



WWA Implementation

Project Goal

The Washington Workforce Analytics (WWA) enterprise reporting solution will replace the HRMS Business Warehouse / Business Intelligence (BW/BI) system. The new system will use data from both HRMS and the Agency Financial Reporting System (AFRS) to provide timely accurate workforce data to help state agencies make informed business decisions.

Status

- Decommissioning of BI/BW will happen on October 5, 2018. All users have been notified. After October 5th there will be no access for users to the SAP BI/BW reporting system.
- WWA in production and available to agencies. The September production release included 52 new data fields. One of the primary reasons for the replacement of the SAP BI/BW Ad HOC reporting tool is that it could no longer be updated with new data fields. This limited the reporting capability and created a backlog of business data needs. The project team is transitioning the backlog of data fields for reporting into WWA. Another batch of backlogged data fields will be added to WWA before the end of the year.

IT Professional Structure Implementation

Project Goal

Implement new classification and compensation structure for the state's IT workforce.

Status

- Negotiation phase of collective bargaining is complete and tentative agreements are signed. Next steps in the process are budget development and financial feasibility determination. State HR beginning the work of operationalizing agreements.
- HR/IT Advisory Committee comprised of HR & IT leaders from a variety of agencies and higher education institutions will meet again October 2018.
- Updates to the [IT classification and compensation restructure](#) webpages on the OFM – State HR site are planned by the end of the month.
- Quarterly IT position description evaluations taking place December 3 & 4, 2018.
- Class & Comp Roundtable – scheduling for January 2019.



HRMS Training Materials Update: HRMS Support Hub Preview

Project Goals

- Establish a centralized website, modernizing the look, feel, usability, accessibility, and maintainability of the HRMS training materials.
- Update the content, while integrating the business rules (tips) with the technical how-to.

Status

- The launch of the new site will happen on October 31, 2018. A launch party/working session is scheduled for the morning of October 31st. Invitations to agency HR and Payroll staff will be sent out on the HR Managers distribution list. We will ask for staff to register to ensure we have space and materials. We will be celebrating the launch of the site and getting input as we transition into the next module update.
- Payroll Processing is the next module to undergo review and updating.

HR Community Outreach

Update Distribution Lists

Outreach on updating access to the [Classification](#), [Director's Meeting](#) and [Rules](#) distribution lists. Sending request to HR Managers and using Survey Monkey to collect the information.

2019-21 Class & Comp Proposal Process Retrospective

Agencies and institutions that submitted a class & comp proposal for the 2019-21 collective bargaining cycle will receive a request to complete a survey about the process. The Enterprise Classification, Compensation & HR Analytics section is conducting a process improvement review to capture what worked, and what didn't work this cycle. After the survey is compiled, ECCHRA will host a focus group with agency staff for in-depth discussion on the proposal process.

Enterprise HR Professional Portal Preview

Project Goal

Create an online, secured site to share information that is not appropriate for general public distribution with the general government and higher education HR community.

Status

- Developed an enterprise HR Professional Portal that will be linked on HR.WA.GOV and the OFM State.
- Users can download, but cannot upload or edit information in the site.
- As part of the distribution list update, agencies and institutions are asked to identify staff who should have access to the HR Professional Portal.
- Tentative go-live is end of October.