learning » Certifications section of the Features screen (**Administration » Global Settings » System Administration » Features**). When enabled, this feature allows users with the appropriate permissions, such as Administrators and Learning Managers, to remove an external certification record from their own or an employee's Learning Profile.

To delete an external certification, use the new **x** (Delete) icon under the **Actions** column of the Learning Profile screen (**Learning » Learning Profile » External Certification**) also (**My Employees » Learning » » Learning Profile » External Certification**). Though the **x** (Delete) icon is visible to all users, those without the appropriate account permissions cannot perform the **Delete** action.

Deleting an external certification removes it from a user's Learning Profile~~.~~ It will no longer appear in any reports generated after the deletion. However, any previous renewals will still be visible under the

Certification History » External Certifications section of the Learning Profile screen. In addition, the **Renew certification** button will still be available for that certificate.

Search Improvements

This release streamlines the search functionality and the design of the Learning Search screen (**Learning » Learning Search**), making it easier for you to filter and view search results.

New Integrated Search Results Table

The search results screen now integrates learning paths and courses into one table, with icons that identify the type of content (whether **Learning Path** or **Course Type**) and a default alphabetical order, but with **Ascending** and **Descending** buttons for sorting options. While this enhancement makes it easier for you to find what you need by merging the results in a single table, the learning paths and courses retain their familiar icons, details, and pull tab functionality.

Search Filter Redesign

The search filter of the Learning Search screen is now positioned on the left pane and is collapsed by default, except for the **Type** filter, which by default displays in expanded mode to include both Learning Paths and all Course Types.

This release adds two floating action buttons to the bottom of the filter, **Update Results** and **Reset Filter**, allowing you to quickly clear out search selections or refresh the search results table. In addition, for improved visibility, the search results now highlight the keywords that you used.

This release also improves the accuracy of the search results if you use multiple keywords in the search filter. The Learning module now considers each word as a separate filter requirement. As a result, it displays only learning paths and courses where all the keywords are present (either in the item title or description or both). So, for example, if you enter **Internet Search Strategies** in the **Search** field, the Learning Search screen will return a list of learning paths and/or courses where **Internet** and **Search** and **Strategies** are present in the title or description. The word sequence does not matter, but all the keywords must be present. Previously, the search functionality treated multiple keywords as an exact phrase, for which the title or the description must contain the exact phrase to appear in the search results.

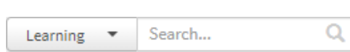
The filters are now multi-select check boxes. When you select a main category filter, it will expand to display the sub filters for that category. So please review and select the relevant sub filters to achieve optimal search results.

In addition to the keyword **Search** field, the filter selections include the following:

Filter	Description
Type	Use this filter to select courses or learning paths. ▪ **Courses** – Use this filter to expand the choices to display **Instructor-led**, **E-Learning**, and **Read and Sign**. ▪ **Learning Paths** – Use this filter to display the relevant learning paths and their associated courses. If this check box is not selected, the search results will display only learning paths containing the courses matching your criteria. Learning Paths with names or descriptions that match your filter are excluded.
Class Start Date	Use this filter to select or highlight dates and view what courses have classes on those dates.

Filter	Description
Location	Select the location where you want to attend the course. This criterion is only applied when searching for Learning Paths and Instructor-Led course
Company	If your organization is divided into companies, you can search for a course based on the Company with which it is associated. When you select a primary category Company filter, choose one or more sub-filters for that Company to narrow down the results further. Otherwise, the search action will include that primary category Company and all its child sub-filters. You have the option to select only child sub-filters and exclude the parent filter. However, opting for that granular level will limit the scope of your search results. If you want to broaden the scope, make sure that if you select a child sub filter, you must also select the parent filter.
Job Family	Select from the multi-select list to display courses associated with a specific job family or families (for example, **Administrative** or **Sales**.)
Job Role	Select from the multi-select list to display courses associated with a specific job role or roles (for example, **Manager** or **Vice President**.
Job Title	Select from the multi-select list to display courses associated with a specific job title or titles (for example, **Contracts Manager** or **Receptionist**).
Instructors	Select the instructor that you want to lead the course.
Skills Gained	When you select a Skill Category, a set of specific child skills are also automatically selected. For example, if you select **Communication**, this will also select the child skills, **Coordinating Meetings** and **Planning Company Events**. Select or clear a child skill to narrow down your filter.
Competencies Gained	When you select a Competency Type, a set of child competencies are also selected. For example, if you select **Job Competencies**, this will also select **Adaptability/Flexibility** and **Follow-Up**. Select or clear a competency from this list to narrow down your filter.
Topics Covered	Use this filter to display the first ten topics in the topics list. Click the expand button to display all topics.

