




Deltek

Deltek Talent Management

Version 17.1 Cumulative Update

Release Notes

May 4, 2024



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Overview

Welcome to Deltek Talent Management Version 17.1 Cumulative Release Notes. These release notes contain a summary of enhancements and software issues resolved for each cumulative release for version 17.1.

Important Note

Talent Information Center

For fast and easy access to the information you need, Deltek offers the [Talent Information Center](#) (TIC). The TIC 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.
- Information about how to send feedback to Deltek concerning any Help topic.
- Links to 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.

You can access the TIC at:

[Talent Information Center](#)

Talent Information Center Overview Video:

Click this link to view a two-minute TIC orientation video:

[TIC Intro Video](#)

Version 17.1

CU 17.1.13

Enhancements

Integrations

Data Handling Logic Changes to the User Import Integration

This update improves how data is handled when processing rehires through the User Import Integration. The data handling logic now aligns with the logic used to process rehires through the Total Talent Profile (TTP) interface. This change impacts the Costpoint integration via the import file, as well as the Legacy Vision and Vantagepoint integration via the import file.

Changes to the Rehire_Date Field

When importing user data via integration, the system determines whether the user is a New Hire or a Rehire based on the data received for that user.

If, on the import file feed, you remove the value in the `termination_date` field and populate the `user_hire_date` with the `rehire_date`, the integration will recognize the user as a rehired Terminated user. It will then process the user as a Rehire so that the Rehire History field in their Total Talent Profile will reflect the imported rehire dates. Previously, these dates were recorded under the Original Date of Hire History field when rehires were processed via the User Import integration.

Deltek Talent Management no longer supports the Unterminate process via User Import integration. The import summary report no longer displays the number of users unterminated. Instead, it will display the number of users rehired.

Support for Change of Rehire Date Via the Import File

For rehired users, administrators can now change the Rehire Date value by updating the `user_hire_date` field via the import file. Before this enhancement, using this method to update the `user_hire_date` field with the `rehire_date` resulted in an error.

Support for Changes to Other Employee Data Via the Import File

This enhancement allows Administrators to update the employee data of a Rehire, such as `org_level` or `manager`, via the import file and set the `user_hire_date` to the current `rehire_date`.

Changes to Original Hire Date Modification Via Import File


When updating other employee data for a rehired user, such as `org_level` or `manager`, via the Import file, the system will expect the `user_hire_date` field to contain the same value as the `rehire_date` or any date after the rehire date. The integration will return the following error message if the value provided in the `user_hire_date` field is the `original_hire_date` or any date earlier than the rehire date: "Employment Period: Invalid effective date. Affected fields - Your Organization, Rehire Date; soa_report_66220d9f72c565.63810178. Error code: 17.1.0.1."

CU 17.1.12

Enhancements

Integrations

New User Custom Fields Event Webhook Trigger

This enhancement introduces a new Custom Fields Updated Event webhook trigger that initiates data transfer to any system whenever a user updates any of the custom fields in the Additional Information tab of the Total Talent Profile screen ( » **Total Talent Profile**). The Additional Information tab is available to Core HR customers, but the webhook trigger must be enabled through the User Additional Information Updated Event sub-feature under Total Talent Profile (**Administration » Global Settings » System Administration » Features » Core HR » Total Talent Profile » User Additional Information Updated Event**).

Software Issues Resolved

Core Framework

Page Crash When Bulk Offboarding Users

Deltek Defect Number: 1957786

Description: When you attempted to offboard as few as two or three users, an error occurred.

Customers Impacted: This affects administrators.

Core HR

Field Update Caused User Termination

Deltek Defect Number: 2065179

Description: Users were terminated after they updated the **Original Hire Date** field in the Total Talent Profile.

Customers Impacted: This affects all Talent Management clients.

Recruiting

Manage Campaigns Tokens Visible to Users

Deltek Defect Number: 1646159

Description: Source code tokens displayed on the Manage Campaigns screen.

Customers Impacted: This affects recruiters.

External New Hire Recipients Did Not Receive Notifications

Deltek Defect Number: 2105832

Description: Some external recipients did not receive their new hire notifications.

Customers Impacted: This affects recruiters.

Reporting Tool

Scrollbars on Data Object Builder Hid Rows from Users

Deltek Defect Number: 1862817

Description: When the Data Object Builder included a limited amount of content, the presence of scrollbars hid the last few rows.

Customers Impacted: This affects report creators.

Field Blocks Did Not Display Existing Data

Deltek Defect Number: 2100315

Description: In Talent Management dynamic forms that contained field blocks, pre-existing data did not appear in fields within those blocks.

Customers Impacted: This affects clients who use field blocks on their dynamic forms.

CU 17.1.11

Enhancements

Recruiting

Apply with LinkedIn Onboarding Widget URL Update (PBI 1894133)

Deltek Talent Management has updated the Apply with LinkedIn (AWLI) onboarding widget URL to reflect the new URL extension provided by LinkedIn. Administrators can now use the update during AWLI integration setup (**Administration » Recruiting » Configuration » Social Media Integrations » LinkedIn**) to improve performance and user experience.

Software Issues Resolved

Core HR

Date Fields Displayed Formatting Code

Deltek Defect Number: 2056463

Description: Date fields for Total Talent Profile dynamic forms displayed strings of formatting code when outputted to the Reporting Tool.

Customers Impacted: This affects Core HR clients.

