IBM Kenexa BrassRing on Cloud

IBM Kenexa BrassRing on Cloud Release Document

October 2018

Note

Before you use this information and the product it supports, read the information in "Safety and environmental notices" and "Notices".

IBM Kenexa BrassRing on Cloud Release Document

This edition applies to version October 15, 2018 Release of IBM Kenexa BrassRing on Cloud, and to all subsequent releases and modifications until otherwise indicated in new editions.

This edition replaces IBM Kenexa BrassRing on Cloud Pre-Release Document for Oct 2018.

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Contents

Introduction

Introduction.

The objectives of this document are to:

- Present feature enhancements and usability and performance improvements that are introduced in this release.
- Document changes in system requirements, if applicable.

To download the PDF version of this document and the preceding versions, go to https://www.ibm.com/support/knowledgecenter/SSEUFV/BrassRing_Historical_Release_Notes/top.html.

Client Reminders

The **Client Reminders** section reminds clients of recently distributed important notices and links to comprehensive documentation and training for the special features recently introduced.

Note: Release Notes Update: Starting this release, we are adding a new section to the Pre-release document and the Release Document called the Dark Launch section.

This section lists out all BrassRing features that are `Staging - Only and are not released to production during this build release.` . Dark Launch features will NOT be released to the Staging environment unless explicitly stated in the release notes.

New Release Schedule

There has been a change in the schedule of BrassRing Release to Staging and Production environments that started with the previous release (18.08.20).

There will be a week between the Staging and Production releases. As a note, not all features that are available in Staging will be promoted to Production within the same release cycle. (These features are referred to as Dark Launch features.) See below on providing feedback on features only available in Staging.

Note: The October release is deployed to Staging on October 15th (Monday), and to Production on October 22nd (the following Monday).

- EU release will occur Mondays during Vizag hours.
- US/FedRAMP will occur Mondays during US hours.

End of Support for Classic Talent Gateway

As notified to all IBM Kenexa BrassRing clients in October 2017, IBM Kenexa has discontinued support of **IBM Kenexa BrassRing on Cloud Classic Talent Gateways and classic apply process** on **December 31st, 2017**.

With the completion of the Candidate Zone through 2017, it is time to ensure your candidates are getting the latest and greatest of BrassRing's job apply functionality. This can be achieved by moving all of our clients to the Responsive Talent Gateways.

Competition for top candidates is fierce and **research has shown that employees designated as**

high-potentials are especially attracted to searching and applying for jobs using mobile devices. Our customers who have moved to responsive Talent Gateways are seeing a vast improvement in candidate completion rates. Withdrawing the Classic Talent Gateways will also provide efficiencies and allow IBM to focus on other areas of BrassRing that will benefit the entire BrassRing community.

Action May Be Required: If you haven't already, we advise transitioning off Classic Talent Gateways and the classic apply process no later than **December 31st, 2017**. Should you want to stay on classic, these talent gateways and classic apply processes will no longer be supported by IBM. No support means that, although IBM will not be shutting Classic Talent Gateways off, IBM will no longer work on bug fixes specific to Classic Talent Gateways. We will not ensure accessibility standards on anything other than the responsive Talent Gateways and Responsive Apply process. All new functionality will only be available in the responsive experience.

Want to get started on the IBM Responsive Apply Talent Gateways but don't know where to start? Watch our Responsive Apply Overview and Configuration Webinars to understand who should be involved, an example project timeline, configuration instructions, and much more! You can also reach out to your Kenexa Representative with any questions or concerns.

Discussion: We Want Your Feedback About Upcoming Features

The IBM BrassRing team has adopted a Dark Launch release process for high-impact features which entails having select features rolled out to the `Staging-environment-only` for an undetermined amount of time. This process allows you to test and provide feedback on those select features. The Production release date is then determined based on feedback collected, testing, additional development required, etc.

How do you provide feedback about the features released to Staging only?

A new discussion link will be included within the feature description of the Release Notes document. (Only select features will have this discussion link included.) The link directs you to the Salesforce Support Community and does require you to have an IBM ID to post your feedback.

Note: Please note, this discussion link is to be used to provide feedback on the new feature. For questions about functionality not answered via the release notes, please reach out to the Product Consulting team for additional details.

Benefits Include:

- Releasing specific features to Staging only allows you to test the feature and complete any change management activities required within your recruitment team.
- A quick and easy way to submit your valuable feedback about an upcoming feature.
- Monitored by the IBM Offering Management team, meaning your feedback is getting directly to the team responsible for the future direction of the BrassRing product.
- Ability to view feedback provided by other clients

We look forward to your participation and feedback!

Client Training and Enablement Sessions

Please join the IBM Talent Management Solutions Training team for our regularly scheduled Training and Enablement sessions. These sessions may include release information, product demonstrations, implementation processes, and so much more!

Visit our site often for the most up-to-date schedule and agenda topics! http://www-01.ibm.com/support/docview.wss?uid=swg27050653

Enhancements - You Asked We Listened

This build introduces a number of features that were developed in response to clients **Request for Enhancement (RFEs)**. IBM Kenexa is pleased to deliver these features in response to your responses and comments.

RFEs The following features were delivered in response to **RFEs**.

- RAM - **Rules Automation Manager - Candidate Form Existence.**

Dark Launch Features

Dark Launch features are those features that are released to **Staging environment - Only** and are NOT released to Production environment for a considerable amount of time. This gives an opportunity and enough time to test these features thoroughly before they are available in the production environment.

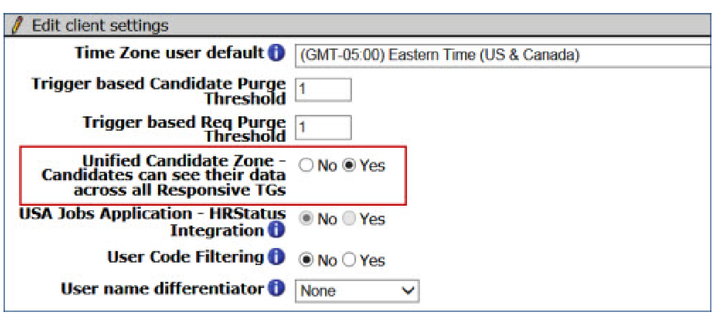
Unified Candidate Zone - Submitted Applications - Dark Launch

The Unified Candidate Zone is a new feature that provides next generation candidate experience. The prime aspect of this feature is that when candidates create their profile on one of the responsive Talent Gateways of the client, their submitted application information can be accessed across all the responsive Talent Gateways that belong to the same client.

