

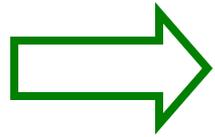
# Enterprise Human Resources Integration (EHRI)

2002 Strategic Workforce Compensation Conference  
August 28, 2002



**Sandra E. Gibbs, Ph.D., Project Director**  
**segibbs@opm.gov**  
**OPM Managing Partner**  
**EHRI Project Office**

# AGENDA



## History.... HR-DN to EHRI

What is the EHRI Vision, Goals, Objectives?

How does EHRI relate to other initiatives?

How is EHRI “created”?

Questions

**OPF storage at NARA.... 100 multiple forms are currently maintained for minimum of 65 years after employee separation with a storage cost of \$2.5 million/year**



# Financial measures related to the cost of performing HR related activities (million / year)

- OPM requesting data and agencies responding \$1.5
- Creating and maintaining OPFs \$26
- Mailing OPFs (within and between agencies) \$1.86
- Replacing or rebuilding lost or misplaced OPFs \$2.2
- Shipping and retrieving OPFs from NARA \$1.7-2.3
- OPF storage at NARA \$2.5
- OPM staff re-entering retirement data \$1.7-3.7

## Other measures related to the cost of performing HR related activities.....

- From the date of OPM's receipt of the retirement package to the transaction date for the first recurring annuity payment it takes CSRS 54 days, FERS-70 days

# History

- **March 1999**
  - Human Resources Technology Council and Office of Personnel Management formed a Concept of Operations (CONOPS) Development Group
- **March 2000**
  - CONOPS group delivered a strategy and plan for implementing the Federal Human Resources Data Network (HRDN)

# HRDN History

- Development of a government-wide HR data repository (but, not Federal HRIS)
- Implementation Strategy published
- Project Office established

# OMB designated official partners for EHRI

- DOC
- DOD
- DOE
- DOI
- DOJ
- DOL
- DOT
- EEOC
- EPA
- GSA
- HUD
- NASA
- NSF
- OPM
- SBA
- SSA
- State
- Treasury
- USDA

# Partnering In

- Technical Advisory Groups (TAG)
- Working Groups
- Subject Matter Experts (SMEs)
- Briefings to:
  - Communicate program awareness
  - Gather requirements
  - Conduct functional reviews
  - Update partnering agencies and stakeholders
  - Develop evolving system application needs

# HRDN transformation into EHRI

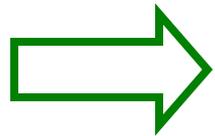


Development of a government-wide HR data repository to:

- Replace paper Official Personnel File (OPF)
  - Provide a common data storage for employee data to facilitate employee movement between agencies
  - Provide a common data storage for government-wide HR reporting
- Enable strategic decisions regarding use of human capital and financial resources to improve agency performance and address emerging needs
  - Approved as one of the 24 e-government projects by Office of Management and Budget (OMB) and President's Management Council (PMC)...IE&E
  - Includes tie-in with other e-government projects such as e-training, e-recruitment, e-clearance, etc.

# AGENDA

History HR-DN to EHRI



**What is the EHRI Vision, Goals, Objectives?**

How does EHRI relate to other initiatives?

How is EHRI “created”?

Questions

# Why is EHRI needed?

- Government facing a human capital crisis
- Government does not have enough of the critical skills to continue to staff after a large group of retirements
- No existing tool which can aid oversight agencies and the individual agencies in their planning and evaluation of human capital assets

# EHRI Vision

- Provide knowledge management capabilities that enable the Executive Branch to practice world class management of Human Capital

# EHRI Mission

- Provide storage, access, and exchange of standard, electronic, human capital information that facilitates all human capital management practices

# EHRI Goals and Objectives....

## Goal 1:

Provide the capability for comprehensive knowledge management and workforce analysis, forecasting, and reporting (to further strategic management of human capital) across the government workforce.

## Objectives:

- Build and deploy Phase 1 consolidated EHRI data repository housing data extracted from Central Personnel Data Files and baseline e-Clearance data covering some 2,000,000 Executive Branch civilian employees across all participating Executive Branch agencies.
- Build and deploy Phase 1 knowledge management and workforce analysis and planning tools covering all employee data stored in the EHRI data repository.

# EHRI Goals and Objectives....

## Goal 2:

Enable expanded electronic exchange of standardized HR data within and across agencies and systems and the attainment of associated benefits and cost savings

## Objectives:

- Enable electronic exchange of Human Resources (HR) data needed for inter agency transfer among Executive Branch agencies
- Provide routine data extracts to support OPM's Retirements Systems modernization (RSM) Project

# EHRI Goals and Objectives....

## Goal 3:

Set the stage for consolidation and integration of HR systems across the Executive Branch

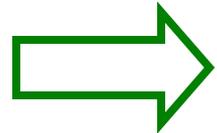
## Objectives:

- Promote reduction in the number of HR Information Systems and providers in the Executive Branch
- Promote the integration of HR Information Systems, Payroll, and Financial Systems

# AGENDA

History HR-DN to EHRI

What is the EHRI Vision, Goals, Objectives?