Learning

Status for Inactive Curriculum Courses Non-Editable

Deltek Defect Number: 1262329

Description: You were unable to edit the status for a course if it was attached to an inactive curriculum.

Customers Impacted: This affects Learning managers and instructors.

Posting Manager

Monster Jobs Listings Failed in Cross-Posting

Deltek Defect Number: 2078922

Description: The presence of duplicate company codes caused failures in cross-posting for Monster Jobs listings. This occurred because unique company codes did not generate for the various posting sites.

Customers Impacted: This affects recruiters.

Recruiting

Error Occurred Deleting Goal in Employee Goals Tab of Appraisal

Deltek Defect Number: 2058678

Description: When you attempted to hire the sole candidate available on a requisition using Initiate Onboarding on Offer Management, you were redirected to an empty Disposition Candidates page.

Note: This error only occurred when the Force Disposition function was active.

Customers Impacted: This affects clients with Force Disposition turned on.

Core HR

Date Fields Displayed Formatting Code

Deltek Defect Number: 2056463

Description: Date fields for Total Talent Profile dynamic forms displayed strings of formatting code when outputted to the Reporting Tool.

Customers Impacted: This affects Core HR clients.

CU 17.1.10

Enhancements

Recruiting

JobTarget Language Restriction Removed

To support multiple languages, the language restriction for configuring the JobTarget job board (**Administration » Recruiting » Cross-Posting » Accounts**) was removed.

Software Issues Resolved

Performance

Error Occurred Deleting Goal in Employee Goals Tab of Appraisal

Deltek Defect Number: 1697741

Description: Managers and administrators received an error message when they edited goals in employee appraisals, though these changes were subsequently reflected when they navigated back to the appraisal in question.

Customers Impacted: This affects managers, administrators, and employees.

Reporting Tool

TTP Dynamic Form Answers Data Missing in Report

Deltek Defect Number: 2056455

Description: When you edited Total Talent Profiles, values contained in sections you left untouched occasionally failed to appear in Reporting Tool output.

Customers Impacted: This affects CoreHR clients.

CU 17.1.9.1

Enhancements

Recruiting

Form W-4 Updated

The IRS filing form, [2024 Form W-4 \(irs.gov\)](https://www.irs.gov), was updated for 2024.

Form TD1 Updated

Canada's filing form, [2024 Personal Tax Credits Return \(canada.ca\)](https://www.canada.ca), was updated for 2024.

Form TD1ON Updated

Canada's filing form for Ontario, [2024 Ontario Personal Tax Credits Return \(canada.ca\)](https://www.canada.ca), was updated for 2024.

Software Issues Resolved

Core HR

Self-Service Employee Notification Directed to Former Employees

Deltek Defect Number: 2069125

Description: The "Self-Service Employee Information Change Submitted" notification intended for active employees was mistakenly sent to former employees as well.

Customers Impacted: This affects all Talent Management clients.

Recruiting

[XSS Found on Job Search Pages](#)

Deltek Defect Number: 2066108

Description: The presence of cross-site scripting (XSS) was detected on job search pages. This constituted a security vulnerability.

Customers Impacted: This affects all Talent Management clients.

[Datafix to Add Missing Keyword Search Options](#)

Deltek Defect Number: 2005483

Description: Keyword search parameters were added to prevent errors from occurring when you viewed page options.

Customers Impacted: This affects recruiters and job seekers.

CU 17.1.9

[Enhancements](#)

Integrations

[New API for Employee File Attachments](#)

This enhancement introduces the following new APIs that allow Deltek Talent Management to import documents into the Attachments tab of the Total Talent Profile (TTP):

- **Get Employee File API:** This API retrieves file attachments for import into the Attachments tab of the TTP.
- **Create Employee File API:** This API accepts file attachments and allows you to specify which sections of the Attachments tab will store the imported file: Employee Main File, Employee Confidential File, or Employee Payroll File. You can also set the title of the file, as well as the file category. Files imported via the Employee File Attachments API will have a default timestamp that reflects the date when the record was added to the TTP.
- **Delete Employee File API:** This API deletes files from the Attachments tab of the TTP.

[Software Issues Resolved](#)

Core Framework

[Blank Attachments Added to Letters](#)

Deltek Defect Number: 2057332

Description: The presence of attachments or header/footer images in letters sometimes contributed to the addition of blank attachments.

Customers Impacted: This affects all Talent Management clients.

Recruiting

Email Reader Confirmation Failed to Send

Deltek Defect Number: 1884706

Description: When you sent resumes in large quantities to the Resume/CV Email Reader, the confirmation message was not dispatched.

Customers Impacted: This affects all Talent Management clients.

CU 17.1.8

Enhancements

Reporting Tool

Total Diversity by Race/Ethnicity Report

The Total Diversity by Race/Ethnicity Report was added to the list of Standard Reports available from the Reporting Tool. This report shows the number and percentage of employees in each Race/Ethnicity category. You can apply filters like Hire Date, Country, Location, and Job Title to tailor the report.

The report contains the following columns:

- Category
- % of Headcount
- # of Headcount

Software Issues Resolved

Core Framework

Job Title Filter Criteria in User Management Caused Incorrect Results

Deltek Defect Number: 1929855

Description: When you filtered by Job Title, the search relied on incorrect criteria. This potentially caused some users not to appear in the filter results.

Customers Impacted: This affects all Talent Management clients.