With this feature switched on, candidates can review their job related information, across all sites (for the same client), so that the candidates are not blocked from accessing their application data by existence of multiple Talent Gateways for same client which do not share the candidate data.

The new Client Setting **Unified Candidate Zone – Candidates can see their data across all Responsive TGs** is automatically enabled for all clients in the **Staging environment - Only** this release. Clients can request this client setting to be turned off by their IBM representative if required. (Only IBM team members can edit Client Settings.)

The Client Setting:



Edit client settings

Time Zone user default	(GMT-05:00) Eastern Time (US & Canada)
Trigger based Candidate Purge Threshold	1
Trigger based Req Purge Threshold	1
Unified Candidate Zone - Candidates can see their data across all Responsive TGs	No Yes
USA Jobs Application - HRStatus Integration	No Yes
User Code Filtering	No Yes
User name differentiator	None

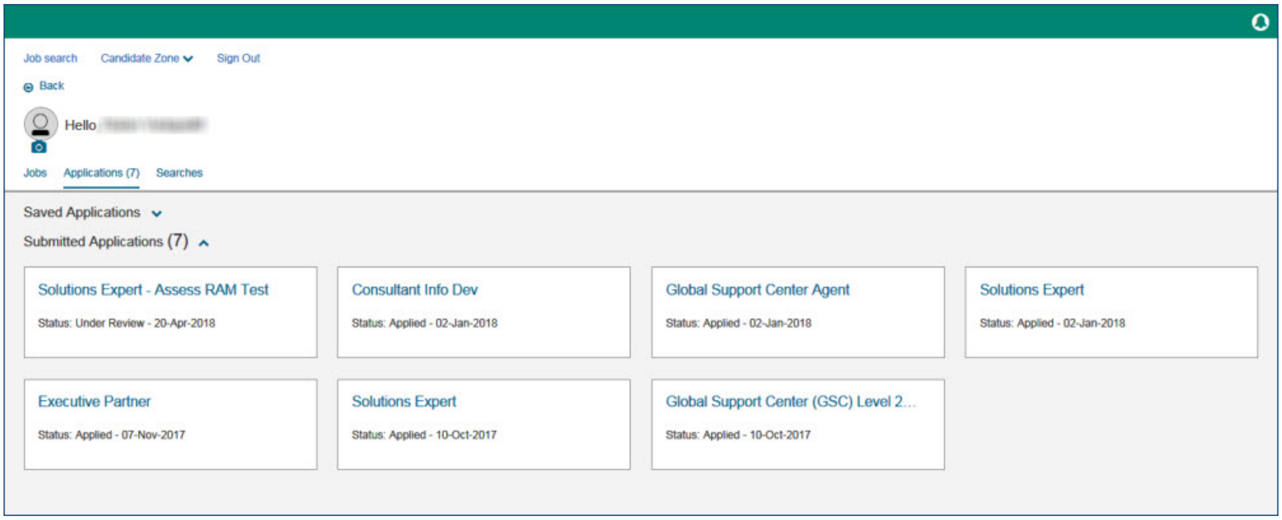
The Submitted Applications list and Application Details screens, across all responsive Talent Gateways within the same locale, display for the candidates.

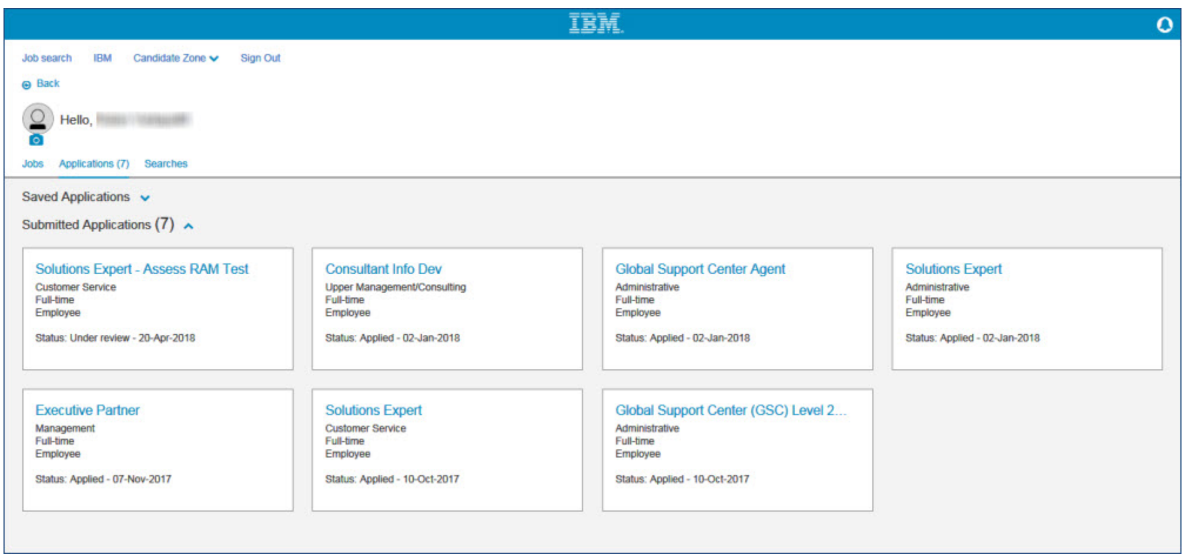
1. Submitted Applications: This section displays submitted applications from any/all sites in the same locale.

