APRIL 26, 2018

WASHINGTON WORKFORCE ANALYTICS (WWA)

The New HR Enterprise Reporting Solution

OFM
OFFICE OF FINANCIAL MANAGEMENT

PROJECT BACKGROUND

Washington Workforce Analytics (WWA) Project

- Following a proof of concept in December 2014, the WWA project kicked off in August 2015.

- WWA is intended to replace the existing Human Resource Management System (HRMS) Business Warehouse/Business Intelligence (BW/BI) Reporting System.

- A primary objective was to create a new extensible data warehouse architecture to house our existing HRMS data, with the intent to add other HR-related data in the future.

- WaTech utilized the existing SAP Business Objects Web Intelligence (WebI) tool to build WWA.

WASHINGTON WORKFORCE ANALYTICS (WWA)

Web-based Reporting and Analysis Tools

- WWA provides an interactive way for agency users to work with workforce-related data.

- WaTech built 18 standard reports based on common business scenarios to meet data needs across state agencies.

- All WWA users have ad hoc query capabilities to create agency-specific scenarios to meet agency business needs.
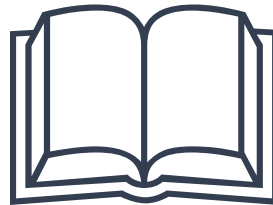
WWA Universes
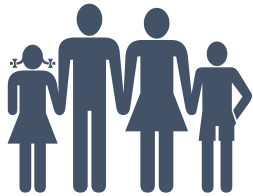
Headcount and Personnel Actions

Facts and measures for headcount, age, salary, service dates, and personnel actions.

Daily granularity, loaded daily.

Education Record Fact Table

Dimension within HPA that includes employee education levels, certificate, and education start and end dates.

Military Record Fact Table

Dimension within HPA that includes employee military service in years, months, and days as recorded on their discharge paperwork.

Used for determining veteran's preference in layoff.

WWA Universes

AFRS Payroll

Facts and measures for payroll hours and dollar amount using the AFRS time dimension and Master Account Coding.

Pay Period level granularity, loaded daily.

Payroll

Facts and measures for dollar amount and hours, including a complete wage type dimension.

Monthly level granularity, loaded semi-monthly.
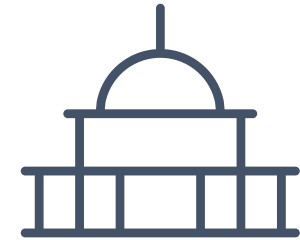
Staffing Assignments

Facts and measures for occupied, unoccupied, and vacant positions, including a complete related job dimension.

Monthly level granularity, attributes loaded daily.

WWA Universes

Time and Labor

Facts and measures for scheduled and actual time worked, including a time type dimension with specific leave types.

Daily granularity, loaded semi-monthly.
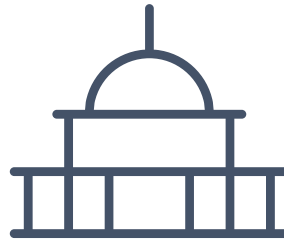
Grievance

Facts and measures for number of grievances, including collective bargaining articles, staff contacts and tracking.

Daily granularity, loaded daily.

Quota

Facts and measures related to leave balances, accruals, usage, donations, payouts, and adjustments.

Monthly level granularity, loaded monthly.