Core HR

TTP Fields Emptied When Employment Record Fields were Hidden

Deltek Defect Number: 1879458

Description: If administrators opted to hide Employment Record fields (**Manager, Location, Org Unit, and Hire Date**) from the internal user on the Page Options screen, editing that user cleared data from the fields in the employment records.

Customers Impacted: This affects all Talent Management clients.

Posting Manager

FEJobs Cross-Posting Resulted in Errors

Deltek Defect Number: 2036023

Description: Job listings failed to successfully cross-post with FEJobs.

Customers Impacted: To date, this affected one Talent Management client.

Recruiting

Incorrect Field Options Displayed

Deltek Defect Number: 1850980

Description: Custom dynamic form fields with identical or similar names caused display errors.

Customers Impacted: This affects all Talent Management clients.

Incomplete Application Remained After User Deleted

Deltek Defect Number: 1960246

Description: Incomplete applications for external job seekers still displayed on the View Incomplete Application page even though the associated resumes were already deleted using the Suggest Deletion option.

Customers Impacted: This affects some administrators and recruiters.

Force Disposition Failed if Two Applicants on Requisition

Deltek Defect Number: 1879465

Description: When a requisition had two applicants but only one vacancy, with only one of the candidates meeting the requirements previously configured, hiring one of the applicants failed to initiate the Forced Disposition process.

Customers Impacted: This affects certain clients who use the Recruiting module.

Custom Fields in Work History Caused Jumbled Data

Deltek Defect Number: 1264231

Description: When custom fields were present in the Work History group of fields, the display of data became confused when a job seeker later applied for another position.

Customers Impacted: This affects some administrators and recruiters.

CU 17.1.7

Enhancements

Reporting Tool

Note: The Delttek Talent Custom Report Writing feature is scheduled to be discontinued effective with Talent Management 18.0 in July 2024. Standard Reports will remain accessible after that time. Customers are meanwhile encouraged to take advantage of the **Delttek Reporting Tool**, the most dynamic resource for fulfilling all reporting requirements.

Pay Equity Report

The Pay Equity report has been added to the list of Standard Reports in the Core HR Module, available from the Reporting Tool. The report is used to analyze pay rates within an organization and identify pay disparities among different demographic groups.

The report contains the following columns:

- Employee Name
- Age
- Gender
- Ethnicity
- Job Title
- Job Code
- Job Type
- Days in Position
- Is Employee Terminated? (Yes/No)
- Exemption Type
- Rate Type
- Currency
- Annual Salary or Hourly Rate
- Salary Grade
- Salary Range
- Company
- Location

Software Issues Resolved

Learning

Educational Unit Details in External Training Removed after Manager Approval

Deltek Defect Number: 1926644

Description: Educational unit details in External Training were removed after the training received manager approval.

Customers Impacted: This affects managers and employees.

Users Directed to the Incorrect Profile Page

Deltek Defect Number: 1911907

Description: While viewing the Learning section of the Total Talent Profile, the **View Learning Profile** and **View All** buttons directed you to the Learning Profile for the currently logged in user, rather than the Learning Profile of the user you were viewing.

Customers Impacted: This affects some clients who use the Learning module.

Recruiting

Notification Letters Populated with Incorrect Start Date

Deltek Defect Number: 2009737

Description: Recruiting notification letters were populated with the offer start date instead of the candidate start date.

Customers Impacted: This affects some all Talent Management clients.

CU 17.1.6

Enhancements

Core Framework

Note: The Deltek Talent Custom Report Writing feature is scheduled to be discontinued effective with Talent Management 18.0 in July 2024. Standard Reports will remain accessible after that time. Customers are meanwhile encouraged to take advantage of the **Deltek Reporting Tool**, the most dynamic resource for fulfilling all reporting requirements.

Recruiting

I-9 Form Update

Deltek Talent Management now uses the latest Form I-9 provided by the U.S. Citizenship and Immigration Services. As published on uscis.gov last August 1, 2023, the revised Form I-9:

- Reduces Sections 1 and 2 to a single-sided sheet;
- Is designed to be a fillable form on tablets and mobile devices;
- Moves the Section 1 Preparer/Translator Certification area to a separate, standalone supplement that employers can provide to employees when necessary;
- Moves Section 3, Reverification and Rehire, to a standalone supplement that employers can print if or when rehire occurs or reverification is required;
- Revises the Lists of Acceptable Documents page to include some acceptable receipts as well as guidance and links to information on automatic extensions of employment authorization documentation;
- Reduces Form instructions from 15 pages to 8 pages; and
- Includes a checkbox allowing employers to indicate they examined Form I-9 documentation remotely under a DHS-authorized alternative procedure rather than via physical examination.

Software Issues Resolved

Core Framework

User Separation Notifications Not Sent to Managers of Offboarded Employees

Deltek Defect Number: 1528550

Description: Managers did not receive user separation notifications after their employees were offboarded.

Customers Impacted: This affects managers of offboarded employees.

Performance

Manual Release Non Functional When Manager Signs First

Deltek Defect Number: 1979043

Description: When appraisals were configured to have the manager sign before manual release to the employee, if the score was released prior to manager signature, the scoring notes were not released to the employee.


Customers Impacted: This affects all Talent Management clients.

