

ADM - 202750 - HUD Integrated Human Resources and Training System (HIHRTS)

INITIATIVE DEFINITION BY08

Initiative Definition BY08

Template Name	IT Investment BY2008
Investment Name	ADM - 202750 - HUD Integrated Human Resources and Training System (HIHRTS)
Investment Revision Number	7
Is this investment a consolidated business case?	No
Point of Contact	Scarton, Robert
Revision Comment	
Initiative Name	ADM - 202750 - HUD Integrated Human Resources and Training System (HIHRTS)
Revision Comment	
Class	IT

OVERVIEW BY08

Description Information BY08

Agency	Department of Housing and Urban Development
Bureau	Working Capital Fund
Name of this Capital Asset	ADM - 202750 - HUD Integrated Human Resources and Training System (HIHRTS)
Full UPI Code	025-00-01-07-01-1520-00
Four Digit UPI Code	1520
Two Digit UPI Code	00
Exhibit 53 Part	IT Investments by Mission Area
OMB Investment Type	01 - Major Investment
OMB Exhibit 53 Major Mission Area	07 - Human Resources Management
PY Full UPI Code	025-00-01-07-01-1010-00-403-250

Screening Questions BY08

What was the first budget year this investment was submitted to OMB?	FY2001 or earlier
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Provide a brief summary and justification for this investment, including a brief description of how this closes in part or in whole an identified agency performance gap:

The HUD Human Resources and Training System (HIHRTS) is an ongoing project to replace current HR systems with a modern Enterprise Resource Planning (ERP) solution to meet the needs of the Office of Human Resources (OHR) and the HUD Training Service, and achieve the target performance goals defined by the Department's Business and IT Modernization Roadmap (Vision 2010).

The PMA Goal -Expanded E-Government for the Federal Government is obtained by HIHRTS:

The entire Federal Government benefits because our implementation provides proof-of-principle that the LOB concept can work.

The organizations using HR Connect have benefited from HUD's implementation. Treasury recently announced a fiscal year 2005 savings of \$507,304 based on HUD's implementation.

HUD benefits in having a robust information system to support our HR efforts.

We were able to deliver needed capability to HUD in a much shorter time than developing our own system.

The employees serviced by HUD HR offices can all use the system, get direct access to their personal information, and initiate corrections or changes to many data elements.

72% of the HUD employees are registered as users.

Have been able to stop using six legacy systems. Plan to retire additional legacy systems as complementary capabilities become available.

The system has proven extremely robust. As of April 17, 2006, HUD had entered 38,826 transactions in the system. In the week leading up to April 17th, we entered 1,700 transactions.

HUD HR specialists, employees, managers and administrative officers can submit transactions directly into the system and route the actions for approval. This eliminates the need for traditional paper-based HR action requests.

HR management has better visibility of the workload of each specialist through standard pending action reports.

Many transactions can be processed faster than before.

Uses PeopleSoft software that is compatible with other HUD systems.

FY 07 and FY 08 funding for HIRTS will allow for the development of a Datastore that can be used for increased reporting capabilities and for allowing data to be shared with EEOTRACS (PCAS #203470) applications.

Other planned expansion areas include an electronic rating system (ePerformance) and an automated Recruitment process. Additional modules are needed to support the activities of the Training Services office.

Did the Agency's Executive/Investment Committee approve this request?	Yes
If "yes," what was the date of this approval?	4/17/2001
Did the Project Manager review this Exhibit?	Yes
Contact information of Project Manager?	

Project Manager Name	McGurin, Denis
Project Manager Phone Number	202-708-0993
Project Manager E-mail	Denis_M._McGurin@HUD.GOV
Has the agency developed and/or promoted cost effective, energy efficient and environmentally sustainable techniques or practices for this project.	No

