BrassRing and Onboard Release Notes, July 2020

Contents

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This 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.
- Lead Manager Training and Badges.

Downloadable Release Notes:

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

BrassRing

BrassRing release features are added to this document at **US Production**.

Refer to the BrassRing Welcome page on the IBM Knowledge Center for a **Pre-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.

End of Support for Classic Talent Gateways

Everything You Need to Know About Ending Support for Classic Talent Gateways

Note:

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 moved early to responsive Talent Gateways have seen a vast improvement in candidate completion rates.

Classic Talent Gateways (Full and Basic) are retired on 1st June 2020. Support is no longer available for these Talent Gateways. .

If you have recently moved to our new responsive candidate experience and are looking for information and help?

Watch our Responsive Apply Overview and Configuration Webinars to understand configuration instructions, and much more!

IBM has also hosted multiple sessions on Migrating to the Responsive Talent Gateways. Check out the recordings on our Training and Enablement site. You can also reach out to your IBM Kenexa Representative with any questions or concerns.

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 Forms - New Approval Level Setting to make approval routing mandatory.
- Lead Manager - Info message displayed along with Deleted Lead.

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 via the discussion forums for which links are provided in respective feature articles.

There are no Dark Launch features in this release.

Visible Changes

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

Metrics Dashboard - Interview Manager Fields for Visualization

A new standard field category that is called Interview Manager is now available in the Metrics dashboard. This category lists all the qualified Interview Manager fields. The interview manager fields can be used independently or in combination with other fields on the Metrics Dashboard to build visualizations. The following are the fields that are going to be available in the Metrics Dashboard:

- Interview Status (Includes all statuses that are associated with an interview (both invitation and availability request)
  - To Be Scheduled
  - Candidate Availability Requested
  - Candidate Availability Received
  - Candidate Availability Declined
  - Invitation Pending
  - Invitation Declined - Interviewer
  - Invitation Accepted - Candidate
  - Invitation Declined - Candidate
  - Completed
  - Canceled
  - Invitation Declined
  - Invitation Sent
  - Scheduled

  - Expired
  - On Hold
- Interview Date
- Interview Created On
- Interview Created By
- Interview Edited On
- Interview Time Zone
- Lead Coordinator
- Interviewer
- Interview Format
- Interview Style
- Invitation Sent On
- Invitation Responded On
- Candidate Invitation Status
- Interviewer Invitation Status
- Availability Requested On
- Availability Received On
- Recipient Type
- Total Interviews

Note:

- Metrics Dashboard is not available in the Staging environment. Therefore, this feature does not get deployed to the Staging environment.
- Interview attributes, which cannot be visualized or are not as useful as the fields already mentioned are out of scope.

RTC internal reference # 129230.

Reqs - Prevent Req Cancellation Based on criteria

BrassRing users were previously able to cancel a req even when there is a candidate in **Hired** HR status category status. This change is not permissible according to the business rules. Therefore, starting this release, a new warning message is displayed when users try to cancel a req with a candidate with a HR status in on of the Hired HR Status category statuses.

The system checks for one or more candidates with HR status set to Hired category. The system also checks whether the number of positions that are remaining is less than the number of positions in that requisition. If either of these conditions turns out to be true, the system displays the following message to the user:

You cannot cancel this Req because a position has already been filled for this Req. Use Close action instead.

BrassRing users are required to take a different action and cannot cancel the req.