CU 17.1.5

Enhancements

API/.SOA

New GET Employee Additional Information API

Clients can now use the new Employee Additional Information GET request method to retrieve data from all the fields on the Additional Information tab of the Total Talent Profile screen ( » Total Talent

Profile). You can limit the request parameter to a specific employee or include all employees. However, the GET request results will consist only of users whose Total Talent Profiles contain populated fields on the Additional Information tab and only those populated fields will display in the GET request results list.

Your company must have the Core HR feature enabled for this API.

New POST Users National Identifier API

The new POST users-national-identifier endpoint allows Deltek Talent Manager to add national identifier information, such as a Social Security Number, for a provided user_id.

New Events Log and Events Dispatch APIs

The following new APIs have been added to facilitate an improved polling solution for Deltek Talent Management integration via Deltek Unionpoint:

- **PUT Features API:** This API enables or disables the feature **Core » Integration Platform-as-a-Service** and its sub-features. This allows Deltek Unionpoint to set up the integration automatically and to control which events to monitor and track. Trigger activities are logged to the Event Log table.
- **GET Event Logs API:** This API retrieves the event log information stored in the Event Log table. This allows Deltek Unionpoint to get recent user activity changes in Talent Management through the polling operation and run Unionpoint recipes to synch data between the two systems.
- **PUT Event Logs API:** This API updates the **Fired** status to **1** or **0** for the list of event log IDs retrieved by the GET Event Logs API. This allows Deltek Unionpoint to mark event log IDs that were successfully processed through the recipe in Unionpoint so that they do not have to reprocess or extract again using the GET Event Logs API.

For more information about this new solution, please see: [Redesigned Integration Via Unionpoint to Support Polling](#).

Integrations

Redesigned Integration Via Unionpoint to Support Polling

This enhancement updates the Deltek Talent Management integration process via Deltek Unionpoint by introducing a new polling data transfer method. This mitigates the potential for data loss when connectivity issues occur during data transfer via the existing webhook data transfer method. This new solution does not send real-time events via webhooks, but will instead store events in a table, which Unionpoint can then extract through polling.

In addition to improved data transfer stability, the new polling dataflow lessens the need for manual setup steps, making it easier for existing Talent Integration Via Unionpoint clients to migrate from webhooks to polling. This new dataflow also makes it easier to subscribe and unsubscribe to events. The notification handling process and event notification tracking in Talent Management have also been updated.

This feature is dependent on the Unionpoint product's availability to support the new polling data flow. We will communicate the official Unionpoint release timing as soon as we have finalized a date.

Changes to Events Logging

For both new and existing Talent Integration Via Unionpoint clients, this enhancement brings the ability for administrators to select which of the following events listed below are logged from within Talent Management. Previously these options were enabled only by subscribing or unsubscribing to recipes via the Unionpoint user interface.

On the Features screen (**Administration » Global Settings » System Administration » Features**), the following sub-feature options are now visible under **Core » Integration Platform-as-a-Service**. For new clients, these settings are visible by default, and configuring which trigger events are logged can be as simple as selecting and unselecting sub-feature options.

- **User Onboarding Completed Event**
- **User Hired Event**
- **User Terminated Event**
- **User Updated Event**
- **Use Webhooks**

To configure logged trigger events:

1. On the Features screen, make sure the **Use Webhooks** under **Core » Integration Platform-as-a-Service** is unselected.

Note: This step is essential to ensure that the Get Event Logs API and the Event Logs API can perform their function in the API polling workflow. The event log APIs will not work if **Use Webhooks** is enabled.

2. Click **Update Features**.
3. As the screen refreshes, navigate back to **Core » Integration Platform-as-a-Service**, and then select or unselect the Event from which you would like to subscribe/unsubscribe.

For existing clients who are already subscribed to Events, no action is required. Any event triggers previously implemented for your company are already enabled by default and will continue to work as expected, with no disruptions. Talent Management will continue to support the existing Webhook data transfer method for a limited time. However, the sub-feature options will not display on the Features screen until after your company has migrated to the new polling solution

New Solution for Event Monitoring, Acknowledgement and Tracking

As previously mentioned, this feature is dependent on the Unionpoint product's availability to support the new polling data flow.

Under the new workflow, when the following events are performed, instead of Talent Management sending a notification to Unionpoint, Unionpoint will extract the event from the event log table every **five minutes** using the GET Event Logs API.

- When a new user is hired
- When a New Hire completes the onboarding process
- When an existing user's basic information is updated
- When a user is terminated

As Unionpoint processes the events, it calls the PUT Event Logs API to mark the Event IDs that were processed successfully. Marked events will no longer be included in the result when Unionpoint calls the next GET Event Logs request.

Events have a **Fired Status** of **1 (Fired)** if the record was successfully transferred to Unionpoint. This mark also serves as an acknowledgement that Unionpoint was able to process the record through the recipe with no data loss.

Events have a **Fired Status** of **0 (Unfired)** if record processing was unsuccessful, not yet processed, or not yet extracted. All event logs have a default Fired status of **0**.

While data exchange is no longer performed in real-time, this new workflow provides a more robust solution that mitigates data loss due to connectivity disruptions.

Recruiting

Digital to Electronic Signature Update for Tax Forms

Talent now uses "Electronic Signature" instead of "Digital Signature" for all tax forms in Onboarding.