Improved Search Widget Functionality

The global Search widget for Learning 

has been updated to reflect the improvements included in the Search Filter redesign.

Expanded Certification Renewal Parameters

Users can now renew internal or external certifications up to a maximum of 30 days before the expiration date. Previously, users, administrators, and learning managers could only renew certificates after they had expired.

This enhancement adds a new **Expiring Certification Renewal Period** setting to the Certifications section of the System Settings screen (**Administration » Global Settings » System Administration » System Settings**). The default value is **30**, with an option for administrators to change the value as needed.

Expired certificates are now automatically moved to the Certification History section of the Learning Profile screen (**Learning » Learning Profile**), where users can click the click (**Renew Certification**) button in the **Actions** column if the option to renew the certificate is available.

Quickly View Student Progress

You can now immediately see the progress of students enrolled in a Learning Profile, Course, or Class using the new **Student Progress** column. This column displays in the following areas of the Learning module:

- Learning Paths and Courses sections of the Learning Profile screen (**Learning » Learning Profile**)
- Courses tab of the Learning Path Profile screen (**Learning » Learning Search » <Learning Path Name> » Courses**) or (**Administration » Learning » Learning Paths » Manage Learning Paths » <Learning Path Name> » Courses**)
- Student tab of the Learning Path Profile screen (**Administration » Learning » Learning Paths » <Learning Path Name> » Students**)
- Class Roster section of the Course Profile screen (**Learning » Learning Search » <Course Name> » Class Roster**) or (**Administration » Learning » Courses & Classes » Courses » <Course Name> » Class Roster**)
- Roster section of the Class Profile screen (**Administration » Learning » Courses & Classes » Courses » <Course Name>**)
- Class section of the Classes Enrolled in screen (**Learning » Classes Enrolled In**)

Display Courses in Sequence

Course Administrators can now also use the (Reorder) handle to rearrange the sequence of courses in the Learning Path Profile screen (**Administration » Learning » Learning Paths » Manage Learning Paths » <Learning Path Name> » Courses**). This enhancement is particularly useful if students need to take courses in a specific order as it directly impacts the course display sequence on the Learning Path profile screen.

Reporting Tool

Update to Chart Builder Interface

The Reporting Tool has been upgraded to a new chart builder interface with the following enhancements:

- The re-designed chart UI allows for on-the-fly chart creation and display.
- Report data now displays for a user on one screen, and on that same screen, the user can decide whether or not to view or edit data in chart form.
- This upgrade includes enhanced chart building functionality. Standard charts tied to standard reports are still available and supported.
- Enhanced chart functionality leverages the functionality provided by the Reporting Tool Design Plug-in described below.

New Reporting Tool Design Plug-in Provides Consistent Look and Functionality When Viewing a Report

The Reporting Tool uses a new design element plug-in that handles the presentation of all Reporting Tool data. The plugin provides the following to give a consistent look-and-feel and consistent functionality when viewing reports in the Report View window.

- New HTML Table Element
- Sortable columns
- Pagination
- Charts, which link to the re-designed Reporting Tool UI that allows on-the-fly chart creation from the content in the table.

Reporting Tool Extraction, Transfer, and Load Enhancements

We have replaced the nightly/hourly cron process used to update report data with a new process that allows users more flexibility to select when and how data is refreshed and transferred. Some specific changes include:

Two new options are now available for specifying an import's schedule:

- **Request fresh data once the scheduled time arrives**: Select this option to specify a time after which the import should start. This is a simple system, which initiates at a set time, and is how the Talent Management import process worked in the past.
- **Request fresh data to be fully loaded when the scheduled time arrives**: Select this option to let Talent Management know when the data must be in your hands. This option analyzes prior import performance over the last seven days and starts the import process at a time that will ensure the process is complete by the Be Ready By time selected.