a. Navigation: **Talent Gateway** > **Candidate Zone** > **Dashboard** > **Applications tab** > **Submitted Applications**.
b. **Format**: All cards in this tab/section display in “this site” format with “this site” Position 2 and 3 fields (not original site format/fields).
c. **Content**: Cards display for all reqs (in “this locale”) which are open and the candidate is currently filed to, even if they were manually copied/moved/filed to a folder the candidate didn’t apply to.
d. The **Withdraw/Reactivate** work as usual (HR Status change occurs for the candidate, this is not site-specific)
e. Automated removal of the job card from the submitted application section will occur across all sites. (Per current functionality: Req Status = Closed (or Canceled or Deleted) AND > 90 days since the last HR status change.)
f. If a candidate is added/moved/removed from any req folder, from any site submission, this is reflected in the Submitted Applications section.
g. Candidates that did not apply to a requisition, but have the requisition shown in the Submitted Applications section by having the “Display job/referral status information” HR Status setting enabled, will continue to show.
h. **Duplicate Stacking**: Candidate applied to req 1BR with their Talent Gateway Profile A. Then the candidate applies to req 2BR with their Talent Gateway Profile B. The Recruiter stacks the Talent Records in BrassRing. Candidate logs in with their Talent Gateway Profile A. They see req 2BR as long as the HR Status setting “Display job/referral status information” is enabled. The Responsive Talent Gateway will check for HR Status by the candidate’s resumekey (not filtered by BRUID).

2. Application Details: This page and all subsequent pages, (View application, View job description, Add files, Status, Documents, and Forms) includes details form any/all sites in the same locale.
   a. Navigation: **Talent Gateway** > **Candidate Zone** > **Dashboard** > **Applications tab** > **Submitted Applications** > **[select link for job card]**.
   b. **Format**: All statues, tabs, branding, etc. will be displayed in “this site” format.
   c. **Content**: Status, attachments, documents and forms display with content and values from "this job" regardless of which Talent Gateway the candidate applied to the job through.
   d. **Add Files**: The Attachment Category list may vary from job to job. This is because, different categories may be configured to be displayed on different Talent Gateways. The candidate sees the attachment categories that were displayed on the site that they applied through. The recommended best practice is to use the same attachment categories across Talent Gateways that the same set of candidates may use.
   e. **Documents and Forms Tabs**: These cards exist per job, per candidate and are site-independent.
   f. **HR Status Categories**: The HR Status Categories can be customized per Talent Gateway. To reduce confusion and keep the experience consistent, the statuses that show are from “this site” that the candidate is currently visiting. Recommended best practice is to use the same HR Status Category customizations across sites that the same candidate may visit.
   g. **Duplicate Apply/Re-apply**:
      - For clients that allow reapply on the same Talent Gateway, the current rules are enforced (duplicate re-apply is normally prohibited unless the reqs allow reapplies and the candidates is at an HR status that allows re-applies.).
      - For re-applies across Talent Gateways. Prior to this release, the ability to re-apply across Responsive Talent Gateways was allowed because, there was no check. With this release, a new rule is in place to prevent re-applies in most cases. (Unless the allow req re-applies is enabled an the candidate is at an HR status that allows reapplies.)

Different Talent Gateways displaying the same set of applications:





Note:

- Candidates are not able to switch sites while on the Submitted Applications or Application Details pages. Candidates would need to log into the appropriate Talent Gateway if necessary.
- Headers, footers and other branding is always inherit from the site that the candidate is currently on.
- This feature is for same locale Responsive Talent Gateways only. A project is under way to implement a cross-locale/multi-locale unified Candidate Zone.
- Additional Candidate Zone pages, unrelated to Submitted Applications, are NOT included in this release.

We want to hear from you! To provide feedback about this feature go to our Discussions Form post: https://www.ibm.com/mysupport/s/question/0D50z00005DoAA5CAN/feature-feedback-unified-candidate-zone

RTC internal reference # 107178, 107171, 96238, 93135, 112071, 110359, 92451, 92452, 95528.

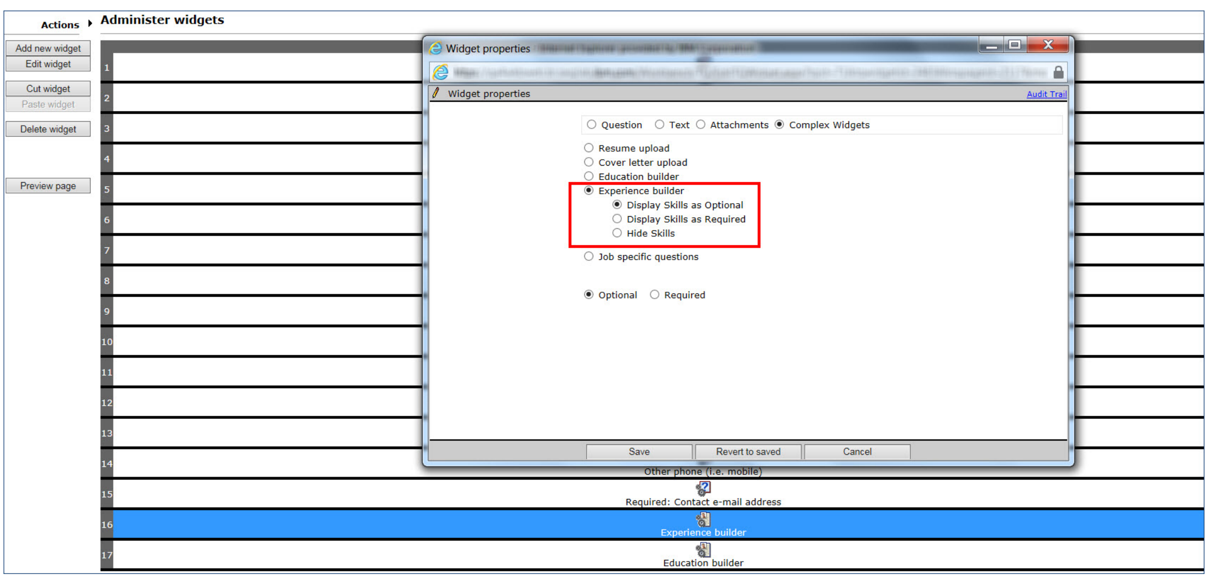
Responsive Talent Gateways - Skills Data - Dark Launch

Note: This feature was originally deployed to Staging with July 2018 release. WIth this month's release there are updates to this feature which will be available in the Staging environment - Only . This feature **will NOT go to Production on October 22nd**. A Production date is to be determined.

