



EHCM Segment Architecture

USDA EHCM Segment Architecture Team Kick-off June 10, 2008

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Code - 564070

EHCM Segment Architecture

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Introductions

- DA – Lead – Judith Dudley, DA CIO
- DA – OHCM – Jeff Shen
- DA – OMS – Doretha Leftwood
- OCIO – EA – Tracey Hanson
- OCIO – CPIC – Eva Desiderio
- Agencies – one HCM POC, one EA POC

EHCM Segment Architecture Vision & Goals

- **Vision:** USDA-wide, modern, cost-effective, standardized, and interoperable HCM solutions providing common, core functionality to support the strategic management of human capital.
- **Goals:** Improve the USDA-wide strategic management of human capital
 - Achieve or increase operational efficiencies in the acquisition, development, implementation and operation of human resources management systems
 - Achieve or increase cost savings/avoidance from human resource solution activities
 - Improved Customer Service

"Segment" Approach in the USDA EA

■ What is Segment Architecture?

- Subsets of the USDA EA that concentrate on getting results for a specific mission area, common business service, or enterprise service
- Segments provide a cross-organizational view and focus on mission delivery and operational efficiency
- Segment perspectives provide greater opportunities for investment management, data sharing, collaboration, reuse and informed decision making.

Segment Architecture

- Under OMB's guidance and in light of the Department's own EA experience over the last few years, USDA has made the segment architecture approach a core element in its approach to aligning its IT investments at various levels.
- Other USDA Segment Architectures
 - MIDAS
 - Geo-Spatial

		Performance Improvement Lifecycle		
Phase		Architect	Invest	Implement
Segment Architecture Process	Analyze	Scope Change Drivers Vision Statement Performance Goals Baseline Architecture		
	Define	Target Architecture Cross-agency initiatives Alternatives Analysis (cost-benefits) Transition Strategy	Business Case	
	Operate	Target Architecture (Revised)	Business Case (Revised)	Program/Project Management Plan (Implementation Plan) Solution Architecture Performance Measurements

The figure above, borrowed from OMB's FEA Practice Guidance (November 2007) shows how the processes of this segment architecture approach fall into the three phases of the performance improvement lifecycle (architect/invest/implement).

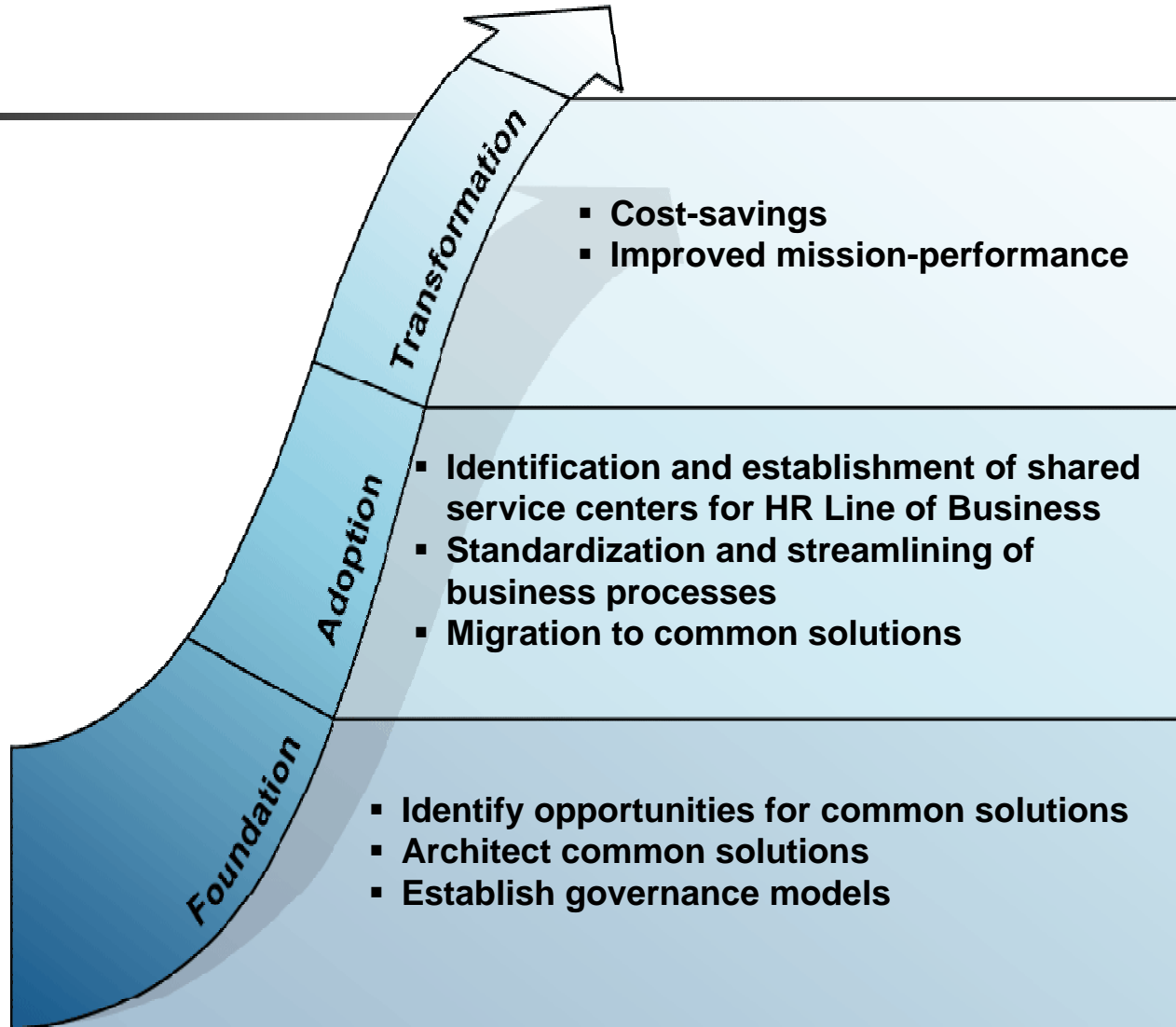
Why are we doing this?

