

IBM Kenexa BrassRing on Cloud

*IBM Kenexa BrassRing on Cloud
Release Notes
August 2016*

IBM

Note

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This edition applies to the August 2016 release of IBM Kenexa Lead Manager and to all subsequent releases and modifications until otherwise indicated in new editions.

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Contents

Terms and conditions for product documentation iii

Introduction 1

Visible changes 1
 Responsive apply. 1
 Responsive recruiter 2
 Other visible changes 4
Configurable features 4
 Responsive apply - WOTC. 4

Candidate search 7
Other configurable features 12

Notices 13

Programming interface information 15
Trademarks 15
Terms and conditions for product documentation. . . 15
IBM Online Privacy Statement 16
Safety and environmental notices 16

Introduction

This document presents changes, both visible and configurable, that are included in the August release of IBM Kenexa BrassRing on Cloud.

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.

Visible changes

The current release of IBM Kenexa® BrassRing® on Cloud includes the following 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.

Responsive apply

This release includes several new enhancements in BrassRing Responsive Apply in the BrassRing application.

Error messages

Error messages on Responsive Talent Gateways now display a hyperlink when users hover over the error. Previously, these error message links were underlined by default and sometimes showed on hover. Going forward, error message links will be consistently underlined by default (without hover) as directed by the User Experience Design Team.

Gateway Questionnaire – Work Experience and Education Widget

- **Work Experience Widget** - Text now reads, **You may include up to 5 of your most recent positions.**
- **Education Widget** - Text now reads, **You may include up to 3 of the most relevant schools or programs you have attended.**

Maximum submissions limit

Beginning this build, the default Talent Gateway **unlimited** setting for maximum submissions **per user** now equals 100 when the period for maximum submissions is set to **forever**. If you need to change the **Maximum total req submissions per period** or the **period for maximum submissions** settings for your responsive Talent Gateway, those settings are still available.

Maximum total req submissions per period: Unlimited
 Limit (1-100)

Period for maximum submissions: Forever
 Monthly starting (dd)
 Yearly starting (mm/dd)
 Days back (1..1096)

Note: This change applies only to responsive Talent Gateways. All other responsive and Talent gateway settings remain unchanged.

Responsive recruiter

Several new BrassRing responsive features are now available for Responsive Recruiter in the BrassRing application.

Responsive Recruiter menu additions

Responsive recruiter's menu options now include access to existing BrassRing features.

- **Candidates in Queue**
- **Support Portal**
- **Candidates > Referrals in Queue**

Responsive Recruiter home page updates

The **My candidates** link is now available on the home page for easy access. Previously, you were only able to access **My candidates** through the hamburger menu. When selected, recruiters can now view the **My candidates** as a whole rather than by HR status.

Candidate reference number as primary search option.

When a recruiter begins a candidate search by entering a candidate reference number into the search box, the system responds by finding the candidate whose first and last name are associated with the reference number. For example, if the recruiter enters 123 in the search box, the system responds by completing the search field with the candidate that is associated with the reference number.

For example, if a recruiter selects **Candidate** search and enters the numerals 123 in the search box, the system auto-completes the search field and displays:

- 123: Last Name, First Name
- 1230: Last Name1 , First Name1
- 1231:Last Name2 , First Name2

Candidate search default change

Search Candidates is now the search default in Responsive Recruiter.



OFCCP

OFCCP is now available in the Responsive Recruiter. All configurations that were previously configured BrassRing Workbench carry over to the responsive user interface.

When an OFCCP-compliant client begins a candidate search on anything other than the candidate name, phone number, or candidate reference number from the general search bar, the OFCCP screen automatically displays a modal dialog box. Recruiters can enter the appropriate requisition or search reason to gain access to search results and filters screen.

Any previously configured OFCCP reports will not change.

Updated UI screens

The following pages within the Responsive Recruiter now have a consistent look and feel of the responsive workflow.

- **Candidate - Upload attachment**
- **View - req notes**

Requisitions - multiple languages

When a recruiter sends a communication based on a requisition that uses a communication template available in multiple languages, the recruiter can now select a language for that

communication.