Reporting Tool

Export and Import of Standard Reports to the Reporting Tool

Deltek Talent Management is retiring the Reports functionality (**Reports » <Module>**) and will migrate this feature to the more robust and easier-to-use Deltek Reporting Tool (**Reports » Reporting Tool**). This change rolls out in phases across succeeding releases. To assist users with the transition away from the standard reports, and to enable the ability to export a report and replicate it in the Reporting Tool, the Reports Management feature must be enabled. We encourage users to familiarize themselves with the Reporting Tool and begin transitioning their standard reports accordingly. This ensures a smooth transition without losing important data.

As preliminary work for this change, the following warning messages will display in these scenarios:

- **When users access a standard report:** "This feature will be phased out in the future, with DRT serving as its replacement. Please export your report by clicking the **Export** button.
- **When users run reports:** "This feature will be phased out in the future, with DRT serving as its replacement. To export your report, simply execute or click the **Run** button, followed by the **Export** button.

Note: Please make sure that you are already logged in to the Deltek Reporting Tool (DRT) to ensure that you are able to properly export your report.

Software Issues Resolved

Core Framework

Editing Organization Unit System Field Resulted in Error

Deltek Defect Number: 1908325

Description: When you attempted to modify the **Organization Unit** field on the Dynamic Forms screen (**Administration » Global Settings**), an error occurred.

Customers Impacted: This affects recruiters.

Associate Job Profile Misnamed

Deltek Defect Number: 1691309

Description: When a job profile was created with the title "Associate," the Job Profiles page and the Job Details page displayed this profile as "Associate Degree" or "Associate's."

Customers Impacted: This affects all Talent Management clients.

User Separation Notifications Undistributed After Employee Offboarding

Deltek Defect Number: 1528550

Description: Managers did not receive their User Separation Notifications when their employees were offboarded.

Customers Impacted: This affects all Talent Management clients.

Integrations

Amperstands in Job Codes Causing Issues on Employee Import

Deltek Defect Number: 1957677

Description: Users whose job codes contained ampersands received error messages during the import process.

Customers Impacted: This affects Integrations clients.

Recruiting

Incorrect Onboarding Due Date for Rehires

Deltek Defect Number: 1915060

Description: When onboarding a former employee prior to hiring, the start date used for calculating the due date for onboarding documents was the user's original start date, whereas the correct date is the start date that is entered when you initiate onboarding.

Customers Impacted: This affects clients who hire prior to onboarding, and who, in System Settings, change the default settings so that candidates are not hired automatically upon onboarding.

Onboarding Sessions Unavailable to Candidates with Offers

Deltek Defect Number: 1396648

Description: External job seekers who were extended offers but not yet hired encountered an error when they signed in as candidates and visited the New Hire checklist. The error message indicated that "No Onboarding Session Exists."

Customers Impacted: This affects external job seekers and recruiters.

Workflow Association Issues

Deltek Defect Number: 1420626

Description: On the Workflows screen (**Administration » Recruiting » Configuration**), if while creating the workflow you selected an Organizational Unit that was four or more levels deep and then saved, the Organizational Unit field defaulted to the third level selection when you tried to edit the workflow.

Customers Impacted: This affects external job seekers and recruiters.

CU 17.1.4

Enhancements

Core HR

SSNs and NIVs Now Encrypted in Change Records Table

Social Security Numbers and National Identifier values on the **hua_employee_change_record** table are now encrypted to ensure that this sensitive information is not exposed in the Deltek Reporting Tool, or in any other unauthorized location. The specific columns that are encrypted are **hua_employee_change_record_old_value** and **hua_employee_change_record_new_value**. Social Security Numbers and National Identifier values still display on the Total Talent Profile and on the My Approvals and View All Approvals screens, as designed.

Integrations

Rehire Handling Improvements

Designed to build upon the Rehire API functionality originally introduced with Talent Management Version 17.1.3, this enhancement adds a new **user_rehire_date** field to the header of the User Import integration.

The **user_rehire_date** field is optional, but if populated, triggers the **rehire_user** function. **Rehire_user** creates a new employment period record for the employee, eliminating the necessity to use the **unterm_user** function (which removes the termination and continues the existing employment period).

This enhancement also enables you to update the **rehire_date** field for an existing user, providing that the following existing Employment Period rules are met:

- The employee is currently in an active employment period (and so does not have a current status of terminated)
- The active employment period is not the first employment period (meaning, they have been rehired and have a rehire date available for editing)
- The submitted rehire date is a valid date for their current employment period (meaning, the rehire date is more recent than the termination date of the previous employment period).

Refer to the Talent Management 17.1 Release Notes for full employment period rules.

Note: There are no immediate impacts to existing standard integrations (integrations with Costpoint/Vantagepoint or flat file integrations) as the rehire date field is not sent. This enhancement provides two functions:

- It updates the standard integration to accept Rehire Date information should Costpoint/Vantagepoint start sending this data in the future.
- It provides customers with flat file integrations the ability to change their flat files to send Rehire Date data and leverage the rehire functionality.

Performance

Performance Workflow Lock Category Prevents Revision at Appraisal Level

When an Administrator selects the Lock Category option for a category in a workflow, the locked category or categories (Competencies, Skills and/or Goals) cannot be revised and the weights cannot be altered by Managers, Matrix Managers, or Employees at the appraisal level.

Software Issues Resolved

Core Framework

Bulk Skills Update Failed to Update Data

Deltek Defect Number: 1929612

Description: When you used the bulk upload process to update a user's skill levels, those levels failed to update if the user's current skill level, usage, and 'last used' date were higher/more recent than what was provided in the file.