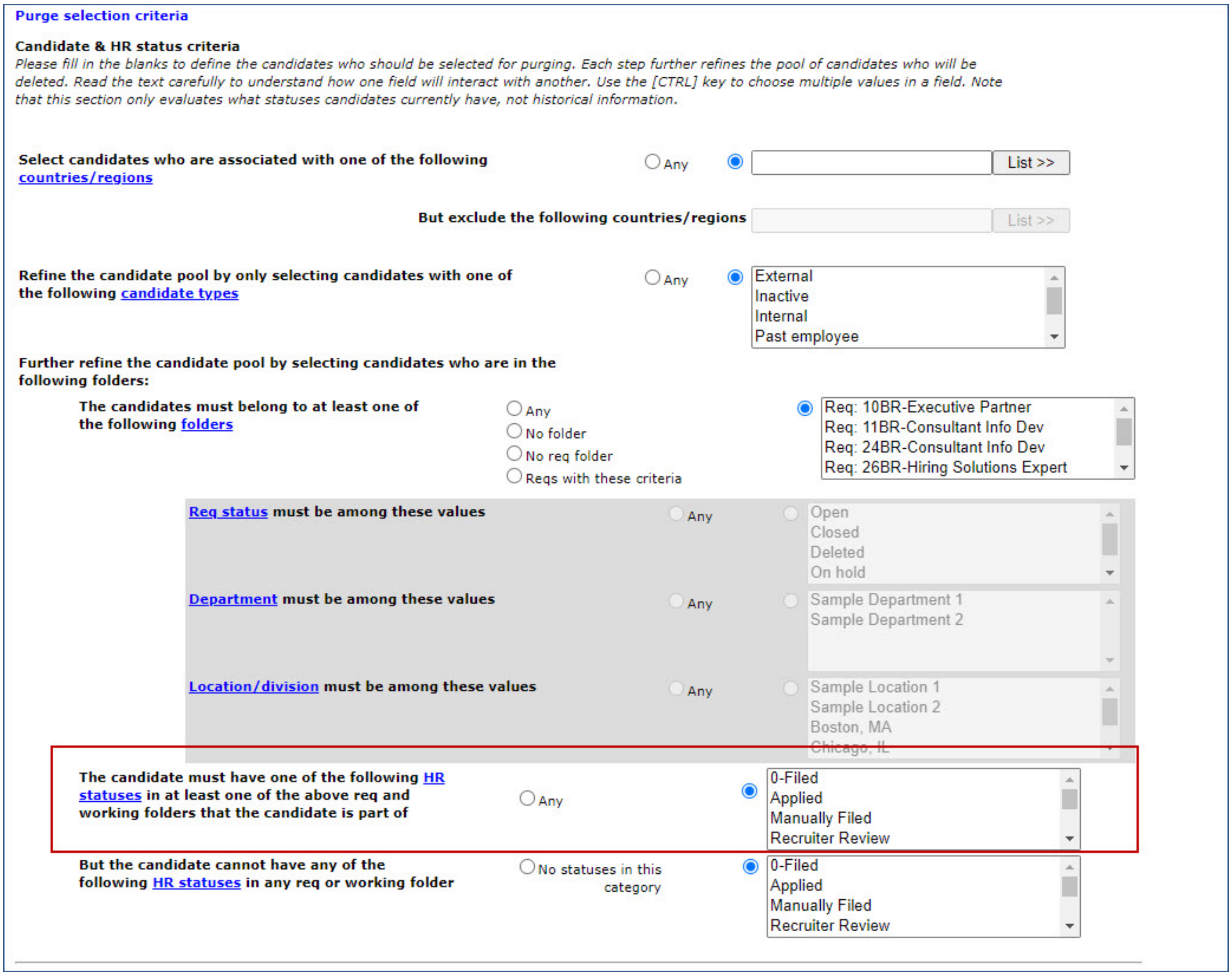
RTC internal reference #129402.

Candidate Purge - New Option in HR Status Selection

Starting this release, a new option **Any** is added in the HR Status selection section. The criteria **The candidate must have one of the following HR statuses in at least one of the above req and working folders that the candidate is a part of** previously had a multi-select field to select one or more HR statuses.

Starting this release, this criteria has two radio button options Any and the multi-select field. If "Any" is selected, the multi-select field is disabled.

This new option is available in Add/Edit/Save as new sections of the Purge.



RTC internal reference # 129464.

Talent Gateways - Req Association to Per Req Form Fields

When responsive jobless submission is implemented, it was observed that Per-Req form fields might be added to a Gateway Questionnaire. However, the per-req form fields were not associated with any requisition regardless of the codes widget being included with a job req code selection.