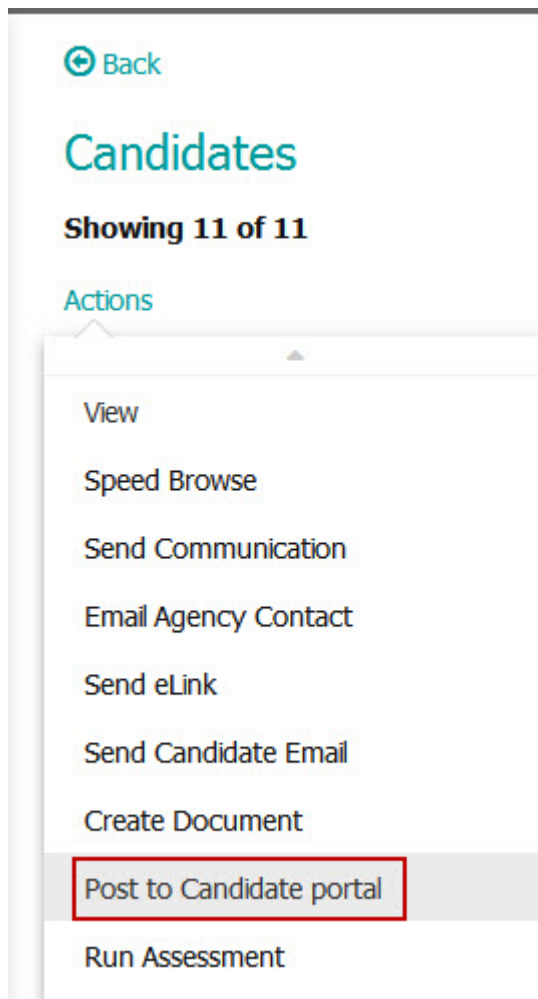
This email template contains req merge fields. Please select the language you would like the values to merge in.

French

Japanese

Talent Record

You can now access the **Candidate - Post to Candidate Portal** on the **Actions** menu within Talent Record.



Other visible changes

There are no other visible change in this build.

Configurable features

The current release of BrassRing includes the following configurable features. Configurable features must be configured or turned on to be visible and available to users.

Responsive apply - WOTC

Responsive Apply now supports The Work Opportunity Tax Credit (WOTC) feature if your WOTC vendor is First Advantage. You can now configure a WOTC widget so candidates can now complete a WOTC application during the job application process on a responsive Talent Gateway. Currently, First Advantage is the only vendor that supports this feature on responsive gateways.

Work Opportunity Tax Credit

When the WOTC GQ is configured for a responsive gateway, candidates can now complete the WOTC fields or opt-out of the WOTC process during the job apply process. Clients can now enter customized text when they configure the responsive widget in the **Introduction to WOTC** and **Opt out text** widget fields. Clients can use text customization in WOTC messages to candidates.

Work Opportunity Tax Credit



Waxing Warman (Responsive GQ)

Fields marked with an asterisk (*) are required.

What is this?

The Work Opportunity Tax Credit (WOTC) is a Federal tax credit available to employers for hiring individuals from certain target groups who have consistently faced significant barriers to employment.

How does this benefit me?

WOTC helps qualified job seekers obtain employment by offering an incentive to employers who are considering hiring them. Qualified job seekers include veterans, TANF recipients, SNAP (Food Stamp) recipients, Vocational Rehabilitation participants, ex-offenders, SSI recipients, and individuals who live in certain low income communities. You may [opt-out](#) if you do not wish to participate.

*Date of Birth:



*Social Security Number: (###-##-####)

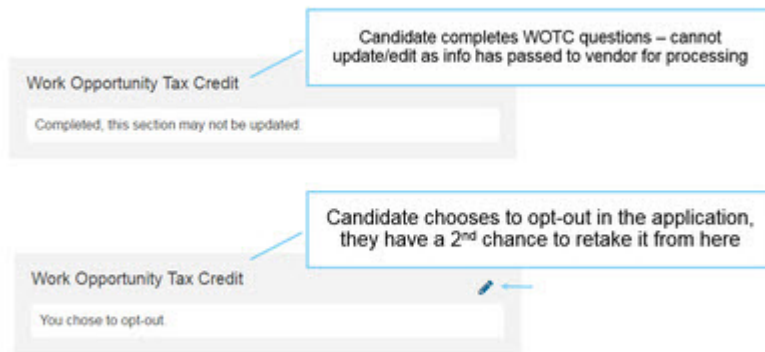
*Confirm Social Security Number: (###-##-####)

Save and continue

Save and finish later

Candidate completes the job application. On the job review and confirmation page, candidates either see a message that indicates completion of the WOTC or an opt-out message. Candidates have a second change to opt in and complete WOTC by selecting the **edit** ion on the message.

New WOTC section on Review/Confirmation page



How do clients get this feature?