In addition, we have added a Data Management Screen (**Administration » Data Management**). Use this screen to schedule timing of, and to configure data imports. For example, click the **Refresh Fresh Data** button to trigger a data refresh at the next available opportunity. Refresh limits are in place to ensure proper functionality.

View Reports for Inactive Modules

Users can perform actions on reports they created, regardless of whether or not the report's module is currently inactive. Available actions on reports associated with inactive modules include:

- Viewing a report
- Exporting a report
- Copying a report
- Sharing a report
- Viewing a chart
- Editing a report's schedule
- Viewing Data Sources via Report Wizard (Show Data Source Catalog)
- Listing, editing, creating data objects via Data Object Builder

Only user-created data displays on user-created reports associated with inactive modules. Standard Reports, Standard Data Objects, and Root Objects remain hidden when a module is disabled.

Enable Standard Reports at the Group Level

Standard Reports with the Reporting Tool are now enabled at the Group level, rather than the System level.

To enable Standard Reports in the Reporting Tool as an Administrator:

1. Access the Group Management screen (**Administration » Groups**).
2. Select **Edit** from the Action menu for the appropriate Group (for example Power Users).
3. Click the **Privileges** tab.
4. Expand the **Reports** area and select **Enable Standard Reports**.
5. Click **Save**.

If **Enable Standard Reports** was selected in your previous System Settings, it will be enabled for all Groups by default. To disable it, an Administrator must follow the steps above for each Group they want to disable.

Core Framework

2FA Enforcement

A new **Enforce 2FA to Internal Users** option was added to the Core section of the Features screen (**Administration » Global Settings » System Administration » Features » Core**). If enabled, this feature forces all internal users to set up two-factor authentication for their accounts. It also prevents users from disabling 2FA from the Account Information screen (**» Account Information » More Options**) after completing the 2FA setup process.

The login screen redirects users to instructions indicating who to contact if they cannot log in due to an incorrect or forgotten password or lost phone. This enhancement also includes a new auto notification whenever an Administrator resets 2FA for a user account that informs users of the reset action and instructs them to proceed to the login screen and complete the 2FA setup process.

In addition, 2FA setup instructions have changed directing new users to download Google Authenticator. Existing users who already have DUO set up for 2FA will experience no change to the log in process and need not install Google Authenticator.

API/SOA

New Hires RESTful API

This enhancement introduces a new New Hires RESTful API. This API is a new version of the Get New Hires API, with the following key differences:

- The new API uses the Representational State Transfer (REST) architecture.
- The new API excludes future hires so that the resulting list does not contain newly-hired employees whose Hire Dates have not yet occurred.
- The new API excludes job change data so that the resulting list does not contain existing employees with new Job Change or Position Change information.

Clients have the option to use either the New Hires RESTful API or the Get New Hires API for their data integration requests.

RESTful API Conversion

This enhancement rolls out new RESTful versions of the following APIs as part of Deltek Talent's initiative to support the OpenAPI Specification (OAS) version 3.0 standard.

- Add Phone
- Update Phone
- Delete Phone
- Search Countries
- Search Travels
- Search Education Levels
- Search Requisition Statuses
- Search Requisition Levels
- Search Requisition Shift Types

Posting Manager

Auto-Enabled Cross-Posting to Free Job Boards

Talent Management's Cross-Posting functionality is a powerful tool that allows you to create one job requisition and push it out to multiple job posting platforms in very little time. It increases the visibility of your company's job posts and broadens the potential to reach more candidates – sometimes without additional cost to your company.