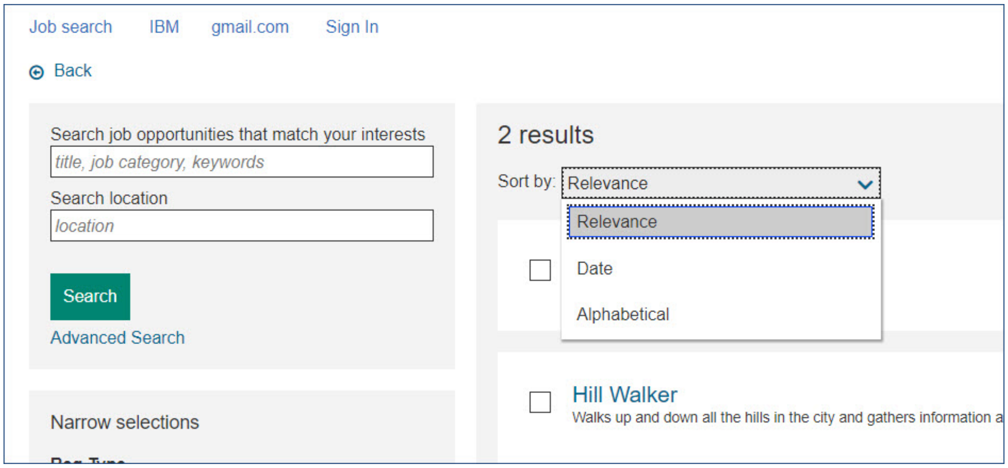
Starting this release, when a jobless submission is done, the system verifies whether the Talent Gateway is an Add Candidate Gateway that is affiliated with a stand-alone Gateway Questionnaire containing a codes widget. The system also verifies whether the Talent Gateway now has one or more req codes that are associated during the application process. If both conditions are met, then the forms are associated to the appropriate req.

RTC internal reference # 129213.

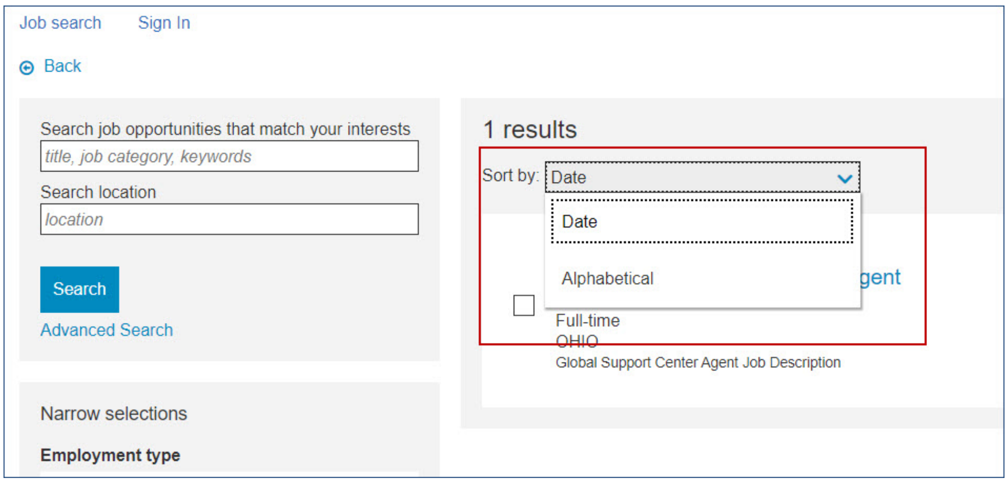
Talent Gateways - Search Results Sort Options

Starting this release, the sorting options on the job search results page are optimized. Previously the sort options available in the results page included Relevance, Date and Alphabetical. Starting this release, only Date and Alphabetical are the sort options available on the job search results page. By default, the search results are sorted by date. The date in this context is the date on which the specific job is posted.