WWA Standard Reports

📁 Financials

📄 FI-001 - Distribution of Payroll and Related Costs

📁 Grievance

📄 GR-001 - Grievance History

📁 Headcount and Personnel Actions

📄 HPA-001 - Job Class Distribution
📄 HPA-002 - Classification Turnover
📄 HPA-003 - Diversity Profile
📄 HPA-004 - Diversity - New Hires
📄 HPA-005 - HR Management Actions
📄 HPA-006 - HR Management Manager to Staff
📄 HPA-007 - HR Management Age Distribution
📄 HPA-008 - Layoff Activity
📄 HPA-009 - Salary Range Distribution
📄 HPA-010 – Service Ranges
📄 HPA-011 - Projected Service Years

📁 Payroll

📄 PAY-001 - HR Management Average Overtime
📄 PAY-002 - HR Management Percent Receiving Overtime
📄 PAY-003 - HR Management Overtime Costs

📁 Quota

📄 QU-001 - HR Management Quota Activity

📁 Staffing Assignments

📄 SA-001 - Position Detail

SA-001 - Position Detail

Description:
Position availability, vacancy status, and position holder information. Provides the ability to audit position and employee coding. Includes an additional view of position detail by Organizational Unit Hierarchy. This report contains the following views: 1. Position Detail (Default) 2. Position Detail with Org Hierarchy VERSION: R1.1.0
Type: Web Intelligence
Last Run: Dec 15, 2017 3:06 PM

Distribution of Payroll and Related Costs (FI-001)

WebI Query Panel

WebI Variables

WebI Charts

WWA Universe Usage from 1/16/2018 to 4/17/2018

Event Detail Value
- WWA EDW AFRS
- WWA EDW Grievance
- WWA EDW Headcount and Personnel Actions
- WWA EDW Payroll
- WWA EDW Quota
- WWA EDW Staffing Assignments
- WWA EDW Time and Labor

Universe Usage: WWA EDW AFRS

2018 01 - Jan	2018 02 - Feb	2018 03 - Mar	2018 04 - Apr
318	1,050	1,450	630
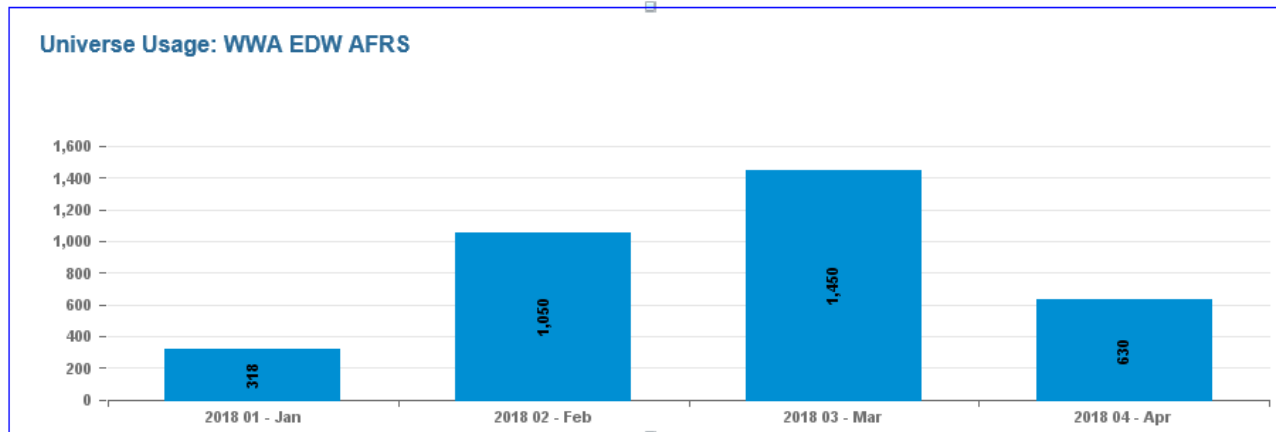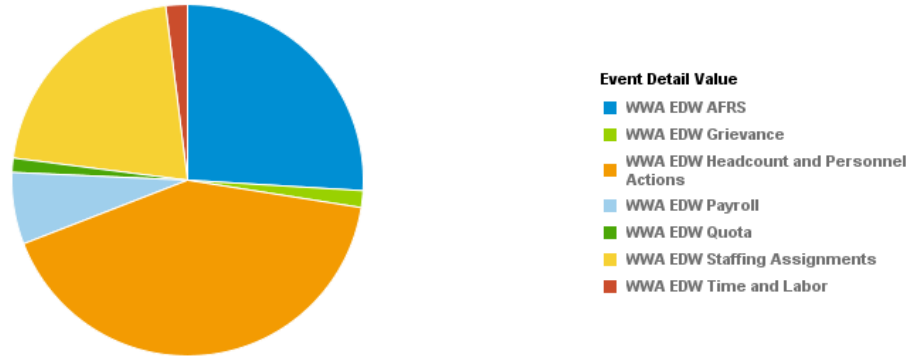
ENTERPRISE ROLLOUT