Customers Impacted: This affects all Talent Management clients.

Unable to Add/View Screening Questionnaire when Adding New Job Profiles

Deltek Defect Number: 1923637

Description: When you added a new job profile, the list of screening questionnaires was missing.

Customers Impacted: This affects recruiters and hiring managers.

Integrations

Apostrophe in Email Addresses Caused Errors

Deltek Defect Number: 1950651

Description: When users had email addresses that contained apostrophes, an error occurred and the user was not imported.

Customers Impacted: This affects customers who use the Integration module.

Learning

Learning Badge Did Not Display Data

Deltek Defect Number: 1906390

Description: Ongoing since the release of Talent Management 17.1, data including Education Units, Manager Location, and Employee Number failed to display in the learning badge.

Customers Impacted: This affects users of the Learning module.

e-Learning Completion/Success Status Failed to Update in Course Profile

Deltek Defect Number: 1707213

Description: When you viewed the details of an e-Learning course from the Learning search, the Completion status displayed 'No Credit,' though the course was already in progress or completed. Meanwhile, actual course status was accurately reflected in the user's Learning Profile.

Customers Impacted: This affects users of the Learning module.

Recruiting

Headers and Footers for Received Emails Did Not Display

Deltek Defect Number: 1916341

Description: Letters received via email displayed with missing or broken headers and footers.

Customers Impacted: This affects all Talent Management clients.

Merge Codes Not Populating Hiring Details

Deltek Defect Number: 1931571

Description: Merge codes for [recipient_employee_id] and [recipient_start_date] failed to populate in automated letters sent to job seekers confirming their hired status.

Customers Impacted: This affects all Talent Management clients.

Taxable Entity Missing in Job Search Result

Deltek Defect Number: 1257997

Description: The value in the **Taxable Entity** field in the job search result page displayed as blank.

Customers Impacted: This affects all job seekers.

CU 17.1.3

Enhancements

API/SOA

New Rehire API

The new Rehire API posts a rehired user record into Talent Management. A successful post results in the creation of a new Employment Period in the user's employment record if the following conditions are met:

- The user was previously effectively terminated; and
- The user is eligible for rehire.

If the request includes Effective Date fields, then the Rehire API will also update the Effective Date fields along with the **rehire_date** field. However, any invalid or empty Effective Date fields will result in an error and will prevent your request from posting.

The Rehire API request needs the following mandatory fields to update the terminated user record into an employee user record:

- **user_id**
- **rehire_date**

The request may include the following optional Effective Date fields. However, any invalid or empty field values will result in an error and will prevent your request from posting.

- **manager_id**
- **job_id**
- **job_code**
- **location_id**
- **location_code**
- **org_level_id**
- **org_level_code**

Posting Manager

New Subjects and Roles for FE Jobs

This enhancement adds the following Subjects and Roles to the existing list of values for the FE Jobs Job Board:

Category	Field	Value
Subject	SubjectId Name	<ul style="list-style-type: none"> ▪ Film Studies ▪ TV Production ▪ Logistics ▪ Customer Service ▪ Custody and Detention ▪ Engineering ▪ Esports ▪ Games Design ▪ Human Resources ▪ Employability ▪ Princes Trust ▪ Creative Arts ▪ Motor Vehicle ▪ Bus and Coach ▪ Foundation Studies ▪ Midwifery ▪ Farming ▪ Fabrication and Welding ▪ Learning and Development ▪ People Management

Category	Field	Value
		<ul style="list-style-type: none"> Professional Studies Estates Government Aviation Fashion
Roles	RoleId Name	<ul style="list-style-type: none"> College Governor Personal Care Assistant Coach Learning Coach Payroll Officer Wellbeing Practitioner Mental Health Worker Safeguarding Worker Security Officer HR Adviser Groundskeeper Instructor

Recruiting

Voluntary Self-Identification of Disability

In compliance with the [Voluntary Self-Identification of Disability Form](#) update of the U.S. Department of Labor Office of Federal Contract Compliance Programs (OFCCP), the Recruiting module now incorporates the changes in the new form for both internal and external job seekers. OFCCP revised the form to update the preferred language for disabilities and to include additional examples of disabilities.

Checkboxes are included in the form for the following selections:

- Yes, I have a disability, or have had one in the past
- No, I do not have a disability and have not had one in the past
- I do not want to answer

Software Issues Resolved

Integrations

Modifications to the Update User API

Deltek Defect Number: 1915164

Description: This fix updates the parameters of imported user data into Talent Management by ensuring that the Update User API recognizes and updates only internal users and excludes external job seekers. For detected external job seekers, the Update User API will return the following error: "That User ID is an External Job seeker in the System."

Update Export Indicator

Deltek Defect Number: 1935306

Description: Though you marked a user with a future hire date as exported, that new status was not reflected in the Onboarding screen export indicator.

Customers Impacted: This affects all Talent Management clients.

Exported Users Available to Export a Second Time Following Hire Date

Deltek Defect Number: 1935309

Description: Users marked exported prior to their hire date were available to export again when their hire date became effective. This caused duplicate warnings in the HRIS system.

Customers Impacted: This affects all Talent Management clients.

Updates for Some Rehires Not Reflected in Their Employment Records

Deltek Defect Number: 1936225

Description: Updates to employment record fields via Update User were not implemented for some rehired users.