Clients who want to use First Advantage as their WOTC vendor and clients who now use First Advantage as their WOTC vendor, can now configure WOTC responsive widgets on their responsive Talent Gateways.

About this task

For clients who do not have WOTC configured, refer to *Integrations - WOTC First Advantage* in the Searchable Release Notes Tool. on the IBM Support Portal.

Follow these guidelines when you configure WOTC on your responsive Talent Gateways:

WOTC Guidelines

Each responsive GQ can have only one WOTC widget.

Clients must have responsive GQs enabled.

Pages with WOTC widgets cannot contain other widgets.

WOTC widget must follow profile page (with contact information fields).

Procedure

1. In BrassRing Workbench, enable the WOTC client setting. Select **Yes** for **Work Opportunity Tax Credit Integration**.
2. Select **Configure**. Complete the fields in the **Configure WOTC Settings** dialog box.
3. Select **Yes** for **Gateway Questionnaires Responsive Apply** and if wanted, select **Yes** for **Mobile Responsive UI Toggle**.
4. Configure the Talent Gateway responsive settings and enable **WOTC integration** for your Talent Gateway.
5. Create the responsive GQ complex widget:
 - a. **Tools > Gateway Questionnaire > Add New Gateway Questionnaire** and complete the Gateway Questionnaire fields, selecting the Responsive option.
 - b. Select **Save**.
 - c. Select **Administer Sections Pages** for the newly created GQ.
 - d. Select **Add new section** and then selects **Add new page** to the section.

Note: The WOTC widget **must** follow profile page.

- e. Select **Administer Widget** for the new page and then **Add new complex widget**.

- f. Complete the required widget fields: **WOTC**, **WOTC intro text**, and **WOTC opt-out text**, and other fields as needed. WOTC text box supports HTML formatting and Special characters for custom text.

The screenshot shows the 'Widget properties' dialog box. Under the 'Complex Widgets' section, 'Work Opportunity Tax Credit' is selected. Two text fields are visible:

- Introduction to WOTC:** Contains the text: `What is this?
The Work Opportunity Tax Credit (WOTC) is a Federal tax credit available to employers for hiring individuals from certain target groups who have consistently faced significant barriers to employment.
How does this benefit me?
WOTC helps qualified job seekers obtain employment by offering an incentive to employers who are considering hiring them. Qualified job seekers include veterans, TANF recipients, SNAP (Food Stamp) recipients, Vocational Rehabilitation participants, ex-offenders, SSI recipients, and individuals who live in certain low income communities.`
- Opt-Out text:** Contains the text: `You may [OPT-OUT-URL] opt-out if you do not wish to participate.`

Both fields have a language dropdown set to 'English - United States' and a 'Reset to default Text' button. At the bottom of the dialog are 'Save', 'Clear', and 'Cancel' buttons.

g. Select **Save**.

6. Select the **WOTC GQ** and select **Activate Gateway Questionnaire**.
7. Complete the configuration of this feature as outlined in *Integrations - WOTC First Advantage*.

Candidate search

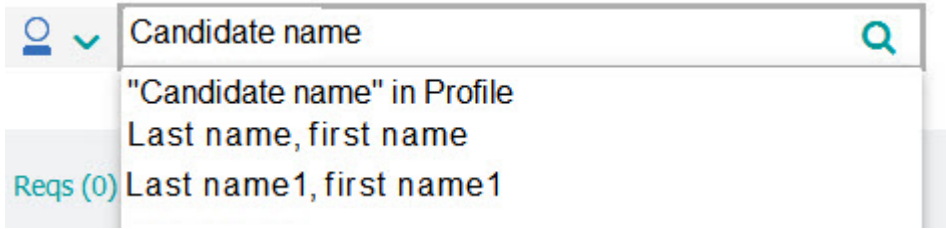
Fully functional candidate search is now available in the Responsive Design enhancements.

Candidate search now presents a unified consistent workflow that allows recruiters quickly and easily view and sort through candidate profiles. Recruiters that use candidates search can now see the following enhancements:

- The quick search bar is now a general search bar. Use the search bar on any page within the UI to initiate a detailed candidate search.
- Search results are available on a new results screen, which provides new ways to filter your results through faceted fields and type-ahead search options.
- OFCCP is now available in the Responsive Recruiter UI.
- Boolean AND and OR are available in the general search bar.
- Search on source code to find candidates from specific advertising resources.
- Save your filters to search again later.
- Change your results interface to view only those fields applicable to your search.
- Use the updated filter selection to change your filters for your specific searching results.