IT Screening Questions BY08

If the answer to Question: "Is this investment for information technology?" was "Yes," complete this sub-section. If the answer is "No," do not answer this sub-section.	
What is the level of the IT Project? (per CIO Council PM Guidance)	Level 3
What project management qualifications does the Project Manager have? (per CIO Council's PM Guidance):	(1) Project manager has been validated as qualified for this investment
Is this investment identified as "high risk" on the Q4 - FY 2006 agency high risk report (per OMB's "high risk" memo)?	No
Is this a financial management system?	No
If "yes", does this investment address a FFMIA compliance area?	No
If "yes," which FFMIA compliance area?	
If "no," what does it address?	
If "yes," please identify the system name(s) and system acronym(s) as reported in the most recent financial systems inventory update required by Circular A-11 section 52	

SUMMARY OF SPENDING BY08

Summary of Spending BY08

Provide the total estimated life-cycle cost for this investment by completing the following table. All amounts represent budget authority in millions, and are rounded to three decimal places. Federal personnel costs should be included only in the row designated "Government FTE Cost," and should be excluded from the amounts shown for "Planning," "Full Acquisition," and "Operation/Maintenance." The "TOTAL" estimated annual cost of the investment is the sum of costs for "Planning," "Full Acquisition," and "Operation/Maintenance." For Federal buildings and facilities, life-cycle costs should include long term energy, environmental, decommissioning, and/or restoration costs. The costs associated with the entire life-cycle of the investment should be included in this report.

SUMMARY OF SPENDING FOR PROJECT STAGES

* Costs in thousands

	PY - 1 and Earlier	PY 2006	CY 2007	BY 2008	BY + 1 2009	BY + 2 2010	BY + 3 2011	BY + 4 and Beyond	Total
Planning									
Budgetary Resources	6356.38	397.98	280	378					
Outlays	0	0	0	0					
A. Project Initiation/Planning									
Budgetary Resources	1513.42	94.76	104	90					
Outlays	0	0	0	0					
B. Requirements Definition									
Budgetary Resources	2270.14	142.13	100	135					
Outlays	0	0	0	0					
C. System Design									
Budgetary Resources	2572.82	161.09	76	153					
Outlays	0	0	0	0					

	PY - 1 and Earlier	PY 2006	CY 2007	BY 2008	BY + 1 2009	BY + 2 2010	BY + 3 2011	BY + 4 and Beyond	Total
Acquisition									
Budgetary Resources	8777.85	1102.02	1220	1622					
Outlays	0	0	0	0					
D. Software Acquisition									
Budgetary Resources	756.71	552.42	1000	1000					
Outlays	0	0	0	0					
E. Hardware/Infrastructure Acquisition									
Budgetary Resources	302.68	0	100	100					
Outlays	0	0	0	0					
F. New Development/Perfective Maintenance									
Budgetary Resources	3632.22	246.37	44	234					
Outlays	0	0	0	0					
G. Systems Integration & Testing									
Budgetary Resources	3026.85	236.9	48	225					
Outlays	0	0	0	0					
H. Installation & Deployment									
Budgetary Resources	1059.39	66.33	28	63					
Outlays	0	0	0	0					
Subtotal Planning & Acquisition									
Budgetary Resources	15134.23	1500	1500	2000					
Outlays	0	0	0	0					
Operations & Maintenance									
Budgetary Resources	687.518	450	500	500					
Outlays	687.518	0	0	0					
I. Systems Operation									
Budgetary Resources	275.007	180	200	200					
Outlays	275.007	0	0	0					
J. Corrective & Adaptive Maintenance									
Budgetary Resources	412.511	270	300	300					
Outlays	412.511	0	0	0					
TOTAL									
Budgetary Resources	15821.748	1950	2000	2500					
Outlays	687.518	0	0	0					
Government FTE Costs									
Budgetary Resources	972.621	491.857	457.922	477.467					
Planning									
Budgetary Resources	0	0	0	0					
Acquisition									
Budgetary Resources	0	0	0	0					
Maintenance									
Budgetary Resources	972.621	491.857	457.922	477.467					

Note: For the cross-agency investments, this table should include all funding (both managing partner and partner agencies). Government FTE Costs should not be included as part of the TOTAL represented.

SECURITY AND PRIVACY BY08

Costs & Risks BY08

In order to successfully address this area of the business case, each question below must be answered at the system/application level, not at a program or agency level. Systems supporting this investment on the planning and operational systems security tables should match the systems on the privacy table below. Systems on the Operational Security Table must be included on your agency FISMA system inventory and should be easily referenced in the inventory (i.e., should use the same name or identifier).

