



Agency Priority Goal Action Plan

Enable Federal Employees to Seamlessly Transfer From One Agency to Another, With Paperless Processing

Goal Leader:

John Mullins, Senior Advisor to the Director

Deputy Goal Leaders:

Rob Leahy, Deputy CIO, Office of the Chief Information Officer

Veronica Villalobos, Principal Deputy Associate Director, Employee Services

Overview

Goal Statement

- By September 30, 2019, OPM will ensure implementation of Employee Digital Record data standards and associated application program interfaces (APIs) that demonstrate an initial capability toward Federal employees being able to transfer between agencies using paperless processing.

Background

- The Employee Digital Record (EDR) is a single, comprehensive view of the data of an employee's Federal Government career. The EDR is being developed with Government-wide human resource experts and industry experts to ensure information is secured, standardized, and accessible. Once implemented, the EDR will provide employees, HR experts, and other authorized users a common language (data standard) so that human capital activity is exchanged seamlessly with the right context. The EDR will increase the efficiency of human capital activities including: onboarding a new employee, transferring employment between agencies, and processing an employee's retirement. In summary, the EDR will transform human capital data management and create a better user experience for employees, for agencies, and for the ecosystem of data providers that allows decision-makers the ability to leverage human capital data as an enterprise resource.

Overview

Challenge

- OPM and other Federal agencies find it difficult to manage the end-to-end human capital data lifecycle due to duplicative, siloed Human Resources Information Technology (HRIT) systems that are unable to interface and exchange data. This is primarily due to inconsistencies and incompatibility of cross-government legacy HRIT data exchange capabilities, lack of data standards or inconsistent application of existing standards, unstructured data transformation, and data security and privacy concerns.
- The fiscal burden of modernizing legacy Government-wide HRIT to eliminate these data barriers is difficult to quantify and is operationally unfeasible due to funding constraints.

Opportunity

- Collaboration with Unified Shared Services Management (USSM), Government shared service providers, and agencies to establish the EDR data standard.

Goal Structure & Strategies

Speed of Delivery

- Rethink data architecture and data exchange capabilities.

Digital Transformation

- Redesign value chain to accelerate time to value.

Becoming more Data Centric

- Redefine integrated value away from systems-centric focus to data-centric focus.

Building Public Trust

- Reinvigorate employees and rewrite processes with new thinking.

Implementing Innovative Technology

- Reimagine solutions for the 21st century.

Summary of Progress – FY 18 Q3

○ **Becoming More Data Centric**

Through Q3 FY 2018, the Data Review board (DRB) has approved over 1100 data standards related to Payroll, Time & Attendance, Transfer, Separations, and Retirement.

The HRLOB develops these standards in regular collaboration sessions with agencies, shared service providers, OPM policy offices and other data stakeholders prior to submission to the DRB for approval.

The HRLOB continues to work through the Transfer, Separations, and Retirement use case for the 9/30 delivery of standards.

○ **Speed of Delivery**

The HRLOB integrated the set of standard employee forms and payroll and time & attendance specifications to demonstrate reusability and duplication of data. This integration is managed within the Human Capital Information Model (HCIM).

The HRLOB also held EDR Adoption MAESC Sub-Committee Working Group meetings in May, June, and July to discuss criteria for success for the adoption of HC data standards and EDR. The adoption sub-committee will prepare Government stakeholders for expedited implementation. With the data standards implemented, OPM and Shared Service Providers will be able to acquire Software as a Service (SaaS) solutions in the cloud and develop the EDR.

Key Milestones

Milestone Summary				
Strategy	Key Milestone	Milestone Due Date	Milestone Status	Change from last quarter
Speed of Delivery	Release alpha version of EDR data standard (Payroll and Time & Attendance)	Q1 FY 18	Complete	
Speed of Delivery	Release beta version of EDR data standard (Payroll and Time & Attendance)	Q2 FY 18	Complete	
Speed of Delivery	Release first version of EDR data standard so that the HR community can speak a common language	Q4 FY 18	On Track	
Digital Transformation	Analyze privacy metadata and prioritize privacy integration	Q4 FY 18	On Track	
Digital Transformation	Integrate initial privacy content into HCIM so that data can be smartly designed and securely shared	Q2 FY 19	On-Track	
Becoming More Data Centric	Establish Data Review Board so that OPM leadership demonstrates and executes on the importance of data	Q1 FY 18	Complete	
Becoming More Data Centric	Establish Executive Steering Committee so that executive leadership are aware, informed, and in-sync with the future strategic and tactical vision of EDR	Q2 FY 18	Complete	
Building Public Trust	Establish data feeds based on EDR data standards	Q4 FY 18	On Track	
Building Public Trust	Socialize initial data integration with providers	Q1 FY 19	On Track	
Building Public Trust	Stand up initial data repository so that other agencies and industry can interoperate and use the data standard	Q4 FY 19	On Track	
Implementing Innovative Technology	Design and prototype state of the art data exchange protocol	Q4 FY 18	On Track	
Implementing Innovative Technology	Build and provide a state of the art data exchange platform	Q4 FY 19	On Track	

Additional Information

Contributing Programs

OPM Organizations:

- OPM Employee Services – Data Review Board member and subject matter expert for data area
- OPM National Background Investigations Bureau – Data Review Board member and subject matter expert for data area
- OPM Healthcare & Insurance – Data Review Board member and subject matter expert for data area
- OPM Retirement Services – Data Review Board member and subject matter expert for data area
- OPM Office of the Chief Information Officer – Data Review Board member and subject matter expert for data area
- OPM Human Resources Solutions – Data Review Board member and subject matter expert for data area
- OPM Suitability Executive Agent – Data Review Board member and subject matter expert for data area
- OPM Human Resources Line of Business – Data Review Board member and subject matter expert for data area
- Other Federal Organizations:
- GSA Unified Shared Services Management (USSM)

Additional Information

Stakeholder / Congressional Consultations

OPM engaged its internal and external stakeholders in the development of its 2018-2022 Strategic Plan, to which this APG is aligned. The agency interviewed more than 50 external stakeholders, which included customers of OPM, Federal agencies, executive councils, advisory groups, affinity groups, and consultants, and solicited their feedback on the prior strategic plan as well as OPM's strengths and challenges. The agency also conducted 16 interviews with executives within OPM.