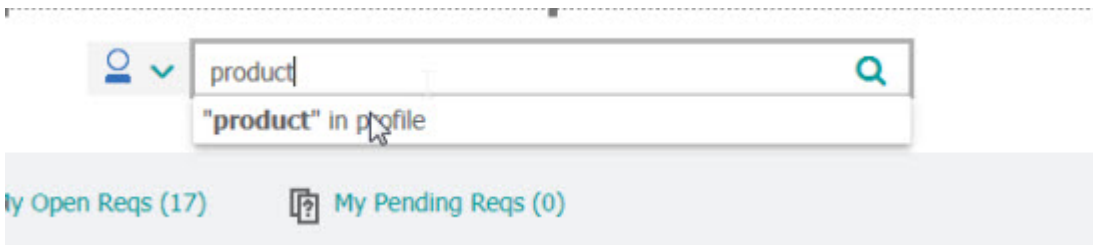
For example, to complete a quick candidates search, a recruiter enters a candidate name in the candidate search box. Auto complete now helps recruiters refine their searches and presents matching candidates.

Note: Auto-complete search is available in **all** candidate search fields.

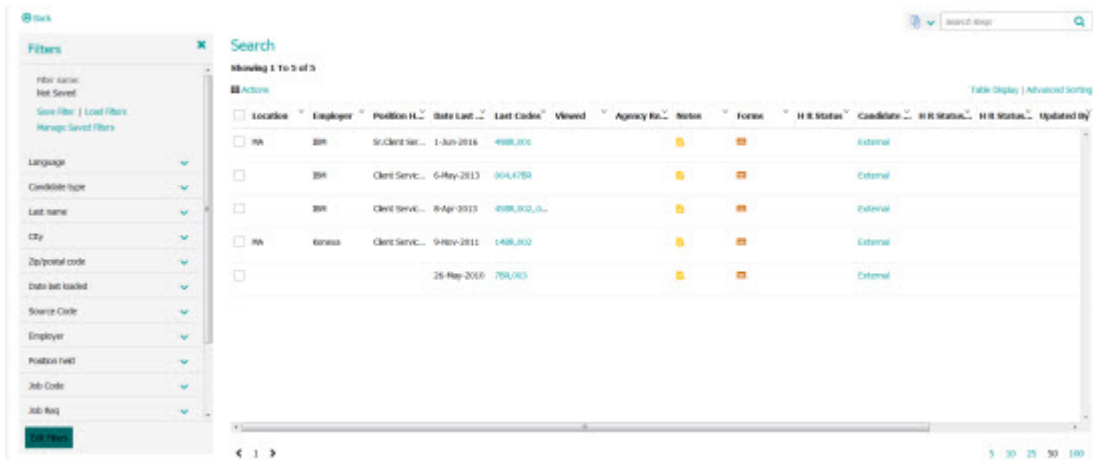


Recruiter selects the candidate and the search results page opens.

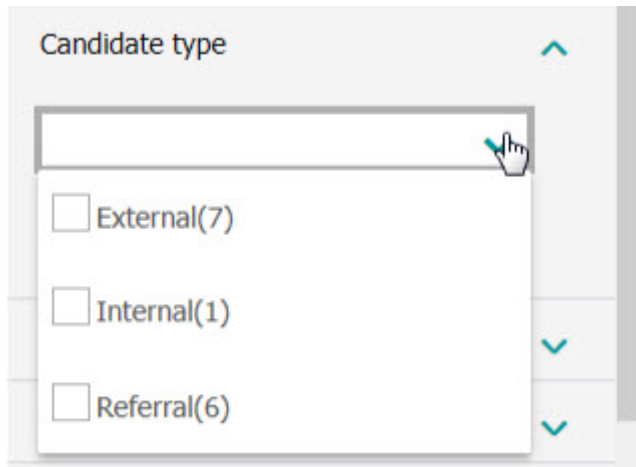
To complete a more detailed candidate search, enter keywords into the search bar:



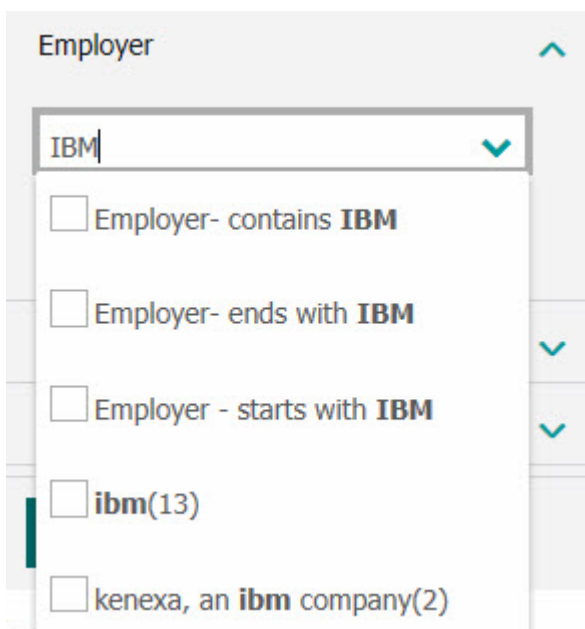
Note: If your organization is OFCCP-compliant, the OFCCP screen presents and does not allow the recruiter to view the search results. See OFCCP section for more details.



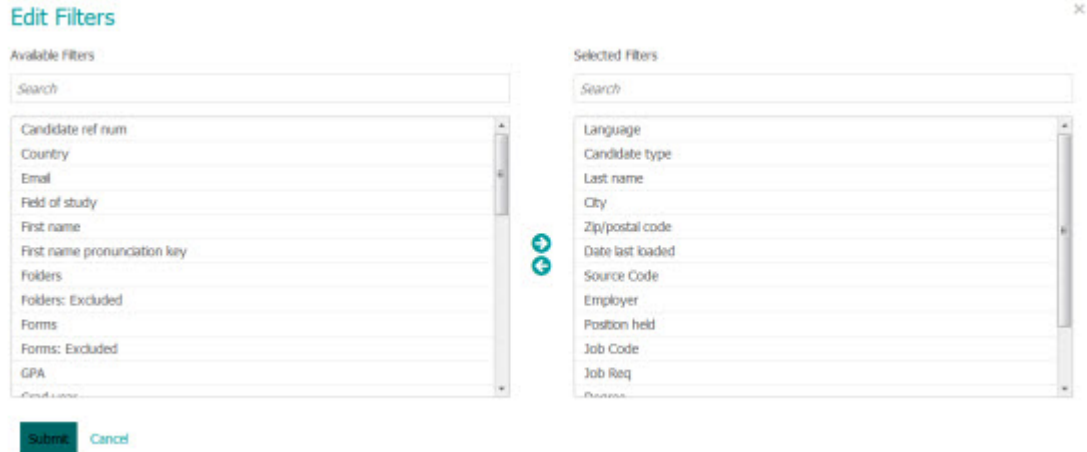
- On the candidate search results page, recruiters can:
 - Access the **Filters** menu to select and clear search filters.
 - Down arrows on the search filters allow recruiters to select multiple filter options and immediately see the search result on the search interface.
 - Use the down arrows on the search filters to select multiple filter options and immediately see the search result on the search interface. Filter options are faceted so users can see exactly how many candidates match the criteria.



- Use the faceted **Filter** options to see exactly how many candidates match that criteria.
- Search for employers, educational institutions, and other filter options with type-ahead text options. Boolean operators are available to help hone in on the options.