Before this release:



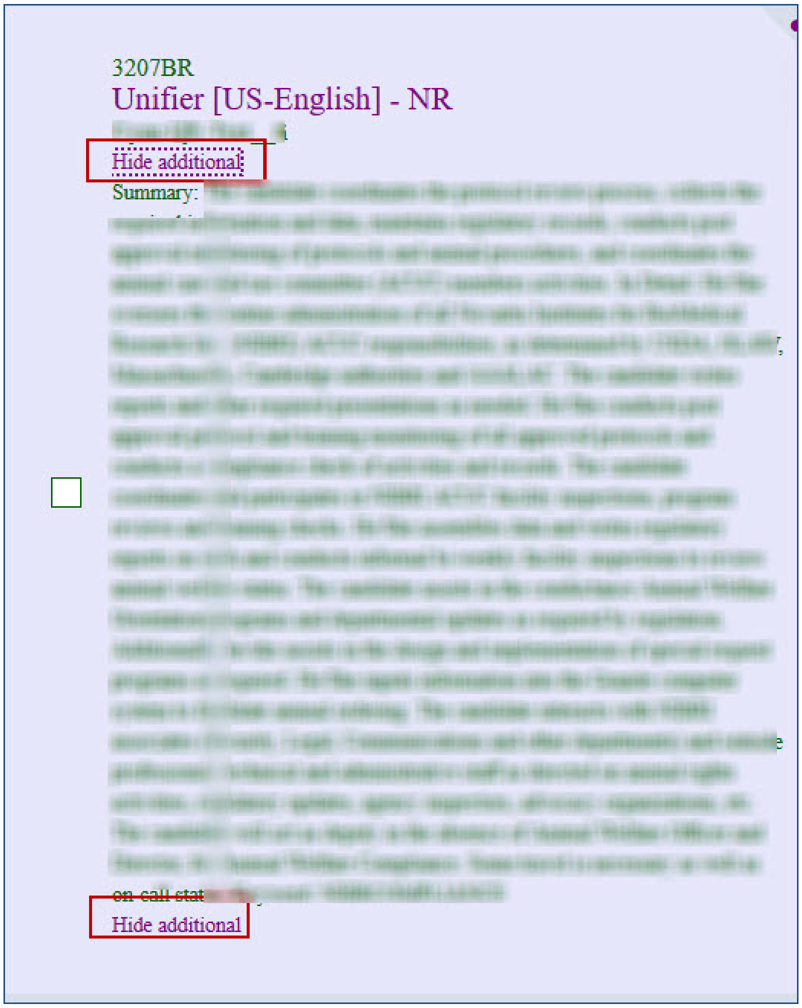
After this release:



RTC internal reference # 128401.

Talent Gateways - Job Description - Show Less

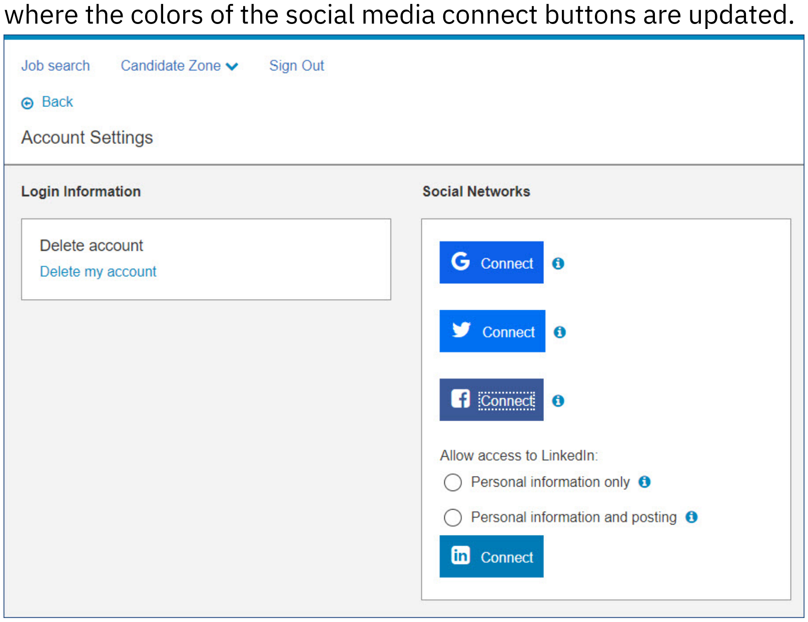
When there is a lot of text in the Job description section, the text is truncated and a link **Show more** is displayed. Selecting this link expands the text and to truncate the text back, previously **Show less** link was used. Starting this release, the Show less link is replaced with **Hide Additional** which is compliant with accessibility guidelines. These changes are made to ensure better experience for accessibility users.



