BrassRing and Onboard Release Notes, July 2021

IBM

Contents

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This document is a common Release Notes document for BrassRing and Onboard. .

Training and Enablement Sessions:

To access training and enablement sessions for IBM Talent Management Solutions and Watson Talent products (which includes BrassRing and Onboard), refer to Training and Enablement Sessions.

eLearning and User Documentation:

To access eLearning and user documentation for IBM Talent Management Solutions (which includes BrassRing and Onboard), refer to the IBM Knowledge Center.

Browser and Language Support:

- BrassRing and Lead Manager Supported Browsers and Languages.
- Onboard Supported Browsers and Languages.

Badge and Training Courses:

- BrassRing and Workbench Badge Courses.
- BrassRing Addon Training Courses.
- Onboard Training and Badges.
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Downloadable Release Notes:

- BrassRing and Lead Manager Downloadable PDF Release Notes.
- Onboard browser Downloadable PDF Release Notes.

BrassRing

BrassRing new features for the current release are listed here.

Refer to the BrassRing Welcome page on the IBM Documentation for a **Release** version of the BrassRing Release Notes.

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.

Client Training and Enablement Sessions

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

See the site often for the most up-to-date schedule and agenda topics!

Enhancements - You Asked We Listened

We are proud to inform that 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.

Requests For Enhancement (RFEs)

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

- Candidate Communication - Customize Email Subject
- Talent Gateways - Customize Job Description on Applied Jobs

Submit your product relevant enhancement ideas on the IBM Ideas Portal.

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 process gives an opportunity and enough time to test these features thoroughly before they are available in the production environment. Clients are requested to configure and test these features and provide their feedback and inputs to your respective IBM representatives.

Data Insight Tool - Work with Multiple Schedules

Note: This feature is currently deployed to the `Staging environment - Only` release. This feature will NOT be released to Production on 20 July 2021. A Production date is yet to be determined. See the upcoming release notes for status updates on this feature.

In the My Schedules tab, DIT users select a single schedule to perform operations on it like Pause, Resume, Cancel, Renew. Starting this release, users can perform these actions on multiple schedules simultaneously. The users select multiple schedules using the check boxes and perform the required operation using the appropriate button.

Figure 1. Before this release:

Figure 2. After this release:

Based on the selection type, the caution and error messages are updated for single selection and multiple selection. After successful completion of the action, the page refreshes, clearing all selections and the new status is reflected against the affected schedules.

Note: The selections made in the check-boxes do not persist when the users toggle between various tabs. **Select All** checkbox selects all the schedules in the current page. The schedules in the other pages remain unselected.

RTC internal reference # 135117.

Data Insight Tool - Updates to Scheduled Templates

Note: This feature is currently deployed to the Staging environment - Only release. This feature will NOT be released to Production on 20 July 2021. A Production date is yet to be determined. See the upcoming release notes for status updates on this feature.

It was observed that when DIT users try to renew the Templates that are scheduled to run only once, no action is taken and when users navigate to a different tab, an error message is displayed.

Starting this release, Schedules that are set to run only once, display status as **Completed** instead of Expired after they run The Expiry Date column displays a **-** for this schedule. Users can not renew these schedules as they are set to run only once. When users try to renew a schedule that is set to run only once and is moved to Completed status, a message is displayed stating: **Renew action can only be taken on schedules that are either "Expired" or expiring in the next 14 days.** If users select multiple schedules for renewal and there is a completed schedule with frequency set to run only once, among the selection, message is displayed stating: **Renew action can only be taken on schedules that are either "Expired" or expiring in the next 14 days. Do you want to proceed with the 'Renewal' action on eligible schedules?** Only those schedules that are expired are renewed when user responds to the message.

RTC internal reference # 135394.

Visible Changes

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

Candidate Anonymization - Talent Record - Work Experience

Unconscious bias is an enormous challenge for clients - recruiters might take decisions that are based on a person's name, hiring managers might hire people that attended certain schools. Although the bias cannot completely be removed, certain steps can be taken to help reduce the unconscious bias. To help clients overcome the unconscious bias, a new feature is added starting this release. The responsibilities of the candidates in their previous job roles, are provided for review in the Talent Record.