- To improve USDA HCM planning, decision-making and process execution optimization which will yield improved performance effectiveness and efficiency;
- To work smarter by promoting collaboration and reuse across the USDA;
- To provide greater focus on opportunities for business process and service improvement;
- To satisfy GAO Recommendation: Provide framework for IT to meet GAO Recommendation for Increased Business Participation in CPIC;
- To meet Federal Government Management Expectations; i.e., satisfies OMB Requirement for Segment Architecture;
- Support eGov and LoB alignment (as part of the e-Government HR Line of Business (HR LoB) initiative).

What's in it for us?

- Focused outcomes
 - Reuse of services or capabilities across investments and programs
 - Improved mission delivery performance
 - More effective management of resources to maximize cost effectiveness
 - Leverages common business practices and processes across programs and components

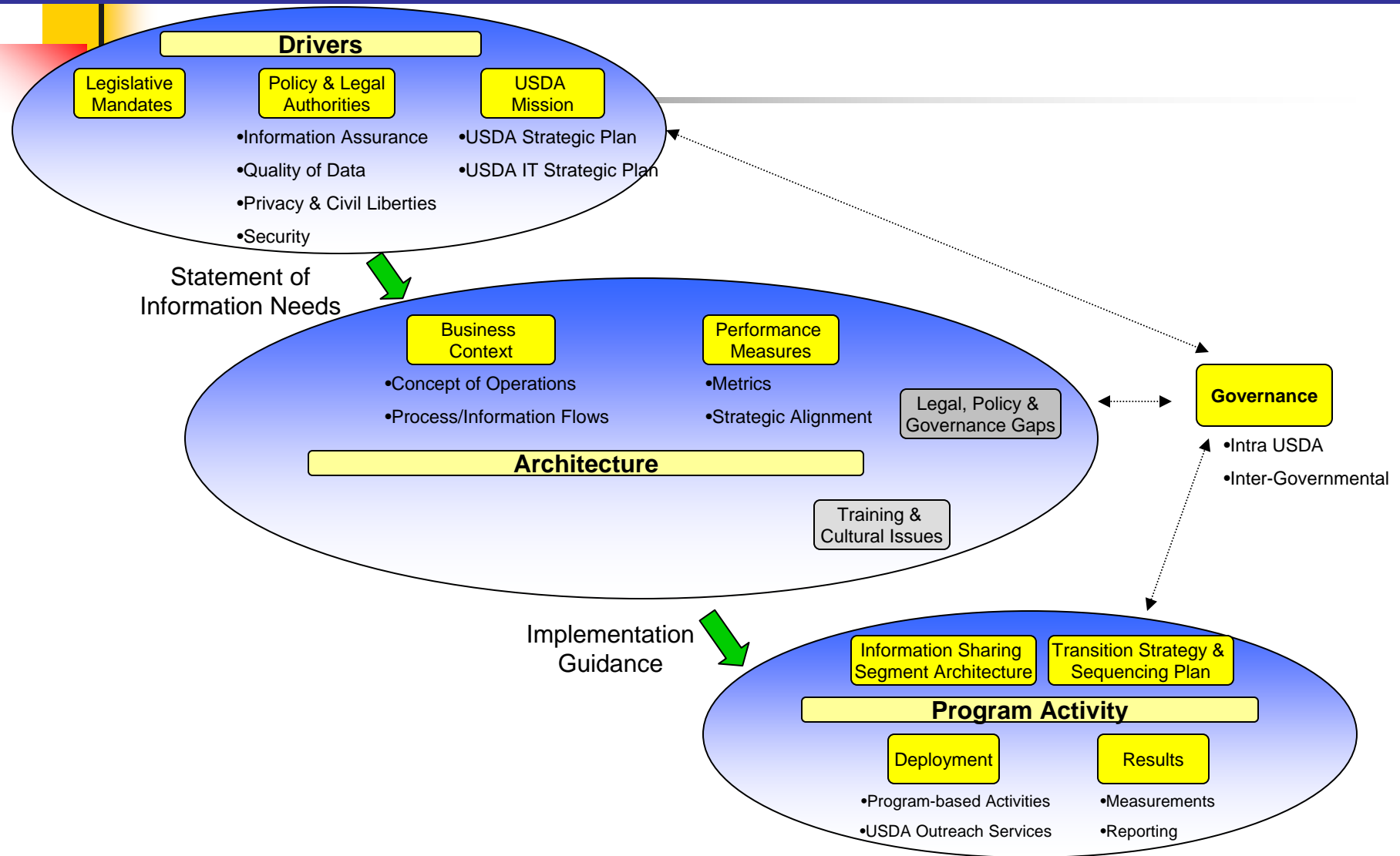
Future Direction: USDA Planned Approach



What do we need to accomplish?

- June 30 – Inventory of HCM systems
- September 30 – As Is Architecture
- December 30 – To Be Architecture with milestones to measure progress

EHCM Segment Architecture Framework



How do we get started?