A **Skills** field was added to the profile section and within the application process of Responsive Talent Gateway in STAGING ONLY with the July 2018 release. This field captures general skills of the candidates and allows Recruiters to search for candidates with specific skills within BrassRing. Reference the July 2018 Release notes for additional information about the original release of this feature

With this release, the following has been updated:

- The Skills field is now configurable within the application process. When this field was originally added in Staging it was automatically added and required on all Responsive Talent Gateways. This field can now be configured in Staging by navigating to **Workbench** > **Tools** > **Gateway Questionnaire** > **Administer Sections and Pages (for a Gateway Questionnaire in Draft status)** > **Administer Widgets for the page that contains the complex Experience Widget** > **Edit the Experience Widget**.
  - **Display Skills as Optional** - Displays the Skills field during the application process but makes the field optional (not required).
  - **Display Skills as Required** - Displays the Skills field during the application process and makes the field required.
  - **Hide Skills** - Hides the field during the application process.
  -



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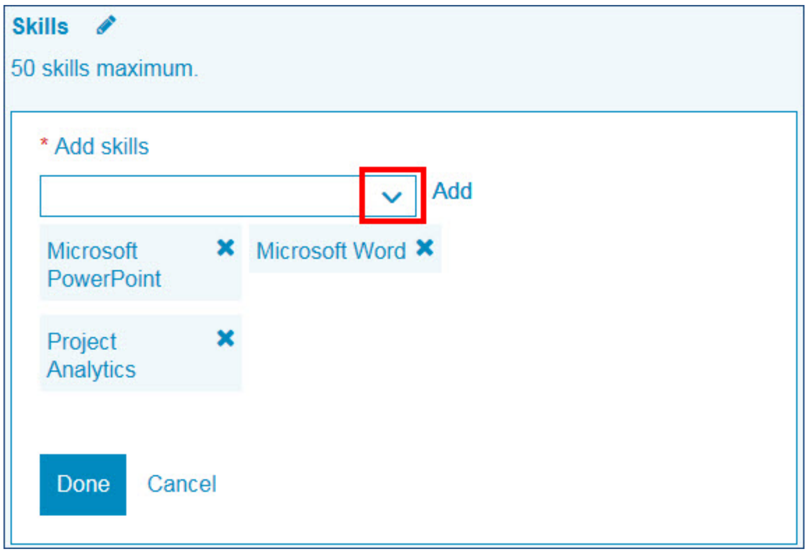
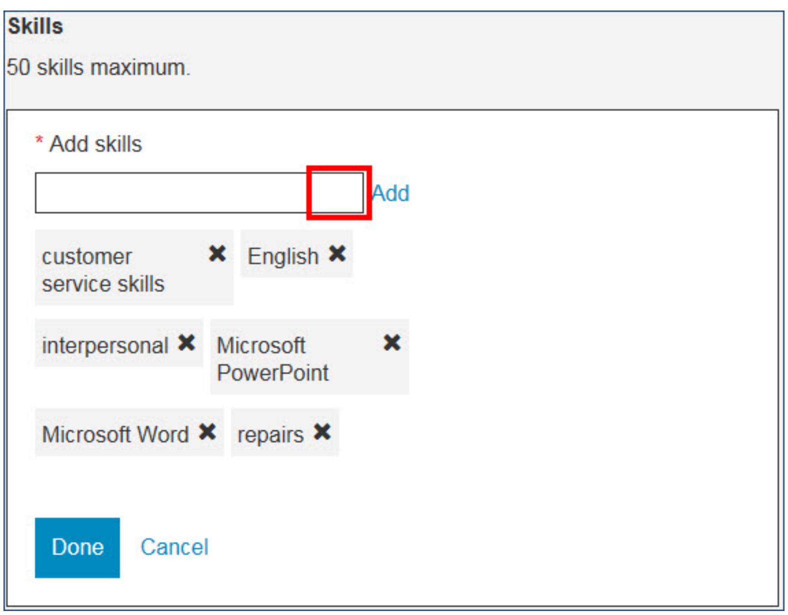
  Note:
  - This setting does not affect the Skills field on the Candidate Zone Profile page. The Skills field will still be present on the Profile page if the Experience section is enabled.
  - The Skills field cannot be displayed without the Experience section.

- Drop down arrow is hidden in all locales. When this field was originally added in Staging a drop down arrow was present. This has been updated:
  - Due to other auto-complete fields on the Responsive Talent Gateways not having drop down arrows.
  - The amount of skills listed was causing continuous scrolling for candidates. This recommended method to add a skill is to use the auto-complete to narrow the list.
  - The drop down arrow also caused confusion for candidates applying in non-English locales. The Skills list is not translated in other Talent Gateway locales and therefore, there is no list present. Candidates can either their Sills manually and use the Add option.

Before this change:



After this change:



We want to hear from you! To provide feedback about this feature go to our Discussions Forum post: https://www.ibm.com/mysupport/s/question/0D50z000056k8WlCAI/feature-feedback-responsive-tgs-skills-data?language=en_US

RTC internal reference # 99129, 99130.

Visible Changes

The current release of IBM Kenexa® BrassRing® on Cloud includes the following visible changes for BrassRing and IBM Kenexa Lead Manager.