RTC internal reference # 126737.

Talent Gateways - Social Media Buttons -Accessibility Updates

Based on accessibility guidelines, there are various improvements to the social media button handling across Talent Gateway pages. These changes include color updates to social media buttons and also adding focus indication. One of the changes is in the Account Settings section of the Candidate Zone where the colors of the social media connect buttons are updated.



RTC internal reference # 129120.

Data Insight Tool - FTP Report Month Name Update

The abbreviated month name that is a part of the file name of a report is observed to be inconsistent. It used to be in a different locale even when generated by the same user. The month name in the file name used to be derived from the locale of the profile owner and also there was an error when the file name is generated by using the locale. Starting this release, the abbreviated month in the file name of an FTP delivered report is generated in the locale of the user that schedules or runs the report.

RTC internal reference # 129961.

Lead Manager - Deleted Leads Message

When a Lead Manager user deletes a lead, the lead might still appear in search results for up to 10 - 15 minutes after the delete action is taken. The lead is displayed until the database is refreshed. During this time, if a user accesses such deleted lead record, starting this release, a message is displayed stating:

Deleted Leads and Campaigns will still be present in the database for 15-20 minutes following deletion while the database refreshes. Leads and Campaigns may be present in search results during this time. Thank you.

RTC internal reference # 130042.

Lead Manager - Lead Search in Campaign

The standard view for campaign listing of leads is now available as the default view of the Search leads within a campaign. The standard view page is now available with features like pane freezing and pagination. Users can use this view before they go to the Advanced View.

RTC internal reference # 130193.

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.

Integrations - Background Check Integration - New Vendors

There are two new background check (BGC) service vendors available starting this release. Integration with the following BGC vendors is now available with BrassRing.

- Sterling
  - SterlingRISQ -
  - SterlingBackcheck

For more information regarding BGC Configuration refer to the relevant Knowledge Center pages.

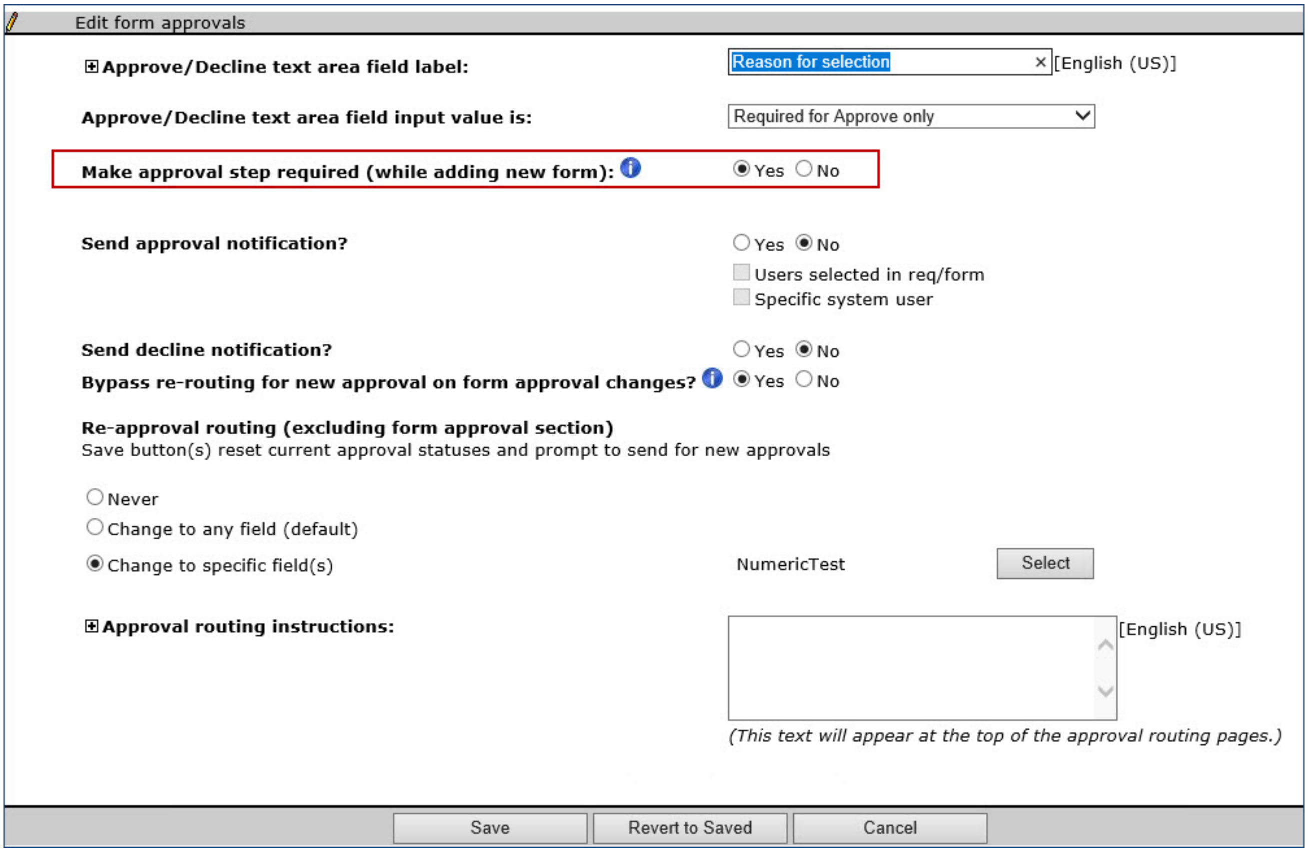
RTC internal reference # 129379, 129383.