This enhancement automatically enables the free job posting sites listed below on the Subscribed Sites section of the Cross-Posting Management screen (**Administration » Recruiting » Cross-Posting » Accounts**). Auto Cross-Posting is enabled by default for new clients as well, so Recruiters no longer need to manually select **Cross Post This Job** on the Manage Requisitions screen (**Recruiting » Manage Requisitions**) to push information to the following job boards:

- Bachecalavoro
- Indeed.com
- Monster Controlled Listings

This release also automatically enables the JobTarget job board for new clients. However, this job board requires additional configuration on the Cross-Posting Management screen before it is active for initial use.

For existing clients, activate the job boards from the Cross-Posting Management screen. Once activated, the free job sites become available in your list of options as you click **Cross Post this Job** when managing requisitions. You can also enable **Autocrosspost** from the same Cross-Posting Management screen to automate the process, so that you no longer have to cross post requisitions manually.

JobTarget XML Feed Integration

Clients who use the JobTarget cross-posting site now have a new **Enable XML Feed** option on the Crossposting Account Management screen (**Administration » Recruiting » Cross-Posting » Accounts**). This option allows administrators to choose whether to use an API or XML File Feed integration when setting up the cross-posting options for their company.

The **Enable XML Feed** option is switched off by default. Enabling this option will automatically post to JobTarget, via an XML feed, all new requisitions created after the setting is switched on.

In addition, if the **AutoCrossPosting** setting is activated for any existing JobTarget account, the **Enable XML Feed** option is automatically switched on as well.

User Interface

Charts and Graphs Migrated to Highcharts

The design platform for Talent Management charts and graphs has been migrated to Highcharts. This update improves the look of charts and graphs in several areas across Talent so that widgets, reports, and various charts now display with a cleaner, easier-to-read aesthetic. This update refreshes the look of charts in the following areas. However, it does not affect how charts and graphs fundamentally work.

Widgets

This affects the following widgets displayed in the Main Dashboard:

- Candidates by Source
- Candidates by Status
- Career Path Progress
- Competency Fit
- Development Plan Completion Status
- Enrollment Statistics
- My Curriculum Completion Status
- My Employees Monthly Class Participation Statistics
- My Employees with Active Career Paths
- My Plans with Successors
- Phase Overview
- Requisitions by Status
- Top Courses by Enrollment

Reports

This affects the following Performance module report:

- Average Performance Rating by Tenure (**Reports » Career Paths » Career Planning**)

This affects the following Learning module reports:

- Course Effectiveness by Appraisal Competencies (**Reports » Learning » Course**)
- Learning Path Participation (**Reports » Learning » Learning Path**)
- Tuition Assistance Disposition Breakdown (**Reports » Learning » Tuition Assistance Administration**)

This affects the following Development module reports:

- Company/Division Turnover Trends (**Reports » Your Organization**)
- Gap Analysis: Employees (**Reports » Career Paths » Gap Analysis**)

- Gap Analysis: Jobs (**Reports » Career Paths » Gap Analysis**)
- Job Title Turnover Trends (**Reports » Your Organization**)
- Manager Turnover Trends (**Reports » Your Organization**)
- Radar Graph Analysis of Gaps (**Career Center » Career Development » Search Careers » Actions »**)
- Salary Range By Salary Grade (**Reports » Your Organization**)
- Turnover - By Company/Division (**Reports » Your Organization**)
- Turnover - By Job Title (**Reports » Your Organization**)
- Turnover - By Location (**Reports » Your Organization**)

Note: For this release, charts and graphs generated in exported reports will still display the previous chart design.

Miscellaneous Charts

This update affects the following charts in the Recruiting module:

- Candidate Comparison (**Recruiting » Candidates » Active Candidates » Candidate Comparison**)
- Monster Talent Dashboard (**Recruiting » Monster Cloud Analytics**)

Software Issues Resolved

Recruiting

Diversity Information Button Displayed Even with Feature Switched Off

Deltek Defect Number: 598907

Description: Although the **Diversity Information** feature was switched off in the **Core » User Profile** section of the Features screen (**Administration » System Administration » Features**), the **Diversity Information** button still displayed as jobseekers edited their accounts. However, if the jobseeker clicked the button, an error indicating insufficient permission to change diversity information was displayed.