Candidate Portal - Candidate Form Updates

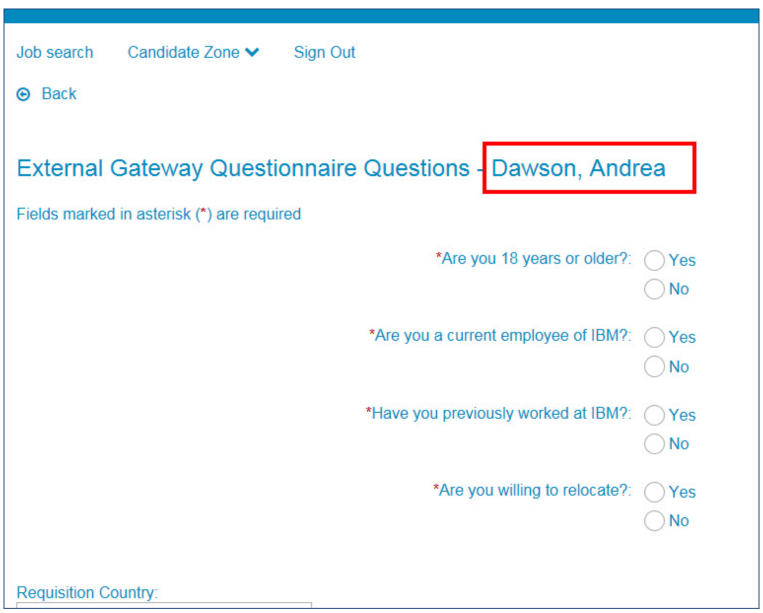
Deployed to Production with release 18.08.20, the Candidate Portal is integrated into the Responsive Talent Gateway Candidate Zone. With that functionality, came the ability to post candidate forms, document and document subsidiary forms to the Candidate Zone. They are posted for the purposes of presenting information about offers, contracts, or collecting information like offer responses from the candidates. However, the following observations are made with this functionality and appropriate changes are made to enhance candidate experience in the new candidate portal experience.

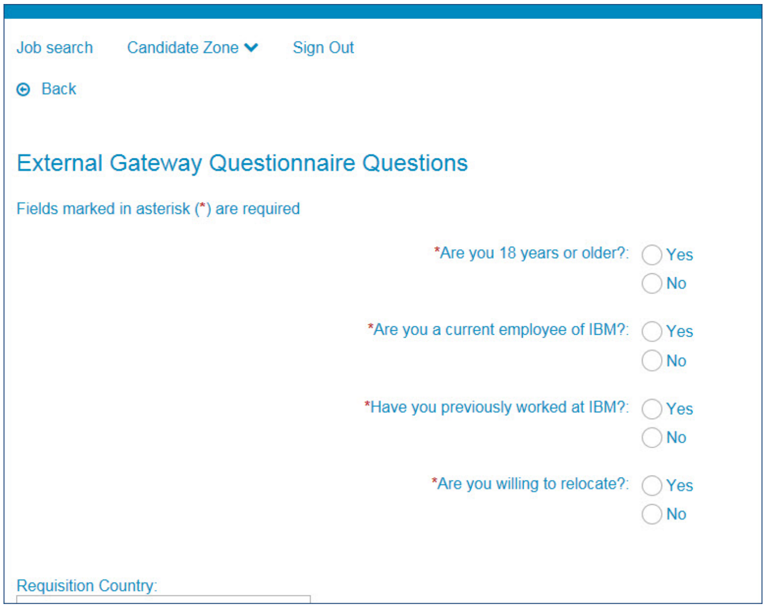
Hide Candidate Name on Form Titles

Candidate forms are a part of the candidate portal that is now integrated into the Candidate Zone. The candidate forms that are viewed or edited by the candidates display candidates' names along with the name of the form. Starting this release, the candidate name isn't displayed along with the form name on the candidate forms. This is for the improvement of candidate experience. The forms continue to display candidate names for the recruiters on the BrassRing New UI. There's no change to that.

Before this change:

After this change:





RTC internal reference #110611.

Hide Section Information Icon

Candidate Forms that are posted to the candidate portal and are required to be filled out or edited by the candidates. Some forms contain an **i** icon within the Section header. This **i** icon creates issues related to accessibility. When only keyboard is used, the keyboard stops at this icon, but the click action can't be performed and hence the icons serves no purpose without using a mouse and mouse click. Since this behavior doesn't meet the accessibility standards, the icon is hidden from display starting this release.
RTC internal reference # 110638.

Posted Form page - View-mode - Incorrect form title

It was observed that when forms are posted and viewed, in view-mode, by the candidate, the form title has the text **Job Response –** prefixed. To reduce confusion regarding the form title, the prefixed value has been removed. Starting this release, only the form title is displayed.
RTC internal reference # 110642.

Error Message Text Size Too Small

It was observed that the error messages that are displayed in response to a set of error scenarios are very small in text size and aren't legible. When a candidate form is submitted by a candidate and if the candidate answered a question incorrectly, or missed a required field, the error message displayed, was found to have small text. The text size is being improved to ensure readability starting this release.
RTC internal reference # 105839.

Display Document ID on Document Susbidiary Forms

With this release the Document ID, which was previously available in the Classic Candidate Portal is available to be used with the Responsive Candidate Zone. This value is view-only and candidates can't edit or alter it.
The Document ID isn't a requirement for the Candidate Zone, but some clients use the Document ID as a unique value to identify which job req an attachment is associated to. The Document ID merge token can be added to the Document Template that has a Document Sub form attached. The Document ID can also be added as a field on the Doc Sub form. After generated, clients can compare these two values to confirm the offer/contract matches the Doc Sub form.
RTC internal reference # 110818.

Talent Gateways - Skip Sign-in Create Account eLink Security

The Skip Sign-in feature was originally made available with the August 2018 release (18.08.20).

When the skip sign-in feature is enabled for a Talent Gateway and candidates apply via this method, they are prompted to create an account, both on-screen (Application Complete page) and via candidate reference email with eLink (to create an account). The following has been updated:

- If the candidate already created a profile (via TG link or email eLink), and is selected after that, an error message is displayed stating that the required action has been taken.
- For improved security, the eLink sent to candidates gets expired after the 10 clicks or after a 10 days of being generated whichever occurs first.

RTC internal reference # 110844.

Search API - Change Default Behavior for Generated Links

The Web/Search API, by default returns the Talent Gateway job details links with a **noback=0** parameter attached to it. This results in hiding the header and the back links on the responsive Talent Gateway which is not a desirable experience for most of our clients. Starting this release, this behavior is changed and all Job Detail links returned from the Talent Gateway Web/Search API will always show the Talent Gateway header links.