Customers Impacted: This affects all Talent Management clients.

Performance

Rating Comments Visible Prior to Release of Scores

Deltek Defect Number: 1950954

Description: When an appraisal was still in the review phase and therefore had not been signed off on by managers, the employee could nevertheless view the rating comments on the Appraisal Summary Page and in Print Preview.

Customers Impacted: This affects managers and employees.

CU 17.1.2

Enhancements

Core Framework

Changes to Custom Reports

Deltek Talent Management is retiring the Custom Reports functionality (**Reports » <Module> » Custom Reports**) and will migrate this feature to the more robust and easier-to-use Deltek Reporting Tool (**Reports » Reporting Tool**). This change rolls out in phases across succeeding releases. But as preliminary work for this change, the **Create Custom Report** and **Copy Custom Report** buttons are no longer available. These functions were removed to reduce the possibility of data migration issues should

clients create new custom reports during this transition phase. However, you can still access and run your company's existing custom reports.

Performance

Redesign of Approvers for Appraisals

The process to update the approvers in an appraisal was redesigned to allow the list of approvers to be updated after launching an appraisal.

The list of approvers assigned in an appraisal's Performance Workflow has always been built at the time an appraisal is launched. With this change to how approvers are updated, the appraisal approvers list will now also be rebuilt at the following points in the process:

- After scores are submitted and signatures are completed (if applicable).
- When the workflow is updated and the appraisal is in the initial planning phase, after the Batch Appraisal Workflow Update runs nightly.

When these processes occur, the approvers will be updated if any of the following changes have been made:

- If using managerial level approvers and the appraisal has been re-assigned to another manager, the approvers list will be updated to reflect the approvers based on the re-assigned appraisal manager,
- The approvers on the performance workflow have been changed. For example, if a specific approver is changed, or if the process is modified from a specific approval chain to another option.
- A user's specific approvers have changed on their user profile.

Important Notes:

- This change impacts approvals moving forward only. It will not undo the work of prior approvers. When approvers are updated, the new approvers will receive notifications going forward, when action is required.
- This change of approvers does not impact Employee/Manager signatures. An appraisal must be reassigned to a new manager to impact the signature process.
- In the unusual case when a user sets up an appraisal phase with an approver but with no scoring, then approvers will not be updated when in either assessment or review phase. The approvers for this appraisal remain unchanged, unless this appraisal is moved back to a previous phase, and then moved forward again into a phase that requires scoring.

Software Issues Resolved

Core Framework

TTP Displayed Incorrect Competency Score

Deltek Defect Number: 1915404

Description: Though the bulk upload process accurately updated competency scores, those values displayed incorrectly in the Total Talent Profile.

Customers Impacted: This affects all Talent Management clients.

Integrations

Create Resume Attachment Non-Operative on Training Sites

Deltek Defect Number: 1865386

Description: Functionality related to creating resume attachments did not operate properly on training sites.

Customers Impacted: This affects all Talent Management clients.

Recruiting

Incorrect Export on OFCCP Candidate Action Details Report

Deltek Defect Number: 1931566

Description: Output for the **Candidate Actions Details** report was incorrect.

Customers Impacted: This affects all Talent Management clients.

Rehired Users Unable to Complete Onboarding Documents

Deltek Defect Number: 1921603

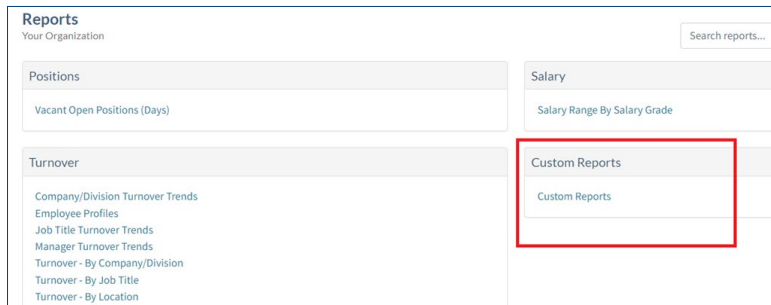
Description: Rehired users were unable to complete and sign their onboarding documents after they received an error message that incorrectly asserted that their credentials were invalid.

Customers Impacted: This affects all Talent Management clients.

CU 17.1.1

Enhancements

Note: With the release of Talent Management 17.1.2 on June 3rd, the ability to create and clone custom reports within the system (shown below) will be disabled as we work to transition all reporting functionality into the Deltek Report Tool (DRT) in a future release. Existing custom reports will continue to be available for the time being, but we encourage all customers to explore the much richer functionality offered by DRT.



Core Framework

New Employee ID Column

A new **Employee ID** column was added to the data table on the Users screen (**Administration » Global Settings » Your Organization » Users**). This allows administrators to quickly view employee ID details as they review and manage your company's users.

Software Issues Resolved

Core Framework

Adding a New User Lacking Hire Dates Resulted in Error

Deltek Defect Number: 1899095

Description: When you attempted to edit a user's employment record where no original hire date was specified, an error occurred.

Customers Impacted: This affects all Talent Management clients.

Errors when Loading Performance Appraisals

Deltek Defect Number: 1890798

Description: Some appraisals displayed with errors when you attempted to load them.

Customers Impacted: This affects all Talent Management clients.