**How does EHRI relate to other initiatives?**

How is EHRI “created”?

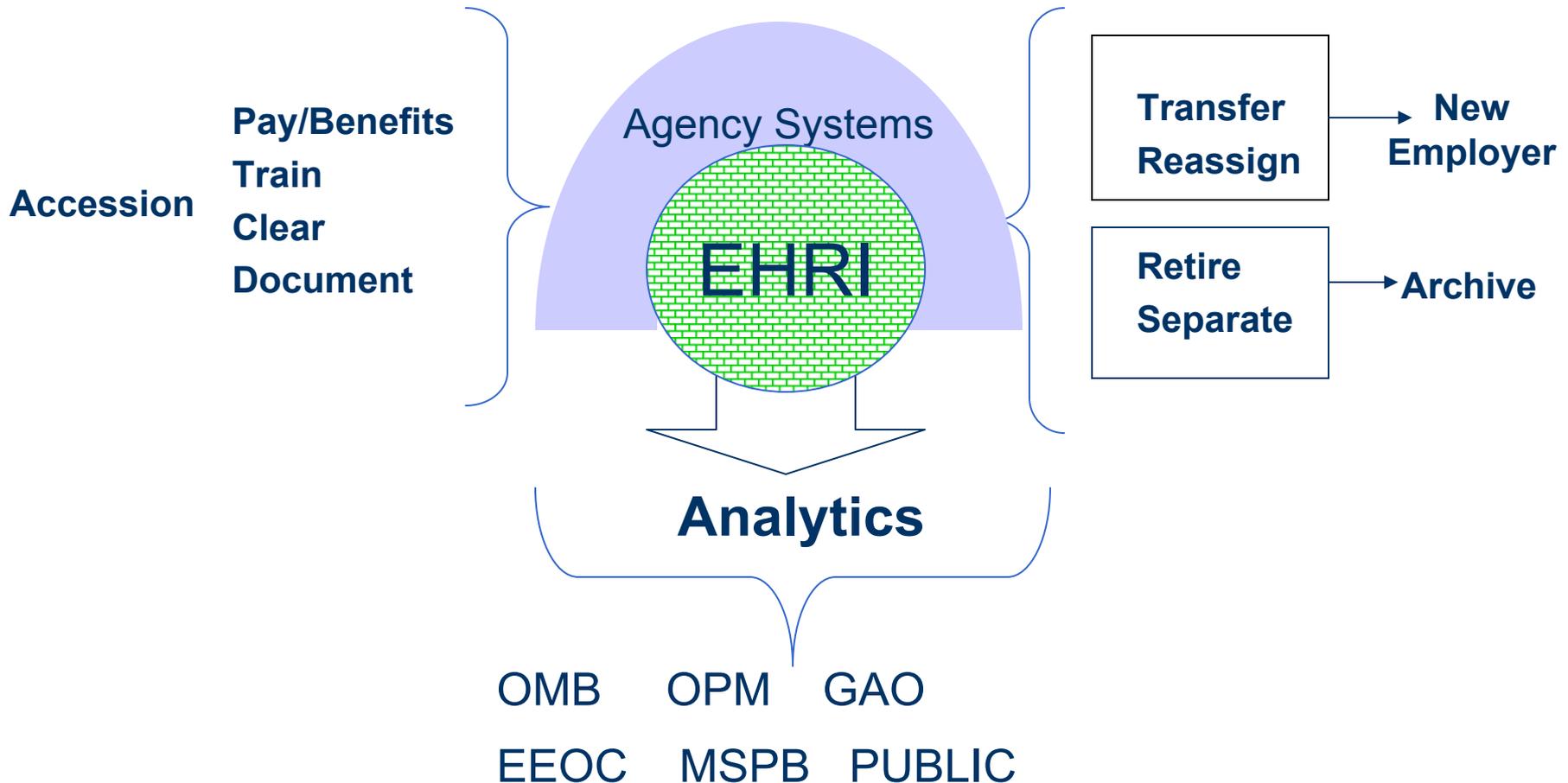
Questions

# The opportunity....

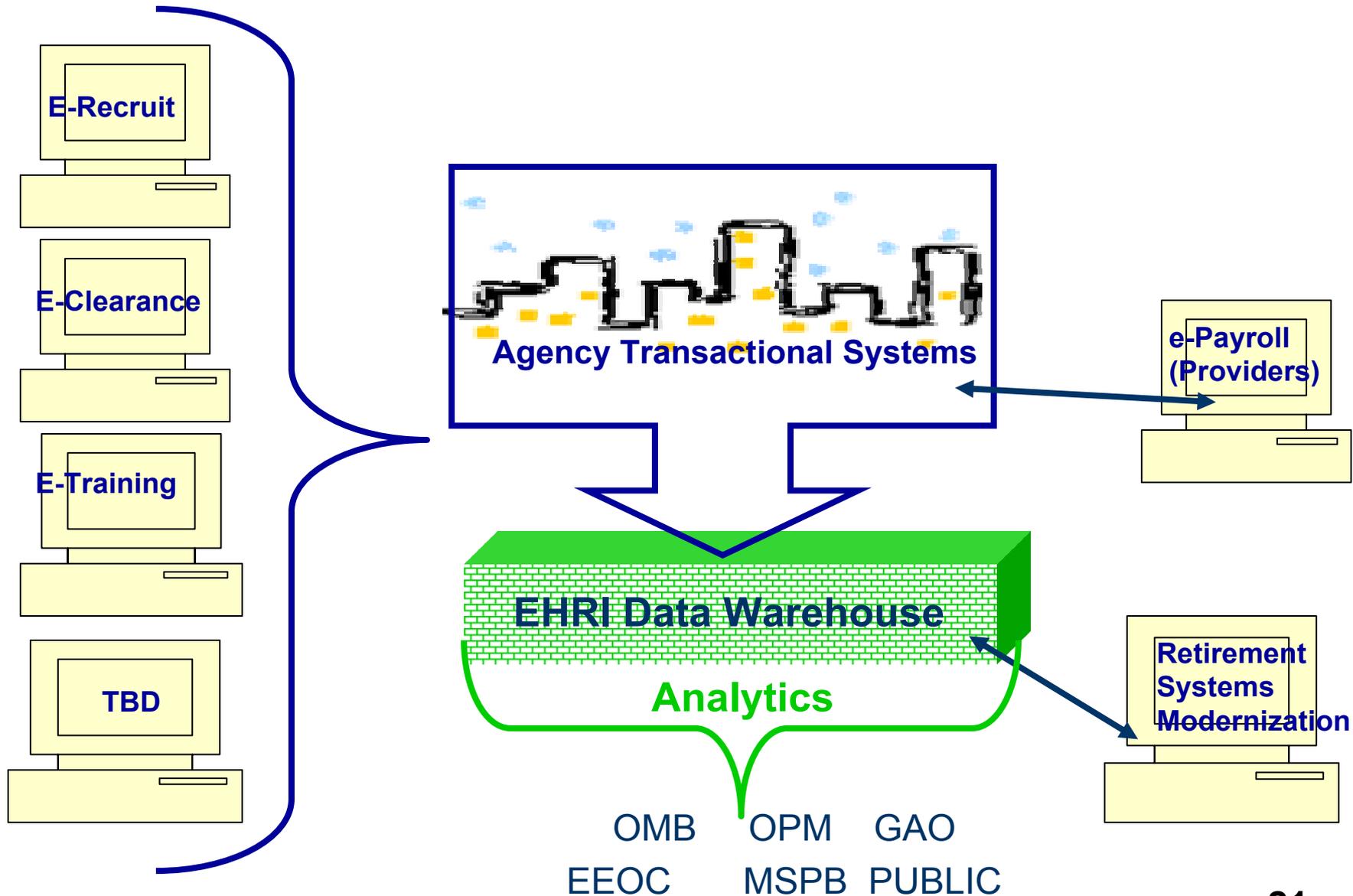
- EHRI will provide the information required for human capital knowledge management resource capability that will include a “data warehouse” with employee data personnel and payroll data generated during their federal career “life cycle”
- Having the data consolidated in one place allows for the opportunity to ask/answer human capital questions for workforce planning, reporting, forecasting, and trending

... **But only if the users can get to it and it's easy to use**

# The employee lifecycle can be managed electronically



# EHRI Influence & Relationships



OMB OPM GAO  
EEOC MSPB PUBLIC

# Level set

## **EHRI IS:**

- **A data warehouse with frequent data extracts from agency transactional systems**
- **Provides standardized HR data**
- **Critical to the OPM management of human capital**
- **Supports robust, comprehensive workforce analysis and predictive forecasting across all Federal employees within the EHRI data repository**
- **Provides standardized data to RSM for retirement**
- **Empowers the user community to run their own reports and perform analyses without depending on programmers**
- **Provides capability beginning in 2003**

## **EHRI IS NOT:**

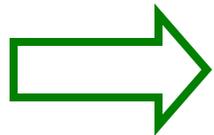
- **A transactional system**
- **A Federal HR system**
- **Accepting information directly from any other OPM e-gov initiative after launch**
- **Replacing Agency HR systems**

# AGENDA

History HR-DN to EHRI

What is the EHRI Vision, Goals, Objectives?

