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

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Overview

Goal Statement

o 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

o 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

- o 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.

- o 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

- o 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

- o Rethink data architecture and data exchange capabilities.

Digital Transformation

- o Redesign value chain to accelerate time to value.

Becoming more Data Centric

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

Building Public Trust

- o Reinvigorate employees and rewrite processes with new thinking.

Implementing Innovative Technology

- o Reimagine solutions for the 21st century.

Summary of Progress – FY 18 Q4

○ **Becoming More Data Centric**

Through Q4 FY 2018, the HRLOB released more than 1,300 data standards approved by the Data Review Board related to Payroll, Time & Attendance, Transfer, Separations, and Retirement.

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

The HRLOB is continuing to work through community feedback on the version 1 release of the data standards for future releases. HRLOB plans on releasing a version 1.1 by end of Q1 FY 2019.

○ **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.

The HRLOB also held EDR Adoption Multi-Agency Executive Strategy Committee Sub-Committee Working Group meetings in August and September to discuss criteria for successful 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**	**Comments**
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	Complete		
Digital Transformation	Analyze privacy metadata and prioritize privacy integration	Q4 FY 18	Behind Schedule	Q4 FY 19	Engaged Chief Privacy Officer to tailor the needs of NewPay to System of Record requirements .
Digital Transformation	Integrate initial privacy content into HCIM so that data can be smartly designed and securely shared	Q2 FY 19	Behind Schedule	Q4 FY 19	Program offices need to complete Privacy Impact Assessments before work can begin on this milestone.
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	Behind Schedule	Q4 FY 19	OPM is prepared to establish data feeds when the IT solution is determined.
Building Public Trust	Socialize initial data integration with providers	Q1 FY 19	Complete		Data standards were sent to providers 9/30/18.
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		HC data standards are posted on Max.gov for agencies; industry access is still in development.
Implementing Innovative Technology	Design and prototype state of the art data exchange protocol	Q4 FY 18	Complete		OPM, in conjunction with National Technical Information Service, designed a prototype to prove the potential of the EDR. After the prototype release, however, the scope of the EDR project changed.
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:

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