Previously, the responsibilities part of the candidate work experience was captured when a resume is parsed, and stored on the Talent Gateway. However, it was never sent over to BrassRing.

To help client users make an informed decision, the responsibilities information is sent to BrassRing and is presented in the Talent Record. The responsibilities information that is captured from the submitted profile is displayed in a new column in the Experience tab of the profile section in the Candidate Talent record. The new column **Responsibilities** displays an icon if there are captured responsibilities from the candidate's Resume or Talent Gateway profile. If no responsibilities are captured, the column for that row remains blank. Users select the icon to display a screen that lists out the work experience and responsibilities that are related to that row.

Note:

- The responsibilities column is displayed in multiple work-flows. When BrassRing users open the Talent Record from job req folder context or outside a job context, in any other method like an eLink, or from a grid.
- At the time of creating a new GQ, while the setting defaults to "Required", it can be changed to optional at that time.
- This feature does not pull in existing responsibilities that were previously added by candidates in their profiles into the Talent Record.
- Clients must create a new Gateway Questionnaire to implement this new feature.
- By default, the responsibilities section is required within the Gateway Questionnaire settings in Workbench. However, clients have the option of changing this feature to optional.

Figure 3. Before this release.

Figure 4. After this release.

Responsibilities Required for Gateway Questionnaire submission.

Based on the Workbench configuration of the Gateway Questionnaire, if the responsibilities attribute is set to 'Required', the candidates that provide Work experience information must provide at least

one field of experience-related responsibilities. An error message is displayed if the responsibilities field is left blank. Candidates cannot add a Work experience without providing responsibilities. A field level restriction of 4000 characters is set for this field.

For any new Gateway Questionnaire, if the Responsibilities attribute is set to Optional, then Responsibilities are not required for any Work Experience on the Talent Gateway, Gateway Questionnaire submission, even if Work Experience itself is required.

RTC internal reference # 134067, 134886, 135028.

Talent Gateways - Featured Jobs Icon

It was observed that the flame icon that denotes featured jobs does not change color when a display is moved to high-contrast mode. This icon is displayed in Orange even in high-contrast mode as it is displayed in regular display. Starting this release, the flame icon that denotes the featured jobs/hot jobs is updated across the Talent Gateways to support accurate display in the high-contrast mode.

Figure 5. New Flame icon.

RTC internal reference # 128909.

Configurable Changes

The current release of IBM Kenexa BrassRing on Cloud includes the following configurable features for BrassRing and IBM Kenexa Lead Manager. Configurable features must be configured or turned on to be visible and available to users.

Candidate Communication - Customize Email Subject
Based on client request, the option to customize the subject line of emails that are sent to candidates. This new setting is specific to the submission confirmation emails sent to candidates when they submit for a job by skipping the sign-in process. By using a new text customization setting in the Workbench, clients can customize the email subject line. By default, the value in the setting is: **Your candidate reference number - [client name]**. This setting can be updated by the client's workbench administrators.

RTC internal reference # 134087.

Talent Gateways - Customize Job Description on Applied Jobs
Previously, the complete job description information was not displayed to candidates that applied if the job was removed. The only information displayed was job title and the information that is provided in the field Job Description.

Starting this release new setting is added to the Workbench to provide extra job description information to candidates in the Applied Jobs section of the Candidate Zone. When candidates go to **Candidate Zone** > **Dashboard** > **Applications** > **Submitted Applications** > **[select a job]** > **select View Job Description**. The information that is displayed depends on the Workbench configuration of the new setting that is added for this purpose.

RTC internal reference # 134427.

BrassRing Workbench

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

Talent Gateway Text Customization - New Setting

A new setting **Subject line of the submission email** is added in the TG Text customization section of the Workbench. The default value that is presented in this setting is **Your candidate reference number - [client name]**. The following restrictions apply for this setting. The special characters **<> **are not allowed due to the HTML restriction. The special characters **[]** are not allowed, except for [client name] (no other tokens allowed), all other special characters are allowed in the subject line.