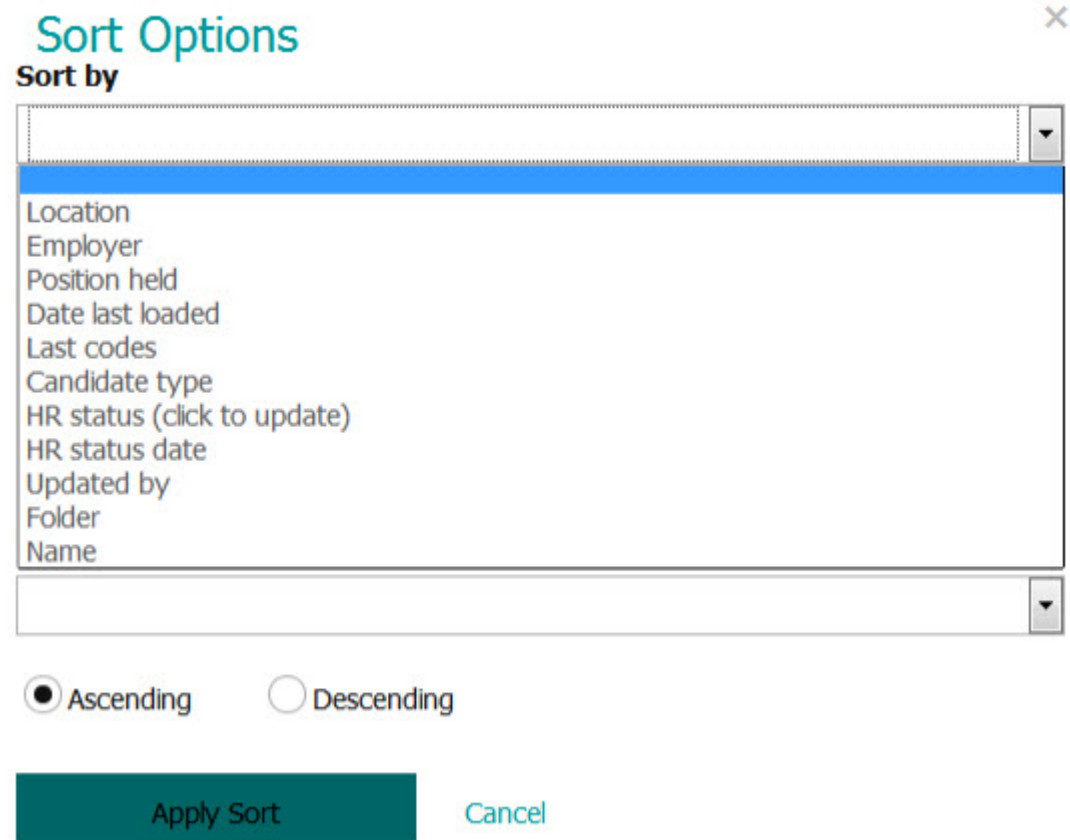


- Edit your filters to search on fields applicable to the job the recruiters is working on.



Note: Candidate type and language are standard search features and cannot be removed from the **Filters** list.

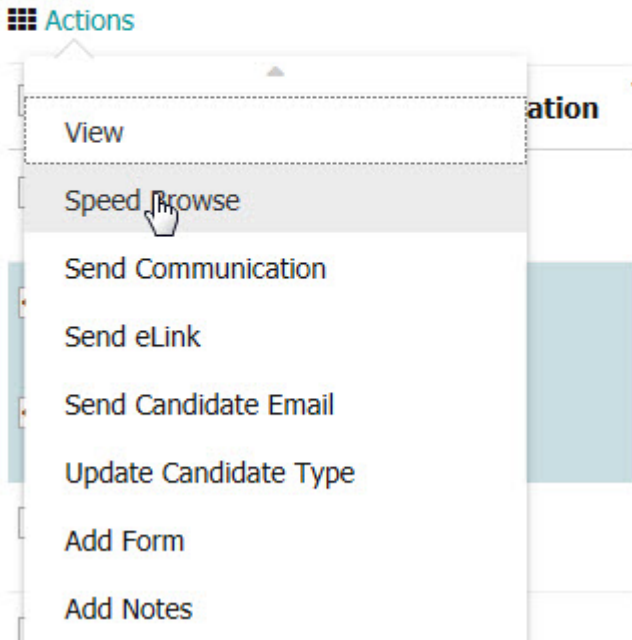
- Configure **Table Display** and **Advanced Sorting**.



- Use the **Speed Browse** function in the **Actions** menu to directly compare multiple candidates.

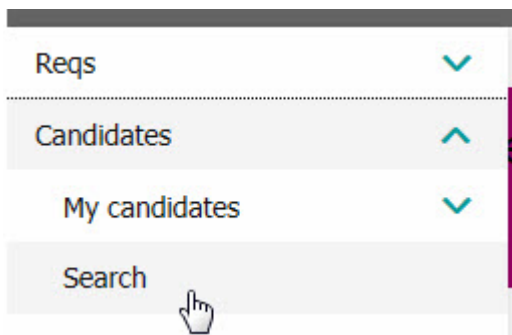
Search

Showing 1 To 50 of 57



When a recruiter finds the perfect candidate for their requisition, they can select the check box next to the candidate's name and then use the **Actions** menu. Recruiters can take any **Actions** available to them on the Action menu.

Clients can also initiate a search from the Hamburger menu, though it is recommended to start from the search bar to have a clear set of results to start drilling down on. When you start from the **Search screen** directly, all candidates in the client's database are present.



How do clients get this feature?

This feature is controlled by BrassRing Workbench restricted client setting. Contact your IBM Support Representative to enable the updated candidate search. This feature is only available in the Responsive UI.

Other configurable features

Solique - job aggregator

Clients can now use Solique, a job board aggregator, to post jobs from within IBM Kenexa BrassRing on Cloud application. Contact your IBM Support Representative to enable this new feature.

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