Integrations

Invalid Effective Date for Rehired Employees Error

Deltek Defect Number: 1912306

Description: Effective dates for rehired users were set to their original hire dates. This resulted in 'Invalid Effective Date' error messages, since the original hire date was prior to the current employment period start date.

Customers Impacted: This affects Integration customers using ATS.

Duplicate Jobs Created Due to Ampersands in Job Codes

Deltek Defect Number: 1846653

Description: The presence of the ampersand character in job codes led to the creation of duplicate job profiles during importation.

Customers Impacted: This affects all Talent Management clients.

Integration Cron Report for Middleware Generated PHP Errors

Deltek Defect Number: 1893216

Description: The Integration Cron Report for Middleware generated PHP-related warnings and errors.

Customers Impacted: This affects all Talent Management clients.

Learning

Private Class Status Hid Course from Non-Administrative Personnel

Deltek Defect Number: 1838805

Description: When a course with multiple classes included classes designated as private, the entire course was hidden from search results initiated by non-administrative users.

Customers Impacted: This affects all Talent Management customers.

Posting Manager

Broken URL for Cross-Posted Jobs

Deltek Defect Number: 1919627

Description: The job application URL for cross-posted jobs did not function as intended.

Customers Impacted: This affects job seekers and employers.

Recruiting

Offer Letters Did Not Display Currency Codes and Symbols

Deltek Defect Number: 1854833

Description: Though currency symbols and codes displayed during the offer letter preview phase, they were absent in the actual letters.

Customers Impacted: This affects all Talent Management clients.

Approvers Unable to Sign Off on Requisitions

Deltek Defect Number: 1917689

Description: In certain cases, approvers received an error message when they attempted to approve requisitions routed to them through the workflow.

Customers Impacted: One Talent Management client reported this issue.

Job Offers Routed Through Serial Approval Chains Failed

Deltek Defect Number: 1744641

Description: Job offers subject to multiple approvals became stuck in the 'pending approval' state.

Customers Impacted: This affects all Talent Management clients.

CU 17.1.0.4

Software Issues Resolved

Core Framework

Requisition Approval Resulted in Errors

Deltek Defect Number: 1890814

Description: Administrators who attempted to approve a requisition received an error message. Even so, the approvals went through, though no notifications were distributed. Undertaking the same actions while in the role of approver produced the same result.

Customers Impacted: This affects managers and administrators.

Integrations

Issue Accessing Monster Integration Pages

Deltek Defect Number: 1907830

Description: When you attempted to load the Integration page for Monster, an error occurred.

Customers Impacted: This affects all Talent Management clients.

Learning

Class Enrollment Effort Produced Error

Deltek Defect Number: 1901000

Description: When managers with direct reports attempted to enroll students in a pre-existing class with other students already enrolled, an error occurred.

Customers Impacted: This affects manager and employees.

Performance

[Adding Appraisal Goals Resulted in Errors](#)

Deltek Defect Number: 1899458

Description: Managers who attempted to approve goals originally added by their employees encountered errors.

Customers Impacted: This affects manager and employees.

Recruiting

[Onboarding Documents Failed to Print](#)

Deltek Defect Number: 1899461

Description: When you attempted to print Form I-9 and other onboarding documents, an error occurred.

Customers Impacted: This affects all Talent Management clients.

CU 17.1.0.3

Software Issues Resolved

Core Framework

[Hidden Fields on Dynamic Forms Caused Errors](#)

Deltek Defect Number: 1890393

Description: A page-loading error occurred due to hidden fields contained within dynamic forms.

Customers Impacted: This affects all Talent Management clients.

[User Successfully Saved Despite "User Update Failed" Error](#)

Deltek Defect Number: 1875208

Description: When adding a user, you were able to save that user to the database even though a "User Update Failed" error had occurred. No email notification stating that the user had been successfully created was generated.

Customers Impacted: This affects all Talent Management clients.

[Job Family Drop-Down List Failed to Populate](#)

Deltek Defect Number: 1890862

Description: When you created and edited a Job Profile, the Job Family drop-down list was non-functional.

Customers Impacted: This affects all Talent Management clients.

[Offboarded Users Page Display Error](#)

Deltek Defect Number: 1892560

Description: When you attempted to view the Offboarded Users page, that screen failed to load.

Customers Impacted: To date, this has affected one Talent Management client.

Recruiting

Error Associated with Apply to Jobs and Easy Apply

Deltek Defect Number: 1889961

Description: Errors occurred when the **Apply to Jobs** and **Easy Apply** options were active.

Customers Impacted: To date, this has affected one Talent Management client.

'Save as Draft' Button Missing

Deltek Defect Number: 1890454

Description: When you created requisitions, the **Save as Draft** button did not display for Step 2.

Customers Impacted: This affects all Talent Management clients.

Manage Requisition Column Headers Incorrect

Deltek Defect Number: 1890276

Description: When you expanded the view of the Manage Requisitions action columns, the headers became mis-aligned.

Customers Impacted: This affects all Talent Management clients.

Bulk Letter Sending Failed

Deltek Defect Number: 1894642

Description: In certain circumstances, the Send a Letter bulk action failed to operate properly and generated an error message. Several related operations failed as well.

Customers Impacted: This affects all Talent Management clients.

Error Resulted when Loading the Teams Page

Deltek Defect Number: 1896313

Description: If you had not yet created any Recruiting teams, attempting to load the Team page generated an error.

Customers Impacted: This affects all Talent Management clients.



About Deltek

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