Workbench path: **Tools** > **Talent Gateways** > **Edit/View Text Customization** > **Notifications section**

RTC internal reference # 134087.

Responsive Layout - New Setting

Previously, the complete job description information was not displayed to candidates that applied to the job if the job was removed. The only information displayed was job title and the information that is provided in the field Job Description.

Starting this release new setting is added to the Workbench to provide extra job description information to candidates in the Applied Jobs. The new setting: **Candidate Zone - Submitted Applications - View Job Description Fields** has a drop-down multi select auto complete field. Clients can choose to add multiple standard or custom fields to be added to the Job description in the Applied Jobs section. The total number of fields that can be added to the new section is restricted to 10. By default, the [Standard] Job description field is added to this section. However, this can be replaced with the fields of the client's choice.

17 Job Details fields - Section 2

Display rules:
Text area field labels will be displayed as section headers with the values beneath taking the available width of the screen. **All other**
be displayed with labels ABOVE the values in a regular font and values BELOW in a **bolder** font. They will display in 2 columns in larg
and in 1 column in smaller or potrait screen formats.

NOTE: Fields selected in Talent Gateway details have been defaulted, but can be changed.

		Field name	REQUISITION field label	Field type	Custom field label for Talent Gateways **Customize fields labels**
↕	✕	Department	Department	select	
↕	✕	Location/Division	Location/Division	select	
	+	Select field... ▾			

18 Job Details Removal Date - Section 3

☐ Show Removal Date (as Job expires)

19 Candidate Zone - Submitted Applications - View Job Description Fields

REQUIRED: Fields will appear in the "View job description" box in the Candidate Zone. A maximum of 10 fields is allowed.

[Standard] Job Description ✕

‣ Communications

‣ Status Categories (for Submitted Applications)

‣ Codes

Save   Revert To Saved   Cancel

RTC internal reference # 134427.

Gateway Questionnaire - Make Responsibilities Optional

The Experience Builder complex widget in Gateway questionnaires is updated. This update is to add a Gateway Questionnaire attribute to make the Responsibilities optional. By default, Responsibilities is set to "Required".

RTC internal reference # 134887.

Onboard

Onboard new features for the current release are listed here.

Client Reminders

Client reminders remind clients of recently distributed important notices and links to comprehensive documentation and training for the special features recently introduced.

This document presents changes for the **July 2021 release of Onboard on Cloud**:

• US Staging - July 08, 2021
• US Production - July 17, 2021

Searchable PDF Release Notes

In addition to the existing link in the Onboard Downloadable PDF Release Notes topic to a PDF version of the release notes, the major enhancements were added to the topic, making them searchable.

Access the Downloadable PDF Release Notes topic to view (for each release) a summary of the major enhancements, and also access a PDF version of the release notes.

Visible Changes

Visible changes alter the appearance or performance of the product without requiring any configuration. The changes are immediately visible or available to users.

State Forms - Updated
The following set of state forms are updated during the current release:

• Georgia G-4 Employees Withholding allowance certificate.
• Missouri MO W-4C Withholding Affidavit for Missouri residents (Missouri resident employed in a foreign state).
• Pennsylvania REV-419 Employee's Non-Withholding Application Certificate.
• West Virginia WV/IT-104 Employee's Withholding Exemption Certificate.

RTC internal reference # 246093.

Configurable Changes

Configurable features must be configured or enabled to be visible and available to users. There are no configurable changes during the July' 21 release.

There are no configurable changes during the current release.

Fixed Defects

In the current IBM Kenexa Onboard release, the following defects were addressed.

RTC Jazz Number	Defect Description
243681	TS004844796 - Bad Request 400 (error.create.user) - OB Start did not auto-complete
245514	TS005534138 - US (Production) / New hire not appearing in the manage new hire page - Portuguese (Brazil)

RTC Jazz Number	Defect Description
245533	TS005550916 - US (Production) / Task group Status not displaying for some New Hires