All systems supporting and/or part of this investment should be included in the tables below, inclusive of both agency owned systems and contractor systems. For IT investments under development, security and privacy planning must proceed in parallel with the development of the system/s to ensure IT security and privacy requirements and costs are identified and incorporated into the overall lifecycle of the system/s.

Please respond to the questions below and verify the system owner took the following actions:

Have the IT security costs for the system(s) been identified and integrated into the overall costs of the investment? **Yes**

Provide the Percentage IT Security for the budget year **5.000000**

Is identifying and assessing security and privacy risks a part of the overall risk management effort for each system supporting or part of this investment. **Yes**

Security: Planning Systems BY08

Systems in Planning - Security

Name of System	Agency/ or Contractor Operated System?	Planned Operational Date	Planned or Actual C&A Completion Date
HIHRTS (planned releases with DataStore and Training Components)	Contractor and Government	7/1/2008	7/1/2008

Security: Operational Systems BY08

Operational Systems - Security

Name of System	Agency/ or Contractor Operated System?	NIST FIPS 199 Risk Impact level	Has C&A been Completed, using NIST 800-37?	Date C&A Complete	What standards were used for the Security Controls tests?	Date Complete(d): Security Control Testing	Date the contingency plan tested
HUD Integrated Human Resources and Training System (U.S. Dept. of Treasury)	Contractor and Government	High	Yes	12/28/2005	FIPS 200 / NIST 800-53	9/30/2006	6/21/2006

Security: Weakness & Contractor Procedures BY08

Have any weaknesses, not yet remediated, related to any of the systems part of or supporting this investment been identified by the agency or IG? **Yes**

If "yes," have those weaknesses been incorporated into the agency's plan of action and milestone process? **Yes**

Indicate whether an increase in IT security funding is requested to remediate IT security weaknesses? **No**

If "yes," specify the amount, provide a general description of the weakness, and explain how the funding request will remediate the weakness.

How are contractor security procedures monitored, verified, and validated by the agency for the contractor systems above?

All contractors must submit background security documentation before they are given access to the HIHRTS system. Production and development environments are operated via a cross-servicing agreement with the Dept. of Treasury which conducts required security control reviews, site inspections, risk assessment, penetration testing, security awareness training and audits on a regular schedule. . They are required to comply with Treasury and HUD's IT Security Policy which includes FISMA, Circular A-130, Circular A-11, and NIST Series 800 security guidance.

Development work is conducted on separate servers located at the Department of Treasury; thus, contractor access to production data will be controlled through the assignment of roles and privileges by Treasury project security personnel. Specialized security training is offered to employees and contractors

whose position require additional security training and includes patch management, management participation, physical security, least privilege principle, incident response, CIA, and risk management

Security: Planning & Operational Systems BY08

Planning & Operational Systems - Privacy

Name of System	Is this a new system?	Is there a Privacy Impact Assessment (PIA) that covers this system?	Is the PIA available to the public?	Is a System of Records Notice (SORN) required for this system?	Was a new or amended SORN published in FY 06?
HIHRTS - HUD Integrated Human Resources and Training System (This system is owned and housed by the Department of Treasury. The PIA is available to the public through Treasury's website and SORN will be published by Treasury at a later date).	No	Yes.	Yes.	Yes	No, because the system is operational, but the SORN has not yet been published.

PERFORMANCE INFORMATION BY08

Performance Goals & Measures BY08

Agencies must use the Performance Goals and Measures Table below for reporting performance goals and measures for all non-IT investments and for existing IT investments that were initiated prior to FY 2005. The table can be extended to include measures for years beyond FY 2006.