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.

Candidate Forms - New Approval Level Setting

Starting this release, based on configuration, clients can ensure that the users send a form for approval upon save instead of directly submitting it. A new form approval level setting is added in Workbench. The setting **Make Approval step Required (while adding a new form)** is available with Yes and No as options. This setting is by default set to No to preserve existing functionality. When the setting is set to Yes, **Submit** is not displayed in the Add Form screen. Previously, users had the options either to "Save and Send for Approval" or to "Submit" which could lead to confusion for some users. If the Submit button was selected, the form was saved against the candidate's talent record and not was routed for approval. This setting removes the Submit button and the form is sent for approval upon saving



RTC internal reference # 128498.

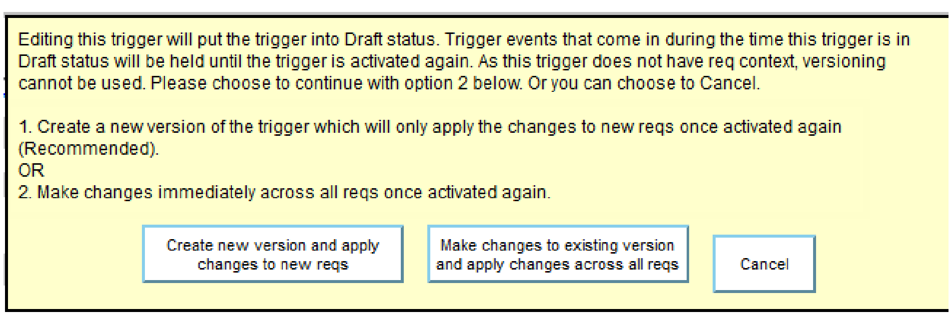
Rules Automation Manager (RAM) - Update Message for Draft Trigger

When Workbench users edit a Rules Automation Manager (RAM) trigger, the trigger is moved to the draft status. The following message is displayed for all draft triggers.

Editing this trigger will put the trigger into Draft status. Trigger events that come in during the time this trigger is in Draft status will be held until the trigger is activated again. As this trigger does not have req context, versioning cannot be used. Please choose to continue with option 2 below. Or you can choose to Cancel:

1. Create a new version of the trigger which will only apply the changes to new reqs once activated again (Recommended).

   Or
2. Make changes immediately across all reqs once activated again.



Starting this release, the options that are provided in the message are updated depending on whether the trigger supports or does not support versioning.

