



Collecting MD-715 Data Treasury Style

Presented in partnership by the
Office of Civil Rights and Diversity (OCRD) and
The HR Connect Program Office's
Business Intelligence Team

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Who Are We?



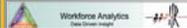
- A cabinet level agency consisting of approximately 125,000 permanent and temporary employees.
- Nine second level bureaus required to submit a report to EEOC, and
- Five second level bureaus employing fewer than 1,000 employees required to submit a report to Treasury's Office of Civil Rights and Diversity



Where Did We Start?



- Same as everyone else
- Researched available options, no quick solutions and lacked funding to purchase a system to do it for us
- Initial solution was to download NFC data for Treasury and its bureaus to disc in Access format
 - HR Connect Program Office created discs in access format, from National Finance Center data, which in turn required the Equal Employment Opportunity (EEO) personnel to extract the required data using pivot tables and transferring it to a pre-formatted set of Excel data sheets

How Have We Grown?



- Committed to creating a Treasury-wide automated system
- Conduct data review and training sessions focused on report development
- Coach bureaus in linking associated triggers, evaluate trends, and getting beyond the data to evaluate policies, practices or procedures causing triggers
- Provided bureaus with individualized annual feedback
- Established a Human Capital Advisory Committee (HCAC) to set agency priorities



Who Is The HCAC, What Do They Do



- Representatives from the bureau's HR, EEO and Training Offices
- Develops the Human Capital (HC) Operating Plan, as well as the HC Strategic Plan
- Accomplishments:
 - Mandated the establishment of Disability Hiring Goals
 - FY 2008 and FY 2009 Recruiters' Symposium
 - FY 2008 and FY 2009 disABILITY Summit and Career Fair
 - Treasury-Wide Learning Management System
 - Treasury-Wide Exit Survey and Analysis Tool
 - Joint bureau recruiting and outreach activities (when feasible) to brand Treasury as an Employer of Choice



Where Are We Now?



- Fully automated analysis tool
- Near real time access to data (within one pay period)
- Quarterly data tables, access to historical data going back to FY 2004
- Supplemental data tables:
 - New hires by occupation and grade
 - Growth table for SES and Feeder Groups
 - Details on specific types of separations
 - Migration table
 - Award distribution by type and grade groupings
- Ad hoc query tool allows EEO and HR personnel to slice and dice both current and historical data

Where Are We Going – Next Steps

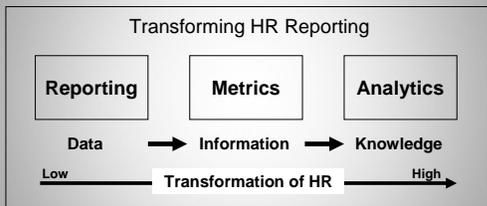
The screenshot shows a 'Manager's Desktop' interface for the Department of the Treasurer. The main section is titled 'Diversity' and includes a 'Quick View' section with a table of data. The table has columns for 'RANK', 'RANK %', 'RANK %'. The data rows include 'TOTAL', 'TOTAL', 'TOTAL', 'TOTAL', 'TOTAL', 'TOTAL', 'TOTAL', 'TOTAL', 'TOTAL', 'TOTAL'.

Who is HR Connect

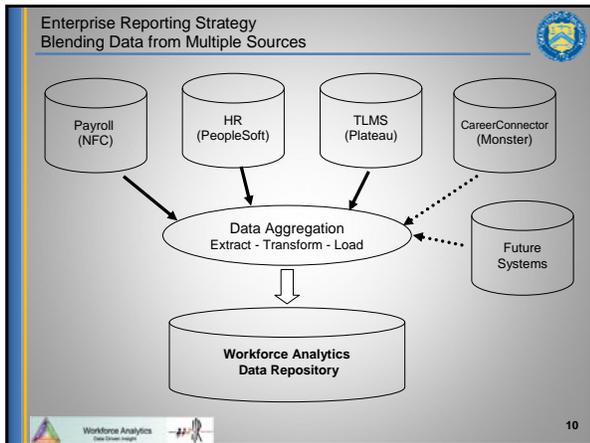
- **A federalized HRMS product using PeopleSoft/Oracle**
 - Operational since FY 2000
 - Version 9.0 July 2010
- **A federal HR Line of Business (HRLoB) since 2005**
- **Fully operational enterprise HR system serving**
 - Day-to-day needs of 148,000 employees through self service:
 - Treasury
 - DOJ-ATFE
 - DHS-USSS
 - HUD
 - GAO
 - Strategic workforce management and operational needs of managers and HR professionals
- **Gateway to the future of HR and alignment to President's Management Agenda and E-Gov initiatives**