Performance Goals and Measures

Fiscal Year	Strategic Goal(s) Supported	Performance Measure	Actual/baseline (from Previous Year)	Planned Performance Metric (Target)	Performance Metric Results (Actual)
2005	Strat Goal E: Embrace High Standards of Ethics, Mgt and Acct E.2 Improve HUD's mgt and internal controls to ensure program compliance and resolve audit issues. E.3 Improve accountability, service delivery and customer service of HUD and its partners	Provide a service so that All HUD employees can access the system to review and update their employee personal data file.	As of April 1, 2005 no HUD employees had registered in HIHRTS and therefore none could access the system to review and update their employee personal data file.	60% of HUD employees will have registered and therefore, have access to their employee personal data in HIHRTS.	As of March 2006 71% of HUD employees have registered in HIHRTS and have access to the employee personal data in HIHRTS.
2005	Strat Goal E: Embrace High Standards of Ethics, Mgt and Acct E.2 Improve HUD's mgt and internal controls to ensure program compliance and resolve audit issues. E.3 Improve	Contribute to improved systems and technology magement, support the Enterprise Target Architecture, as well as, service delivery to the Office Human Resources by reducing the	Prior to April 13, 2005 there were approximately 17 systems in use to support the Office of Personnel.	Four systems will be retired in 2005.	As of April 13, 2005 six OHR legacy systems were retired. There will be addition systems retired with the addition of thee Performance software purchased in March 2006.

Fiscal Year	Strategic Goal(s) Supported	Performance Measure	Actual/baseline (from Previous Year)	Planned Performance Metric (Target)	Performance Metric Results (Actual)
	accountability, service delivery and customer service of HUD and its partners	number of systems needed to support the Office of Personnel. This will be determined by assessing the functions that are provided by the new system. Determine the need to keep the old systems available and for how long. Develop and update the retirement and archiving schedule.			
2005	Strat Goal E: Embrace High Standards of Ethics, Mgt and Acct E.2 Improve HUD's mgt and internal controls to ensure program compliance and resolve audit issues. E.3 Improve accountability, service delivery and customer service of HUD and its partners	Improve internal controls and simplify service delivery by having input data entered only once to process a personnel action.	Under current conditions data is entered into several systems to process a personnel action.	75% of all personnel actions entered only once to process a personnel action.	As of December 2005 HIHRTS was being used to process 100% of Personnel Actions (PAR Actions)
2006	Strat Goal E: Embrace High Standards of Ethics, Mgt and Acct E.2 Improve HUD's mgt and internal controls to ensure program compliance and resolve audit issues. E.3 Improve accountability, service delivery and customer service of HUD and its partners	Improve internal controls, service delivery and customer service by quickly determining the status and tracking the progress of an action.	Current systems have very limited ability to identify where a personnel action is located.	90% of the status of all personnel actions can be identified.	100% of PAR actions can be traced in the system to view their status.
2006	Strat Goal E: Embrace High Standards of Ethics, Mgt and Acct E.2 Improve HUD's mgt and internal controls to ensure program compliance and resolve audit issues. E.3	Improve internal controls and simplify service delivery by maintaining position descriptions in the HIHRTS system in a standardized format.	Current Position Descriptions are not in a standardized format, making it difficult to create staffing vacancy announcements.	60% of HUD Position Descriptions, on including Executive Services, will be in the HIHRTS system in a standardized format.	Results will be reported in December 2006.

Fiscal Year	Strategic Goal(s) Supported	Performance Measure	Actual/baseline (from Previous Year)	Planned Performance Metric (Target)	Performance Metric Results (Actual)
	Improve accountability, service delivery and customer service of HUD and its partners				
2006	Strat Goal E: Embrace High Standards of Ethics, Mgt and Acct E.2 Improve HUD's mgt and internal controls to ensure program compliance and resolve audit issues. E.3 Improve accountability, service delivery and customer service of HUD and its partners	Enhance service delivery by providing additional functionality of the HIHRTS system - the recruitment process will be streamlined.	Using the current systems it is difficult to create a vacancy announcement and hire a new employee.	90% of all Recruitment Actions will be initiated and processed using features within the new HIHRTS system.	Results will be reported in December 2007.
2007	Strat Goal E: Embrace High Standards of Ethics, Mgt and Acct E.2 Improve HUD's mgt and internal controls to ensure program compliance and resolve audit issues. E.3 Improve accountability, service delivery and customer service of HUD and its partners	Contribute to improved systems and technology management, support the Enterprise Target Architecture, as well as, service delivery to the Office Human Resources by reducing the number of systems needed to support the Office of Personnel. Continue to reduce the number of legacy systems. Continue to access functionally of the new HIHRTS system. Update the retirement and archiving schedule as needed.	There are several legacy systems that may still be used to support the Office of Human Resources.	Reduce the number of systems by seven.	Results will be reported in August 2007.
2007	Strat Goal E: Embrace High Standards of Ethics, Mgt and Acct E.2 Improve HUD's mgt and internal controls to ensure program compliance and resolve audit issues. E.3 Improve accountability,	Support internal controls and security awareness and service delivery by developing training plans and schedules that will allow new employees to be trained on the system in order to use it more	Employees, Managers and HR Specialists have been trained on the system (which includes HIHRTS Security and Awareness Training) prior to go live.	90% of all new employees obtain training as they come onboard.	Current new employees are given an introduction to HIHRTS. Is now included with new employee orientation procedures. Additional training classes will have to be developed for new groups as