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

Unavailable Team System Field

Deltek Defect Number: 820997

Description: On the Manage Form Fields screen (**Administration » Recruiting » Configuration » Custom Form Fields » Requisition » Manage Form Fields » System Field**) the **Team** system field option was not available for selection. This occurred even though the Team feature was enabled on the Features screen (**Administration » Global Settings » System Administration » Features » Recruiting**).

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

Time to Fill Report Reflected Incorrect Requisition Status Information

Deltek Defect Number: 823939

Description: If a client has multiple requisition statuses with the **Open**, **Confidential**, or **Internal** logical values, the Time to Fill report (**Reports » Recruiting » Hires » Time to Fill**) only counted the number of days spent in one of those statuses when it should count all time spent in all statuses.

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

Elastic Search Results Returned Non-Relevant Résumés

Deltek Defect Number: 991274

Description: When Elastic Search was enabled, résumé search results included résumés that did not reflect the search criteria.

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

Merge Code Displayed Blank Value in Onboarding Task Notification Letter

Deltek Defect Number: 1025490

Description: Using the **task_due_date** merge code in the **Task Assignment: Onboarding Task Completion** Notification Event did not populate the resulting email message with the appropriate task due date. Instead, it displayed empty text.

Customers Impacted: This affected Onboarding Task recipients.

Forms Flagged as Incomplete if Routed After Archiving

Deltek Defect Number: 1294091

Description: Issues occurred if a Recruiter archived an Onboarding dynamic form before a New Hire had the chance to complete it initially and the Recruiter re-sent the form with a different due date. As a result, the Recruiting module still flagged the Onboarding dynamic form as **Incomplete**. In addition, the Recruiter was unable to view the New Hire's signature from the completed form.

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

Candidate Status Not Displaying on Résumé Dashboard

Deltek Defect Number: 1317590

Description: Rejecting and resending requisitions caused duplicate candidate status workflows. This caused issues when a recruiter changed a candidate's Status on that requisition, preventing the change from displaying on the Résumé Dashboard.

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

Missing Diversity Information

Deltek Defect Number: 1338017

Description: Disabling the **Veteran** Diversity Category on the Diversity Data Collection screen (**Administration » Recruiting » Configuration » Diversity Data Collection**) resulted in veteran data no longer displaying in the Diversity Information screen (**Career Center » Diversity Information**) for jobseekers who had previously provided veteran data.

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

Performance

Job Profile Competencies not Displayed in Alphabetical Order on Appraisals

Deltek Defect Number: 1219651

Description: Job Competencies were not arranged in alphabetical order when an appraisal is configured to **Include Competencies from Job Profile**. This occurred when you tried to create or edit an appraisal.

Customers Impacted: This affected clients who use the Performance module and have enabled the "Include Competencies from Job Profile" configuration in their appraisal workflow(s).

Able to Select Deactivated Competencies

Deltek Defect Number: 1291860

Description: Deactivated competencies were still visible and available for selection when creating development plans on the Add Development Plan screen (**Career Center » Career Development » Development Plans » Add Development Plan**).

Customers Impacted: This affected clients who use the Development Plan functionality.

Learning

Unable to Access E-Learning Notification Events

Deltek Defect Number: 844192

Description: The E-Learning Section was missing from the Notification Events screen (**Administration » Global Settings » System Administration » Notification Events**). This prevented Learning Managers from managing, viewing, and editing notification events relating to E-Learning.

Customers Impacted: This affected Learning Managers.

Empty Calendar Event Attached to Class Enrollment Notification

Deltek Defect Number: 1171028

Description: The class enrollment notification for Read & Sign courses erroneously included an empty calendar event. Read & Sign courses do not have a class schedule, so enrollment notifications should not include calendar attachments.

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

Tuition Assistance Button Display Issue

Deltek Defect Number: 1425683

Description: Although the Tuition Assistance feature was switched off on the Features screen (**Administration » System Administration » Features**), the **Tuition Assistance** button was still available in the Course Profile.

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

Development

Terminated Employee Included in 9 Box Screen

Deltek Defect Number: 1389480

Description: Terminated users were included in the list of employees in the Unrated Box of the 9 Box screen (**My Employees » 9 Box**) when only viewing active employees. This did not impact the Attrition filter to review terminated users.