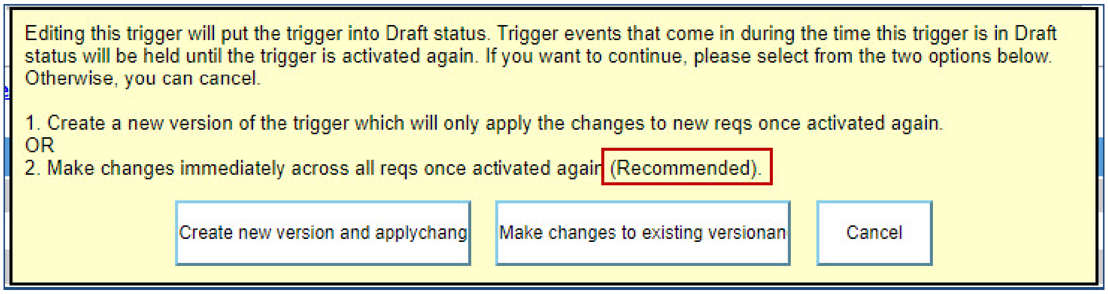
Scenario 1 - When users edit a RAM trigger that supports versioning (for example: HR status).

Editing this trigger will put the trigger into Draft status. Trigger events that come in during the time this trigger is in Draft status will be held until the trigger is activated again. As this trigger does not have req context, versioning cannot be used. Please choose to continue with option 2 below. Or you can choose to Cancel.

1. Create a new version of the trigger which will only apply the changes to new reqs once activated again

   Or

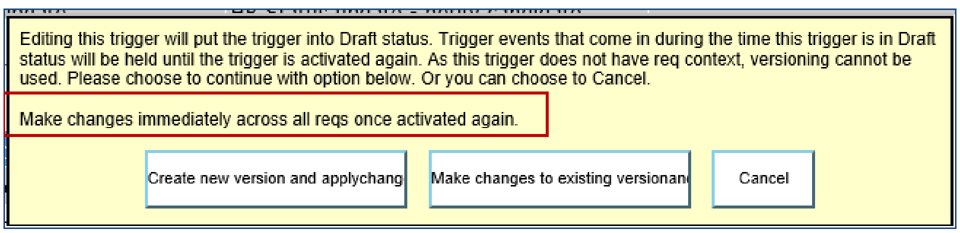
2. Make changes immediately across all reqs once activated again. (Recommended).



Scenario 2 - When users edit a RAM trigger that does not support versioning (for example: Job Unpost).

Editing this trigger will put the trigger into Draft status. Trigger events that come in during the time this trigger is in Draft status will be held until the trigger is activated again. As this trigger does not have req context, versioning cannot be used. Please choose to continue with option 2 below. Or you can choose to Cancel.

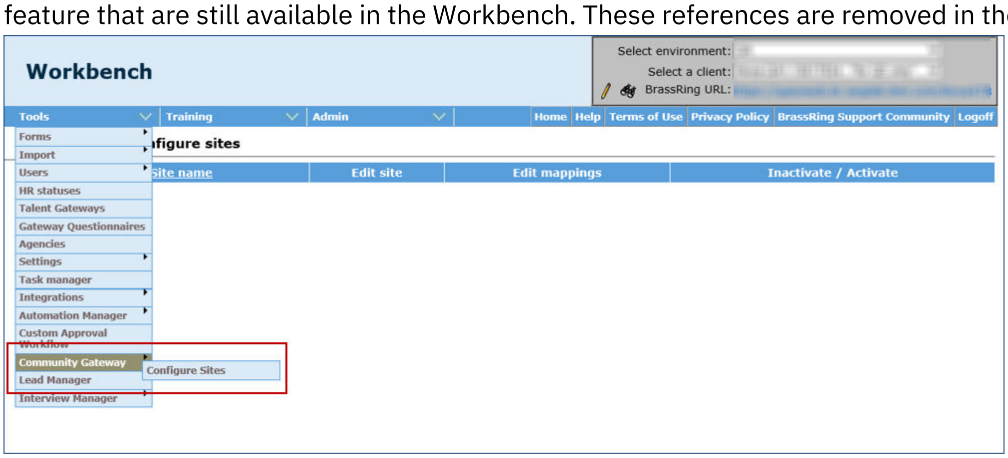
Make changes immediately across all reqs once activated again. (Recommended).