Note: Clients that are in favor of hiding the header and back links, can achieve that by passing the input XML node **AllowHeaderLinksAccess** with the value No.

RTC internal reference # 109995.

Reqs - Filter Results

When BrassRing users search for requisitions by selecting specific users with the req team filter, it was observed that incorrect requisitions were returned. Based on the filter, requisitions having any one of the req team members that were selected in the filter, should be displayed in the req results grid. But all the reqs that have a **my** relationship with the users (selected in the filter) are displayed. This behavior has been corrected and the appropriate requisitions are displayed based on the req team members selected starting this build.

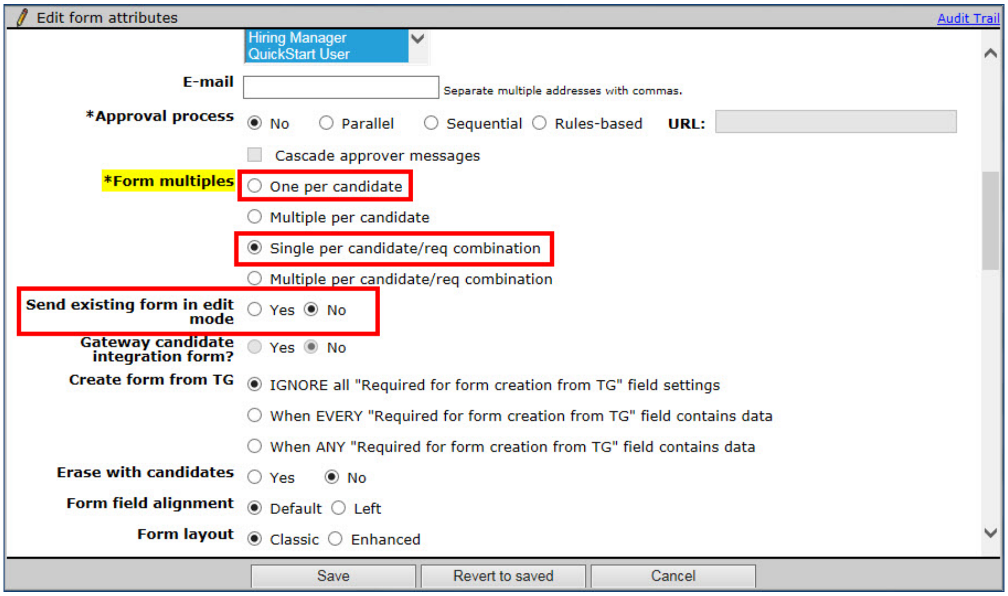
RTC internal refernece # 100650.

Forms - Send Existing Form in Edit Mode

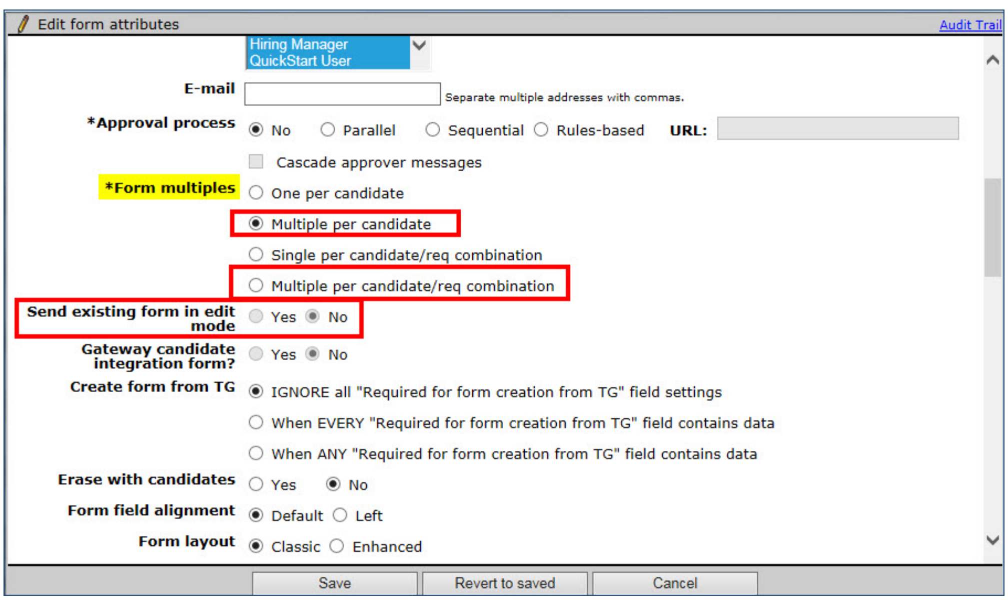
In Workbench, Candidate Forms have an attribute called **Send existing form in edit mode**. This setting can be enabled for forms that have the form type of multiple-per-candidate-per-req (MPCPR) or multiple-per-candidate (MPC), however the setting is not respected within BrassRing. This setting is only applicable with single-per-candidate-per-req (SPCPR) and single-per-candidate (SPC) forms. To reduce confusion, with this release we disable the form attribute when the form type selected is MPCPR or MPC.

Workbench Menu: **Tools** > **Forms** > **Candidate Forms** > **Add New Form or Edit form attributes for an existing Candidat form**

- Workbench user selects SPCPR or SPC. The setting Send existing form in edit mode is updated to Yes and can be edited as needed.
-



- Workbench user selects MPCPR or MPC. The setting Send existing form in edit mode is updated to No and disabled.
-



RTC internal reference # 109977.

Standard Reports - Secure Req Data

This change is to restrict the visibility of Secure Requisition data. BrassRing users that are not associated to the secure reqs or do not have the ability to view all secure reqs,will not be able to view secure req data within BrassRing Standard Reports.

The following reports previously included Secure Req data that was visible to users without the appropriate privileges:

- eLink Responsiveness.
- Site Activity.

After this release, secure reqs and the associated candidate data is not fetched in the Standard Reports to users without the appropriate **my req** relationship or user type privilege to view all secure reqs.

RTC internal reference# 111376.

