**Technical Documentation: CCT**

**First Destination For Outcomes and Reporting**

**As of:**This definition was created on 1/25/2020

**Note**: This is a temporary solution put in place in late January 2020 and should be revisited when the new approach to managing CCT work via Affiliations is implemented (target implementation date: August 2020)

**Definition and use:**

Currently first destination information is kept in the Employment object. A First Destination record is defined as an Employment record that has a non-null value in the "First Destination" field.

There can be only one First Destination Employment record for any student. Duplicates are an error condition.

Only students anticipated to graduate or recently graduated (indicated by Program Record Stage = Graduated) should have a First Destination record; it is a business process / program problem if a First Destination record exists for other students, but does not cause any technical or outcomes reporting problems.

Currently we are asking advisors to enter initial information through the Success UI, then asking CCT staff to continue tracking information in the Success UI for 6 months post graduation. The CCT staff are instructed to update (overwrite) information on the First Destination record, requiring some additional automations and data capture to be in place for reporting purposes. After 6 months, the CCT team should switch to standard Salesforce and the Alumni Engagement object, which is not used in outcomes reporting.

**Key Fields for Outcomes Reporting:**

The fields that are critical for FD tracking are listed below. Fields where changing a picklist value could have consequences for automations are listed in **bold red.**

|  |  |  |  |
| --- | --- | --- | --- |
| **Object** | **Field** | **Type** | **Description** |
| Employment\_History\_\_c | **First\_Destination\_\_c** | Picklist | this field must be non-null for a record to count as First Destination |
| Employment\_History\_\_c | **FD\_Employment\_Status\_\_c** | Picklist | this field is used to control all FD employment outcomes automations; any picklist value changes must be made in corresponding automations and a bulk data adjustment may be required |
| Employment\_History\_\_c | **FD\_Grad\_School\_Reporting\_Date** | Date | contains the first date we capture a First Destination of Graduate School and also have a non-null FD: College or University Attending. It is set by the Process Builder "Employment is Updated" |
| Employment\_History\_\_c | **FD\_Employed\_Reporting\_Date\_\_c** | Date | contains the first date we capture a First Destination of Employed and also have an FD: Employment Status that is not blank, No Still Looking, or No Not Looking. It is set by the Process Builder "Employment is Updated" |
| Employment\_History\_\_c | **FD\_Career\_Related\_Reporting\_Date\_\_c** | Date | contains the first date we capture a First Destination of Employed and also have an FD: Employment Status that is not blank, No Still Looking, or No Not Looking and FD: Career Related Scale is 3, 4, or 5. It is set by the Process Builder "Employment is Updated" |
| Employment\_History\_\_c | **FD\_Stable\_Reporting\_Date\_\_c** | Date | contains the first date we capture a First Destination of Employed and also have an FD: Employment Status that is Full Time or Fellowship. It is set by the Process Builder "Employment is Updated" |
| Employment\_History\_\_c | **FD\_Mobilizing\_Reporting\_Date\_\_c** | Date | contains the first date we capture a First Destination of Employed and also have an FD: Employment Status that is Full Time or Fellowship and FD: Career Related Scale is 3, 4, or 5. It is set by the Process Builder "Employment is Updated" |
| Program\_Record\_\_c | **First\_Destination\_Record\_\_c** | Lookup  (Employment\_History\_\_c) | contains a lookup to the Employment record that counts as the student's First Destination record. It is automatically populated by the Process Builder "Employment is Updated" |

**Automations**

One Process Builder is used to manage this data currently.

**Employment is Updated***(Object: Employment\_History\_\_c)*- fires when a record is updated or created

* Is the record an FD record? (Is First\_Destination\_\_c not null)
  + Set the Program Record.First Destination Record field if it's empty
  + Set the following fields on Employment:
    - FD\_Grad\_School\_Reporting\_Date\_\_c
      * Today's date is set if
        + First Destination is "Graduate School" AND
        + FD: College or University Attending is not null AND
        + FD\_Grad\_School\_Reporting\_Date\_\_c is empty
      * Otherwise whatever is in FD\_Grad\_School\_Reporting\_Date\_\_c is retained
    - FD\_Employed\_Reporting\_Date\_\_c
      * Today's date is set if
        + First Destination is "Employment" AND
        + FD: Employment Status is not null, "No, Still Looking" or "No, Not Looking" AND
        + FD\_Employed\_Reporting\_Date\_\_c is empty
      * Otherwise whatever is in FD\_Employed\_Reporting\_Date\_\_c is retained
    - FD\_Career\_Related\_Reporting\_Date
      * Today's date is set if
        + First Destination is "Employment" AND
        + FD: Employment Status is not null, "No, Still Looking" or "No, Not Looking" AND
        + FD: Career Related Scale is "3" or "4" or "5" AND
        + FD\_Career\_Related\_Reporting\_Date is empty
      * ​​​​​​​​​​​​​​Otherwise whatever is in FD\_Career\_Related\_Reporting\_Date is retained
    - FD\_Stable\_Reporting\_Date\_\_c
      * Today's date is set if
        + First Destination is "Employment" AND
        + FD: Employment Status is "Full Time (30+ hours)" OR "Fellowship" AND
        + FD\_Stable\_Reporting\_Date\_\_c is empty
      * ​​​​​​​​​​​​​​Otherwise whatever is in FD\_Career\_Related\_Reporting\_Date is retained
    - FD\_Mobilizing\_Reporting\_Date\_\_c
      * Today's date is set if
        + First Destination is "Employment" AND
        + FD: Employment Status is "Full Time (30+ hours)" OR "Fellowship" AND
        + FD: Career Related Scale is "3" or "4" or "5" AND
        + FD\_Stable\_Reporting\_Date\_\_c is empty AND
        + EITHER (FD\_Annual\_Salary\_\_c > 0) OR (FD\_Calculated\_Annual\_Salary\_\_c is not blank)
      * ​​​​​​​​​​​​​​Otherwise whatever is in FD\_Mobilizing\_Reporting\_Date\_\_c is retained
      * *NOTE* *this is a foundational definition only, and will ultimately include salary. For now, the salary component is managed manually where required.*