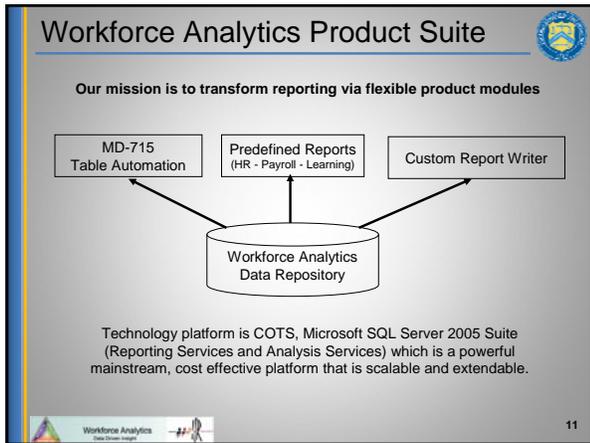
Business Intelligence Mission

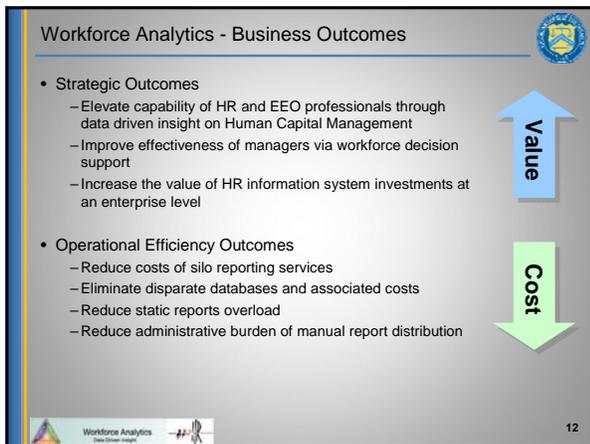
Enabling Transformation via "Data Driven Insight"



Business Intelligence grows rapidly beyond HR to encompass many enterprise systems.

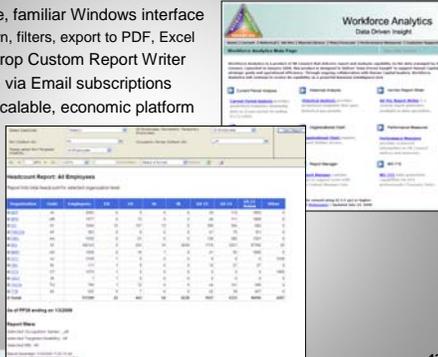






Key Benefits

- Easy to use, familiar Windows interface
 - Drill down, filters, export to PDF, Excel
- Drag and drop Custom Report Writer
- Distribution via Email subscriptions
- Powerful, scalable, economic platform



Workforce Analytics
Data Driven Insight

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About the MD-715 Table Automation Module

- Automated data assembly into tables meeting EEOC MD-715 requirements
 - Content and layout specifications for 35 tables
- Leverages data directly from HR system as authoritative source
- Automates low value data assembly allowing HR and EEO professional to focus time on the strategic analysis and resulting recommendations
- Uses Business Intelligence system capabilities to filter and drill data, assisting HR and EEO professionals in analyzing deeper into data
 - Organizational views
- Creates special reports to meet custom needs
 - Easily and quickly repurpose data and templates for custom data views
- Can view data tables from previous years to enhance trend analysis

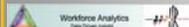


Workforce Analytics
Data Driven Insight

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MD-715 Table Automation Module

Selected Screen Views



Workforce Analytics
Data Driven Insight

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