Lead Manager - Add Note button behavior

To improve the Sourcer user experience, and reduce the number of mouse clicks within Lead Manager, the behavior of Add Note button has been changed. Sourcers are no longer required to select the Save button again after the Add button is selected when adding a note to a Lead or Campaign. When selecting Add, the Save function will also be started.

Note: Any users who have access to add notes to Campaigns or Leads will experience this new behavior.

RTC internal reference # 110146.

Configurable Changes

The current release of IBM Kenexa BrassRing on Cloud does not include any configurable features for BrassRing and IBM Kenexa Lead Manager. Configurable features must be configured or turned on to be visible and available to users.

BrassRing Workbench

The current release of IBM Kenexa BrassRing on Cloud has updates in the following features for IBM Kenexa BrassRing Workbench. Configurable features must be configured or turned on to be visible and available to users.

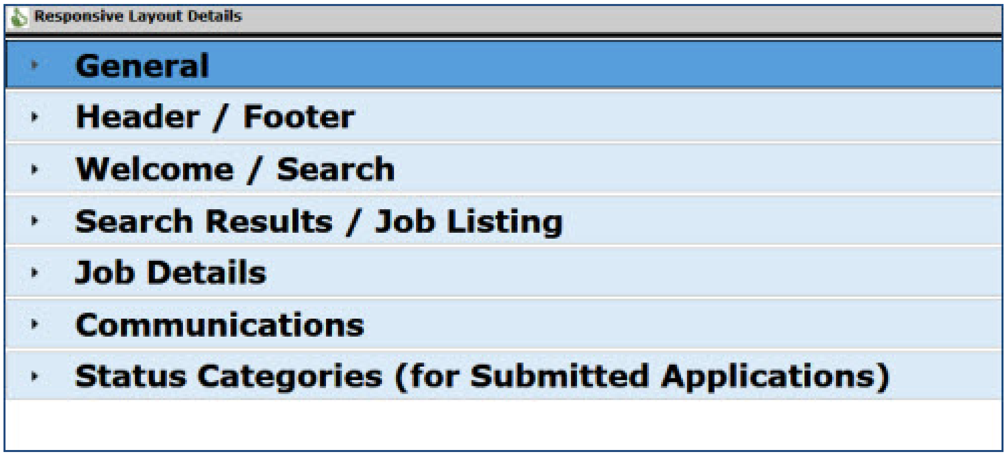
Responsive Layout - Spacing and Capitalization

The Responsive Layout configuration section within Workbench has many spacing and capitalization inconsistencies. These inconsistencies are addressed and the following changes were made during this release.

Workbench Path: **Tools** > **Talent Gateways** > **[select Talent Gateway]** > **Responsive Layout**

- Window tile "Responsive Layout details" is updated to **Responsive Layout Details**.
- General Tab:
  - Space before first sub-section is reduced.
  - Remove ":" for some labels when they are on a separate line from the input field.
  - All label and input fields, which are separated on two lines, do not have space between them.
- "Search page" tab header is updated to **Welcome / Search** to make it more clear as to what is contained in the section.
- "Search results page / Job listing" tab header is updated to **Search Results / Job Listing**.
- Communications Tab:
  - Space before first subsection is reduced.
  - All label and input fields, that are separated on two lines, don't have space between them.
  - Left indentation for content is adjusted to match the other sections.
- "Status categories (for submitted applications)" is updated to **Status Categories (for Submitted Applications).**
  - Space before first subsection will be reduced.

Responsive Layout section after this release and changes:



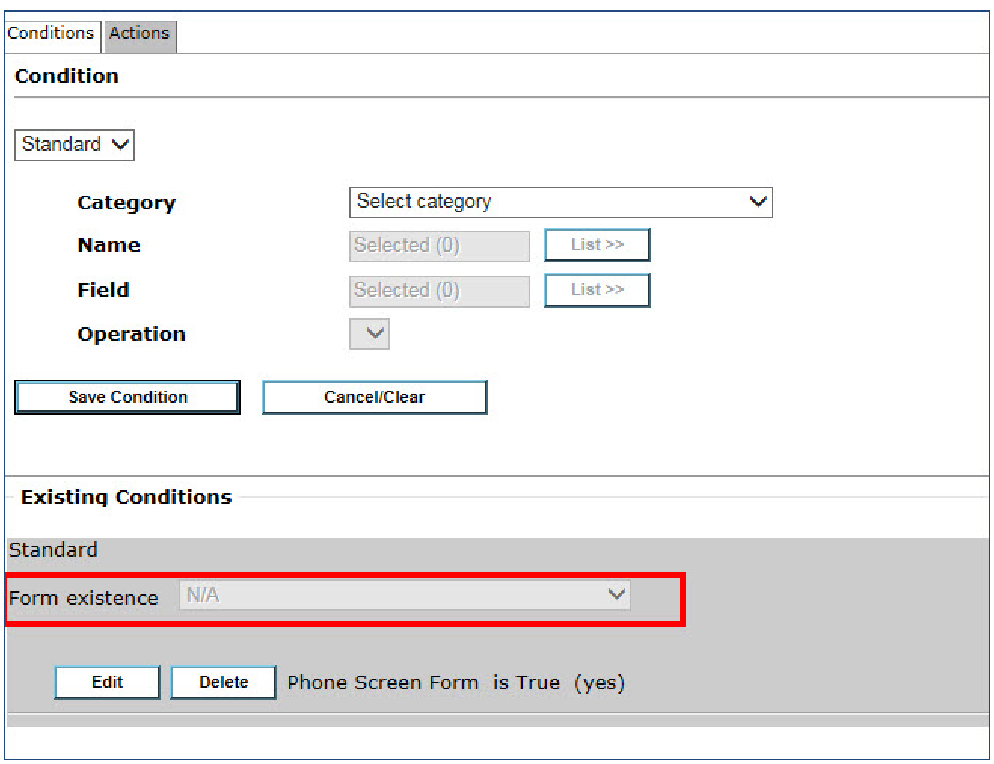
RTC internal reference # 110600.