Fiscal Year	Strategic Goal(s) Supported	Performance Measure	Actual/baseline (from Previous Year)	Planned Performance Metric (Target)	Performance Metric Results (Actual)
	service delivery and customer service of HUD and its partners	proficiently and be aware of security precautions.			they are hired.
2007	Strat Goal E: Embrace High Standards of Ethics, Mgt and Acct E.2 Improve HUD's mgt and internal controls to ensure program compliance and resolve audit issues. E.3 Improve accountability, service delivery and customer service of HUD and its partners	Improve internal controls and enhance delivery of HUD training services - HIHRTS functionally will be expanded to include software that can establish course catalogs and monitor the location and costs of courses.	Currently several systems are used to establish and monitor courses given by the HUD Training Academy. It is difficult to track the number of attendees and the costs for each course.	Additional analysis will be required to estimate the number of courses that can be created and monitored by the HUD Training Academy.	Actual results will be reported in December 2007.
2007	Strat Goal E: Embrace High Standards of Ethics, Mgt and Acct E.2 Improve HUD's mgt and internal controls to ensure program compliance and resolve audit issues. E.3 Improve accountability, service delivery and customer service of HUD and its partners	Improve and simplify service delivery and encourage employee involvement in support services by the use of Web-based technology, which provides employees unprecedented access to their own information and the ability to change certain data, initiate personnel certain personnel actions, thus, breaking antiquated paper-based paradigms.	Employees use legacy systems or antiquated paper-based paradigms to access and change their own data.	90% of all HUD employees have the ability to access and change their own data.	100% of all HUD employees can access their personnel from a standard HUD desktop.
2008	Strat Goal E: Embrace High Standards of Ethics, Mgt and Acct E.2 Improve HUD's mgt and internal controls to ensure program compliance and resolve audit issues. E.3 Improve accountability, service delivery and customer service of HUD and its partners	New addition of ePerformance will completely automate the rating process including an electronic signature	Current legacy system for rating Managers and Supervisors is limited in its ability to completely rate an employee online	All Managers and Supervisors will be rated using the ePerformance feature of HIHRTS	Actual results will be reported in December 2008

Fiscal Year	Strategic Goal(s) Supported	Measurement Area	Measurement Category	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement to the Baseline	Actual Results
2006	Goal E: Embrace High Standards of Ethics, Management and Accountability	Customer Results	Customer Benefit	Customer Complaints	Provide employees access to their personnel information to review and change as needed. This will provide more accurate employee data for the Department.	Employees had no information that was available to them to review and update.	Employees will be given instructions and training on using the HIHRTS system to review and update their personal information.	As of April 2006 72% of HUD staff has registered in the HIHRTS system. The employees have reviewed and updated their information; there have been few reports of problems accessing records. Data quality has been improved for HUD.
2006	Goal E: Embrace High Standards of Ethics, Management and Accountability	Mission and Business Results	Administrative Management	Workplace Policy Development And Management	Provide data about the Departments Organizational structure.	No information about HUD's organization structure was available to employees.	Develop routines that allowed for data to be entered and extracted as needed to reflect the Department's organization structure.	The HIHRTS system has been modified. Data is available to show where each employee is located. This helps the Department plan workforce changes in reorganizations.
2006	Goal E: Embrace High Standards of Ethics, Management and Accountability	Processes and Activities	Management and Innovation	Knowledge Management	Provide managers with methods to process actions for their staff members or contact them in an emergency event if necessary.	Managers did not have information that was available to them.	Correct workflow indicators will be established to insure that the proper approval routes are followed. Managers will be given updates regarding their personnel actions.	HIHRTS allows managers to begin Personnel Actions for their employees and route it to the next approval level. The status of the action can be monitored. This allows manager to control personnel actions about their employees - improved data quality.
2006	Goal E: Embrace High Standards of Ethics, Management and	Technology	Effectiveness	IT Contribution to Process, Customer, or Mission	Provide a method of data access that will have control methods to ensure privacy is protected.	There was a need to separate Executive personnel data from other personnel files.	Modifications were made to the application.	As of March 2006 the modification to the system: Creating a separate SON