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

Inconsistent Gap Analysis Results

Deltek Defect Number: 1426648

Description: When viewing a Gap Analysis on a Succession Plan, Career Path, or while searching careers, the **Gap** column displayed incorrect data whenever the employee's level for a competency exceeded the requirements of the job being compared.

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

Core Framework

Truncated Interview Event Notes

Deltek Defect Number: 900546

Description: The content of the **Notes** field on the Interview Invitation History screen (**Career Center » My Résumés » My Interview Invitations » Interview Invitation History**) was truncated. This occurred only when viewed by internal jobseekers. The interview notes displayed without any issues when viewed as an external jobseeker.

Customers Impacted: This affected internal jobseekers.

Cache Issue When Accessing Employee Goals From Dashboard

Deltek Defect Number: 1414265

Description: When accessing an employee's goals from **Dashboard » Widget » Goal Completion for Team**, the widget intermittently loaded a different employee's Goals/KPIs.

Customers Impacted: This affected clients who use the Goal Completion for Team widget.

Core HR

Incorrect Hire/Start Dates Reflected When Uploading Users in Bulk

Deltek Defect Number: 1181080

Description: User records that were added via the Bulk Upload Users screen (**Administration » Global Settings » Your Organization » Users » Upload User File**) reflected the **Bulk Upload Date** as the users' **Start Date** and **Hire Date**.

Customers Impacted: This affected clients who use the Bulk Upload Users functionality.

Reporting Tool

Failed Parsing of Numeric Values in Queries

Deltek Defect Number: 1585335

Description: User-created queries that contain numeric values will fail if the numeric value is followed by a non-numeric value without also being separated by whitespace.

Example:

The following queries fail because there is no space before or after the comma. The error received is *Error in line 2, character 8: Identifier '10' is not a valid database object name.*

SELECT 10,'Ten';

SELECT 10,NOW();

These work as expected (because we have added a space before or after the comma):

SELECT 10, 'Ten';

SELECT 10 ,NOW();

This bug occurs only if the value following the numeric value is non-numeric, which is why the following query still works even without a space:

SELECT 10,15;

Error messages vary, based on where the value appears in a query.

Customers Impacted: This affected any customers who created custom data objects.

SOA/API

Candidate to Union Records Not Retained When Requisition Closes

Deltek Defect Number: 1017458

Description: There were instances where Candidate to Union records were either not created or were removed whenever the **Status** of the requisitions were set to **Closed**.

Customers Impacted: This affected clients who use the Integration functionality and the Union and Seniority functionality.

User Import Contained Intermittent Errors When Processing in Bulk

Deltek Defect Number: 1133484

Description: Errors appeared on the user import log after reaching 13,227 lines of imported users.

Customers Impacted: This affected clients who import user data in large quantities.

Issues with Future Termination Dates

Deltek Defect Number: 1306852

Description: Sending an import file that included a user with a future termination date caused job position and date tracking issues. This modified the user's position into a **<blank>** value, with the current date indicated as the hire and start date of the new **<blank>** position.

Customers Impacted: This affected clients who use the Integration feature.

E-verify Error on I-551 Expiration Date

Deltek Defect Number: 1483828

Description: Submitting the E-Verify form resulted in the following error message: "Error - This field is not needed for this case and should not be provided." This occurred if the employer completed the **Expiration Date** field of the I-9 Section 2 that requests Alien Registration Number (I-551) information.

Customers Impacted: This affected clients who use the E-Verify feature.

Search Users API Optimization Issue

Deltek Defect Number: 1435214

Description: The Search Users API call was not optimized to use the current employment record for a user. This caused system timeouts for clients with employees who have large numbers of historical employment records.

Customers Impacted: This affected clients who use the Integration feature.

Email Address Character Limitation

Deltek Defect Number: 1438755

Description: When creating or updating a user via the API, the extension of the email address was limited to three characters. This prevented users with domain extensions of more than three characters from updating user information.

Customers Impacted: This affected clients who use the Integration feature.

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