

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	Business Case	
		Cross-agency initiatives		
		Alternatives Analysis (cost-benefits)		
		Transition Strategy		
	Operate	Target Architecture (Revised)	Business Case (Revised)	Program/Project Management Plan (Implementation Plan) Solution Architecture Performance Measurements

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).

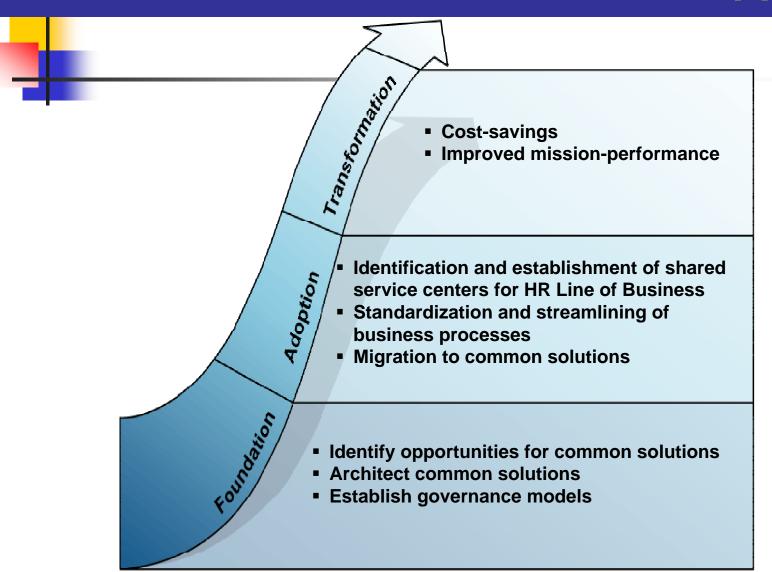
What's in it for us?



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

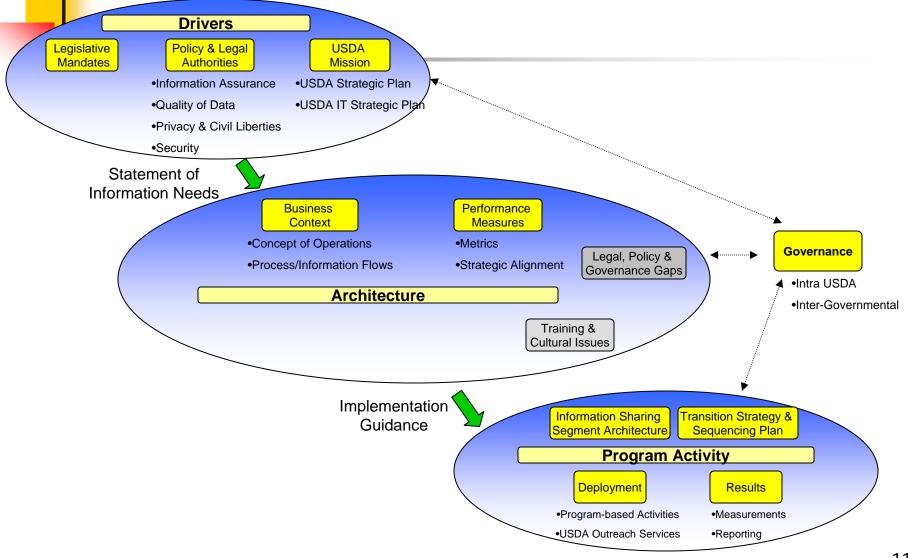


What do we need to accomplish?



- 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)

Services for Citizens

Health

Access to Care

Health Care Administration

Health Care Delivery Services

Health Care Research & Practitioner Education

General Science and Innovation

Scientific & Technological Research & Innovation

Human Services

Community & Social Services Social Services

Legend

Segment

BRM Level 2 BRM Level 3

Population Health Mgmt & Consumer Safety

Disaster Management

Disaster Monitoring & Prediction Disaster Preparedness & Planning

Disaster Repair & Restore

International Affairs and Commerce

Global Trade

International Development and Humanitarian Aid

Homeland Security

Border and Transportation Security

Key Asset and Critical Infrastructure Protection

Environmental Management

Environmental Monitoring and Forecasting

Environmental Remediation

Pollution Prevention and Control

Workforce Management

Worker Safety

Law Enforcement Š Substance Control

Law Enforcement S Substance Control

Support Delivery of Services

Management of **Government Resources**

Management of Gov Resources

Revenue Collection **Debt Collection**

Federal Asset Sales User Fee Collection

Planning & Oversight

Planning & Resource Allocation

Strategic Planning

Budget Formulation

Capital Planning

Budget Execution

Workforce Planning

Management Improvement

Enterprise Architecture Controls & Oversight

Corrective Action

Program Evaluation Program Monitoring

Internal Risk Management &

Mitigation

Contingency Planning

Continuity of Operations Service Recovery

Regulatory Development

Policy & Guidance Dev.

Public Comment Tracking Regulatory Creation

Rule Publication

Public Affairs

Legislation Relations

Fiscal Mgmt

Accounting Budget & Finance

Payments Collection & Receivables

Asset & Liability Mgmt Reporting & Information

Human Resource Mgmt

HR Strategy

Staff Acquisition Organization & Position Mgmt

Compensation Mgmt

Benefits Mamt

Employee Development & Performance Mgmt

Employee Relations

Labor Relations

Separation Mgmt

Administrative Mgmt

Supply Chain Mgmt

IT Management

Information & Technology Mgmt

System Development Lifecycle / Change Mgmt System Maintenance

IT Infrastructure Maintenance

IT Security

Record Retention

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 -<u>http://www.whitehouse.gov/omb/egov/documents/FEA_Practice_Guidance_Nov_2007.pdf</u>
 - 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_.p
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More Information - Contacts

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Questions???