Transition from BW/BI to WWA

- WaTech security administrators began adding new users to WWA on January 16, 2018.

- OFM State HR delivered 25 classroom training sessions in January and February.

- Scheduled User Labs in February and March allowed training participants dedicated time to build new ad hoc queries with WaTech and OFM subject matter experts on hand.

- Future training opportunities and user labs will be offered by the WaTech Enterprise Reporting team.

WWA User Community

January 16 - April 16, 2018
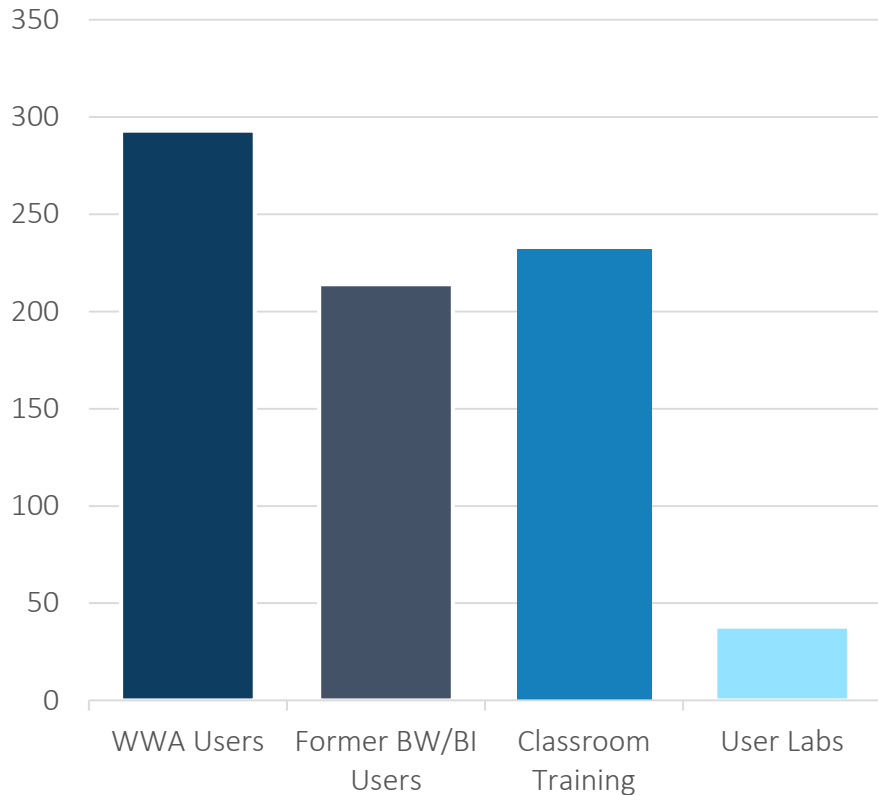
- 71% of WWA users are former BW/BI users.

- 79% of WWA users received classroom training.

- The decommissioning of HRMS BW/BI may create an influx of new users requiring new user training.

WWA R2

Project Objectives

- Backend infrastructure stabilization.

- Decommission HRMS BW/BI System.

- Resolve the low-level defects that did not prevent production roll-out.

- Complete project backlog of requested enhancements that were deferred or previously considered out-of-scope.

FOR MORE INFORMATION:

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