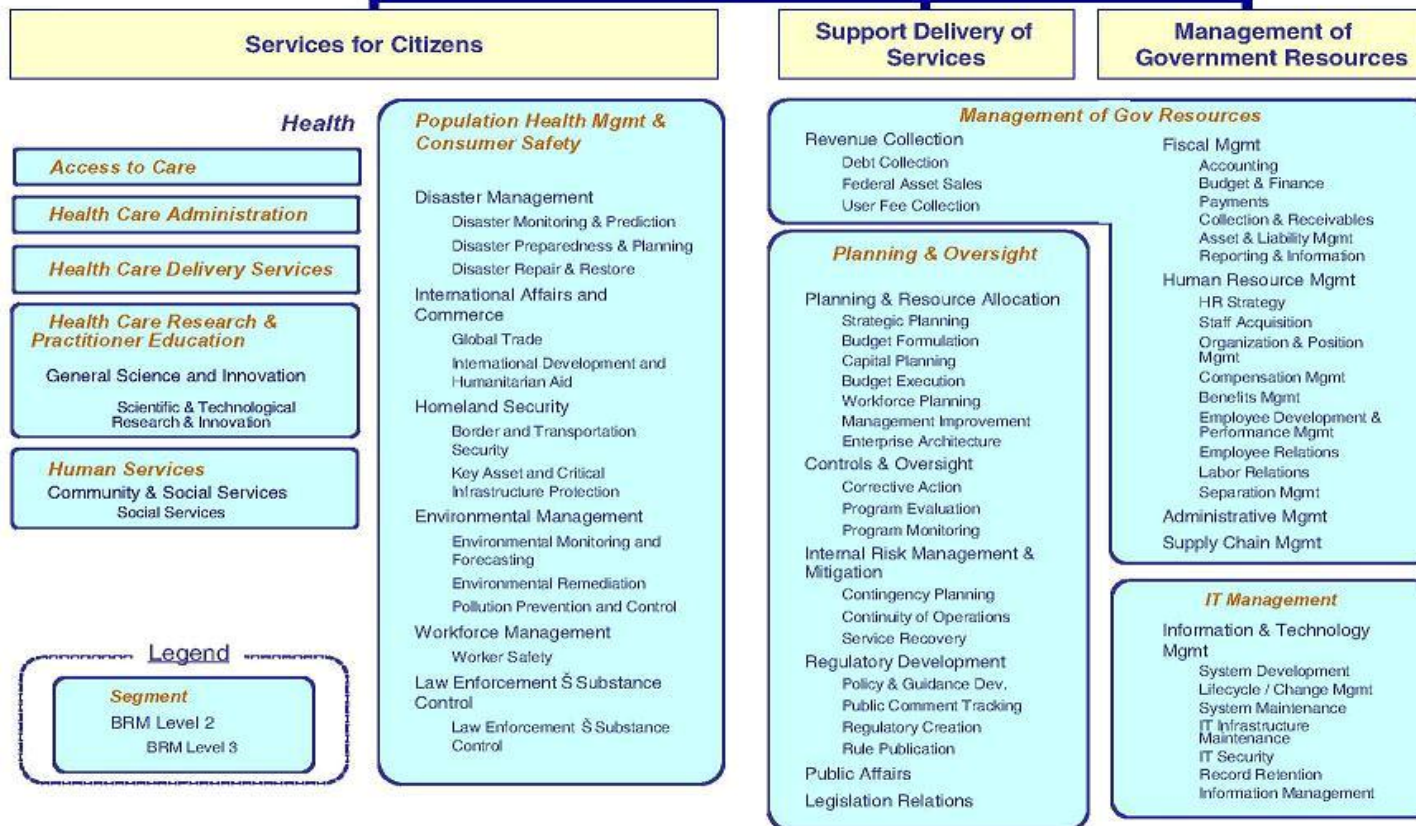
- Definition of EHCM
 - Regulatory Entity - US Code Title 5 – Government Organizations and Employees
 - USDA Strategic Human Capital Plan
 - BRM and SRM
- Systems Inventory
 - Spreadsheet

Business Reference Model

- The Business Reference Model (BRM)
 - functional view of the Federal Government's service offerings
 - independent of the departments, bureaus, and offices
 - structured into a tiered hierarchy
 - business Areas are the highest classification,
 - followed by the LoBs, and
 - each LoB has a number of related sub-functions
- The BRM separates government operations into high-level categories that describe the purpose of government
 - Services for Citizens
 - Mode of Delivery
 - Support Delivery of Services. and
 - Management of Government Resources

Business Reference Model (continued)

Business Reference Model (BRM)
(3 of the 4 business areas)



Service Reference Model

- The Service Component Reference Model (SRM) is a business and performance-driven, functional framework that classifies Service Components with respect to how they support business and/or performance objectives.
- The SRM is intended for use to support the discovery of government-wide business and application Service Components in IT investments and assets. The SRM is structured across horizontal and vertical service domains that, independent of the business functions, can provide a leverage-able foundation to support the reuse of applications, application capabilities, components, and business services.

Service Reference Model (continued)

- USDA would use the SRM to determine opportunities to gain efficiencies and cut costs through data and resource sharing or consolidation. For instance in the Geospatial Segment Architecture 'as-is,' the most frequently duplicated service components are information sharing, decision support and planning, ad hoc reporting, information retrieval, and access control.

System Inventory

- Spreadsheet
 - Include everything possibly relevant with notation
 - Due Friday, June 13
 - Spreadsheet columns - Tracey

Next Steps



- Meetings
 - When: Every 2 weeks
 - Day & Time: Tuesday at 10:00
 - Location: TBD

More Information - References

- Guidance on Segment Architecture
 - FEA Practice Guidance - http://www.whitehouse.gov/omb/egov/documents/FEA_Practice_Guidance_Nov_2007.pdf
 - Interior EA - <http://www.doi.gov/ocio/architecture/>
- Sample Segment Architectures
 - USDA Geo-Spatial
 - Interior – HR LOB - <http://www.doi.gov/ocio/architecture/modblu/hr/know.htm>
- Other
 - USDA Strategic Human Capital Plan - http://www.usda.gov/da/employ/StrategicHCPlan2006_2.pdf

More Information - Contacts

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Questions???