How does EHRI relate to other initiatives?



**How is EHRI being “created”?**

Questions

# FY 2001 Activities: Major Pre-Development Work Products

- Concept of Operations
- Reengineering and Planning Guide
- Public and Private-sector benchmark
- OPM's Data Requirements
- Official Employee Record (OER) data requirements
- Necessary Regulatory and Statutory Changes

# FY 2002 Activities: Major Pre-Development Work Products

- Updated Conceptual Data Model
- Consolidated Report on Analysis of Implications and Recommendations for Agency Transition to HRDN
- Functional Requirements Document
- Security and Privacy Requirements
- Relevant Software Packages, Enabling Technologies, Security and Components
- Physical Data Model Structure and Distribution Alternatives Analysis

# FY 2002 Activities: Major Pre-Development Work Products

- EHRI Logical Data Model including metadata, XML tags and proposal for standardized Federal HR data
- EHRI Privacy Act Impact Assessment
- EHRI Solution Architecture Plan
- EHRI Notional Architecture Plan

# EHRI 2003 milestones....

- Build and deploy Phase 1 consolidated EHRI data repository housing data extracted from:
  - Central Personnel Data Files (CPDF)
  - Baseline e-Clearance data
  - Approx. 2,000,000 Executive Branch civilian employees in participating Executive Branch Agencies

**This is referred to as “EHRI Phase 1 Initial Operating Capability”**

# EHRI 2003 milestones cont'd..

- Build and deploy Phase 1 knowledge management and workforce analysis/planning tools that will allow:
  - Capability on an individual agency and employee class basis to initiate strategic decisions regarding the use of human capital
  - Capability of analysis for some 2,000,000 Executive Branch civilian employees
- This effort will enable advanced level strategic decisions regarding the use of human capital and financial resources to improve agency performance and address emerging needs.

# Why investing in the Army as a Phase 1 Option...

- Army's tool is a good step to bring different types of data together for different groups of users for workforce planning
- OPM's interagency Workforce Planning conference deemed it a "best of breed" and agency's are implementing as well as GAO
- DoD and State are implementing
- 18 agencies signed list of "intent" for a government wide use of Army tool at OPM

# EHRI 2003 milestones cont'd...

## EHRI Analytics Toolkit Phase 1:

- Working with the Office of the Assistant G-1 for Civilian Personnel Policy, Office of Deputy Chief of Staff [DAPE – CP]
- Modified for increased ease of use, the Army's Workforce Analysis Support System (WAS+) and Civilian Forecasting System
- Formation of Integrated Project (IPT) from federal HR oversight, operations and planning community to work with other stakeholders to define and validate analytics requirements
  - Update documentation "EHRI Analytics Tool 1 Technical Requirements for the Consolidated Catalog of Oversight Analytic Data Requirements"
  - Identify data and queries for the demonstration of EHRI Analytics Tool 1

# EHRI 2004 milestones...

## EHRI Initial Operating Capacity (IOC)

- Enable electronic exchange of HR data needed for interagency transfer of some 2,000,000 Executive Branch civilian employees
  - Increase speed at which employee data catches up with employee (accurate, up-to-date employee payroll, leave and benefit data) thus,
  - Reduce demand for OPM labor to make manual interventions associated with employee transfer
- Provide routine data feed (extract) to support OPM's Retirement Systems Modernization (RSM) Project that will allow RSM to:
  - Achieve targeted benefits and Return on Investment

# EHRI 2004 milestones cont'd...

- Double the size of EHRI data repository
- Provide enhanced knowledge management and workforce analysis and forecasting on some 2,000,000 Executive Branch civilian employees to include:
  - Financial data (e.g. cost of labor)
  - Competency data (limited to data currently captured)
  - Roll-out to agencies

# AGENDA

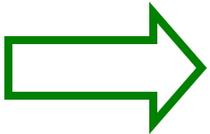
History HR-DN to EHRI

What is the EHRI Vision, Goals, Objectives?

How does EHRI relate to other initiatives?

How is EHRI “created”?

**Questions**



# OPEN FORUM



## Enterprise Human Resources Integration (EHRI)

### Project Office

One Lafayette Centre - North

1120 20th St N.W. Suite 300

Washington, DC 20036

202-606-1726

8/15/2002