Rules Automation Manager - Candidate Form Existence

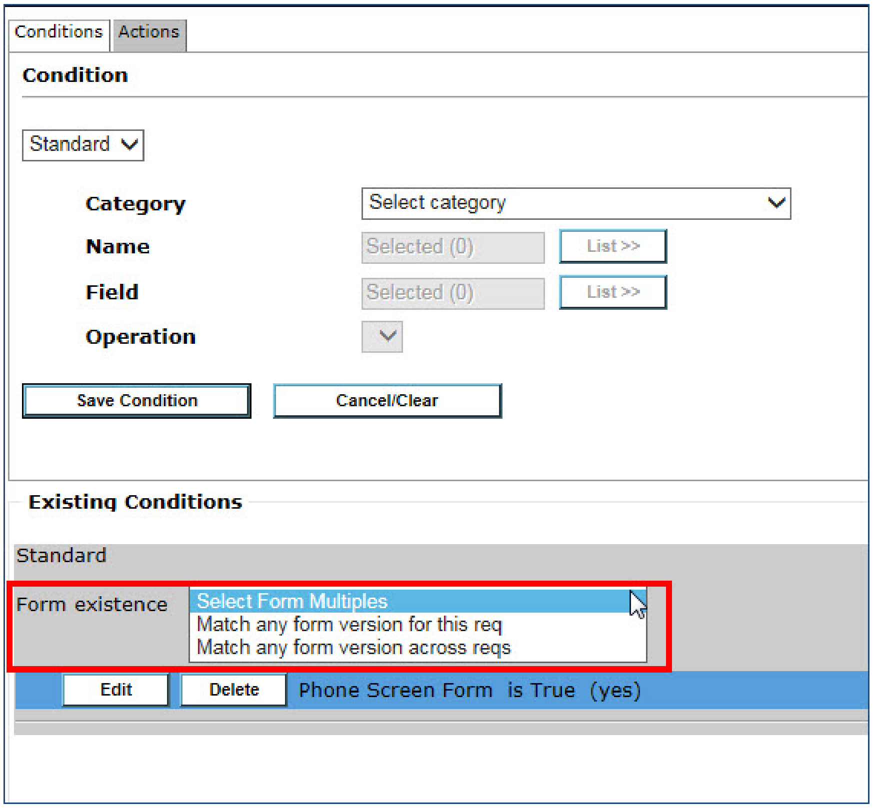
Before this release, Workbench users could configure a Rules Automation Manager (RAM) trigger with a condition of candidate form existence equals true or false. It didn't allow users to select form multiples in order to look at any version of the form in the req or across requisitions. With this release, Workbench users have the ability to select the form multiples when creating a condition for Form Existence for RAM triggers that have Req context. The Form Existance options that are available are:

1. Match any form version for this req.
2. Match any form version across reqs.

Before this change:



After this change:



RTC internal reference # 106370.

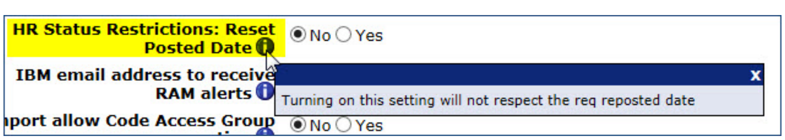
New Client Setting - Block HR Status Update with Posting Dependency Logic

Does your organization currently use the BrassRing functionality to clock an HR status update unless a requisition has been posted for X number of days? (Client setting “HR Status blocked period (1-10 days)” and HR Status restriction configuration)

If so, the existing logic can be changed if an extra client setting **HR Status Restrictions: Reset Posted Date** is enabled. The new client setting excludes counting from the initial req posting date when users don’t make any changes on the posting options page but select to update all postings.

If the new client setting is enabled BrassRing takes into consideration the initial posting date if the requisition is never re-posted and if it’s still actively posted. Even though a user changes the posting removal date, or just selects the update all postings button. We can consider the fresh re-posting date once the req was unposted and re-posted again.

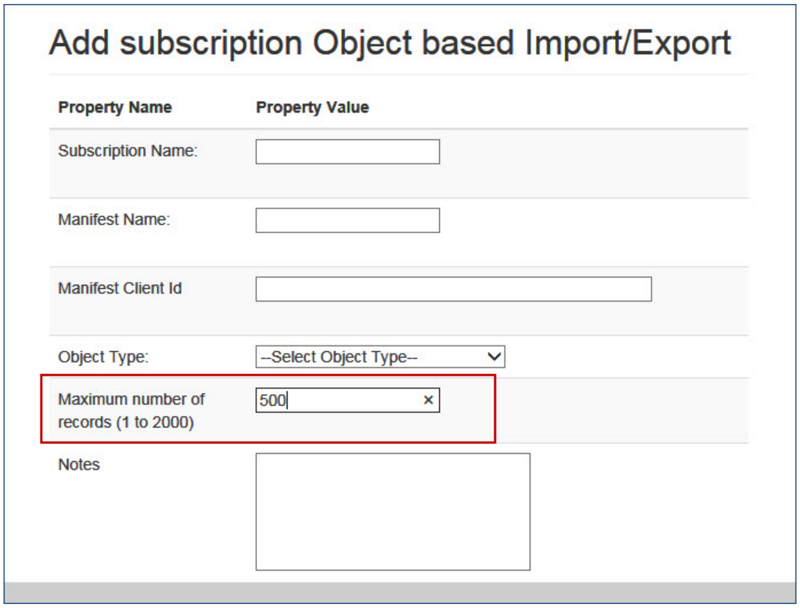
Note: Client settings can only be enabled by IBM representatives. If your organization would like this feature enabled, contact to your IBM representative.



RTC internal reference # 108199.

Integrations - New settings for Object API configuration

A new setting is added in the Object API based subscription configuration in Workbench. This setting **Maximum number of records (1 to 2000)** has a default value of 500. The minimum that can be configured is 1 and the maximum is 2000. By configuring this new setting, clients now have the ability to configure the maximum number of records that can be fetched from Candidate Object API and Requisitions Object API.Information about the Get Candidate API can be found here on the IBM Knowledge Center: https://www.ibm.com/support/knowledgecenter/SSEUFV/API_Reference_Guide_BrassRing/Outbound.html



RTC internal reference # 96402.

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