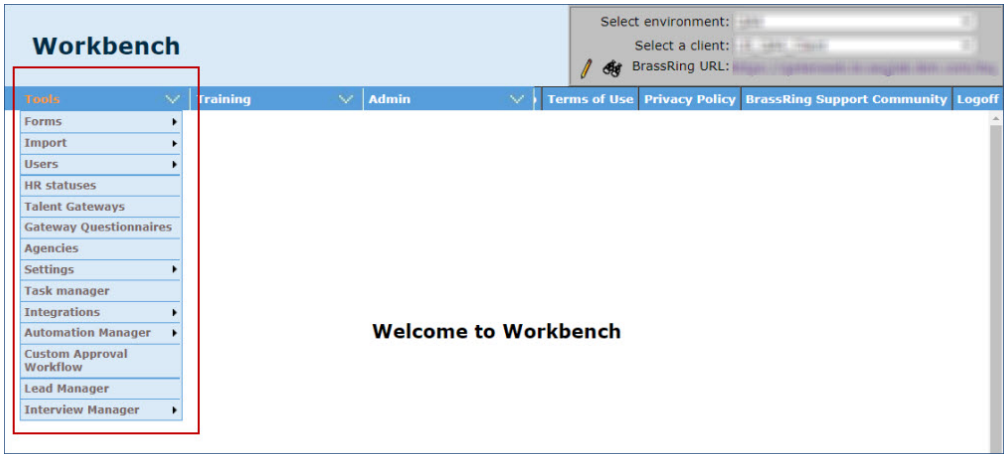
RTC internal reference # 127495.

Workbench - Remove Community Gateway References

The Community Gateway feature is retired from BrassRing. However, there are references to this feature that are still available in the Workbench. These references are removed in the current build.



After this release:



RTC internal reference # 128820.

Talent Gateways - Google Drive Authentication

There is an update to the steps that are required to configure Google Drive API keys verification.

Starting this release, the Google API key verification configuration by the clients is required for the candidates to be able to download resumes, and other files from their Google Drive account to their Talent Gateway profile.

The updated steps are listed below:

- Go to https://console.developers.google.com/
- OAuth consent screen > Select **Edit App**
- Give the Application Name you want to see in app page
- Add the Application logo (optional).
- Under Scopes for Google APIs select **Add Scope**
- Select "../auth/drive.readonly See and download all your Google Drive files" Scope option.
- Select Add
- Add "brassring.com" under "Authorized domains" sub heading
- "Application Homepage link" > Add a Home page Link (you can give the Talent Gateway page here)
- "Application Privacy Policy link" > Give the standalone Privacy Policy link hosted by IBM
- Click on submit for verification button

IBM Standalone privacy policy link: https://jobs.brassring.com/TGnewUI/PrivacyPolicy.html

Onboard

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 **May 2020 release of Onboard**:

- US Staging - July 7, 2020
- US Production - July 18, 2020

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.

Onboard Support of Revised Voluntary Self-Identification of Disability Form
The Office of Management and Budget (OMB) has approved the use of a revised self-identification form (**Form CC-305 - Voluntary Self-Identification of Disability**). Onboard supports the revised form.

The only portion of the form that is modifiable by Onboard is the **For Employer Use Only** section. This gives Onboard the flexibility to enhance their record-keeping for the data analysis required by OFCCP's regulations.

For more information, click here.

Configurable Changes
Configurable features must be configured or enabled to be visible and available to users.

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

RTC Jazz Number	Defect Description
236479	TS003679460 - WOTC error in staging regarding SSN.
236889	TS003733344 - Unable to download New Hire packet due to error.
237118	ESCALATED - TS003764357 - Unable to Save Onboard Workflow (Stale error).
237452	ESCALATED - TS003803214 - New hires not receiving conditional activities (condition field : customDictionary31 - Job entity / Condition : BRA_Multi_Hire Is In No)).
237618	TS003825769 - Unable to access Contact Info tab in staging.