Fiscal Year	Strategic Goal(s) Supported	Measurement Area	Measurement Category	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement to the Baseline	Actual Results
	Accountability							for Executives has been completed. This allows Executive data to be isolated from other personnel data. Ensures data has been protected and data quality has been improved.
2007	Goal E: Embrace High Standards of Ethics, Management and Accountability	Customer Results	Customer Benefit	Customer Satisfaction	Increase the percentage of employees with access to their personal information in HIHRTS.	72% of HUD employees have registered in HIHRTS and have access to employee self-service to review and update their records.	Continue registration efforts to achieve 80% registration.	Actual results to be reported in September 2007.
2007	Goal E: Embrace High Standards of Ethics, Management and Accountability	Mission and Business Results	Administrative Management	Facilities, Fleet, And Equipment Management	Increase the number of online inquiries/searches in HIHRTS for training courses for identified skill gap areas.	Currently 0 inquiries/searches in HIHRTS due to several stand-alone systems to prepare and monitor classes given by the HUD Training Services.	Requirements analysis initiating in 2007 to integrate Training Services into HIHRTS , 0 inquiries/searches for courses in identified skill gap areas	Actual results to be reported in September 2007.
2007	Goal E: Embrace High Standards of Ethics, Management and Accountability	Processes and Activities	Productivity and Efficiency	Efficiency	Increase total number of employee-initiated transactions into HIHRTS.	As of September 2006, 28,557 employee transactions have been processed in HIHRTS.	Continued emphasis on employee self-services by increasing the number of total employee-initiated transactions to 38,000.	Actual results to be reported in September 2007.
2007	Goal E: Embrace High Standards of Ethics, Management and Accountability	Technology	Effectiveness	IT Contribution to Process, Customer, or Mission	Increase the number of manager-initiated transactions into HIHRTS.	There are 30,150 manager-initiated transactions in HIHRTS as of September 2006.	Increase the number of manager-initiated transaction to 40,000.	To be reported in September 2007.
2008	Goal E: Embrace High Standards of Ethics, Management and Accountability	Customer Results	Customer Benefit	Customer Satisfaction	Increase the percentage of employees with access to their personal information in HIHRTS.	72% of HUD employees were registered in HIHRTS as of April 2006.	Continue registration efforts to achieve 85% registration.	Actual results to be reported in September 2008.
2008	Goal E: Embrace High Standards of Ethics, Management	Mission and Business Results	Administrative Management	Facilities, Fleet, And Equipment Management	Increase the number of online inquiries/searches in HIHRTS for training courses	Due to focus on completion of requirements analysis in 2007 to integrate	While implementation begun, but not completed, of project to	Actual results to be reported in September 2008.

Fiscal Year	Strategic Goal(s) Supported	Measurement Area	Measurement Category	Measurement Grouping	Measurement Indicator	Baseline	Planned Improvement to the Baseline	Actual Results
	and Accountability				for identified skill gap areas.	Training Services into HIHRTS in 2008, there will be 0 inquiries/searches in HIHRTS.	integrate Training Services into HIHRTS, a minimum of 100 inquiries/searches are expected to be made in HIHRTS for training courses in identified skill gap areas.	
2008	Goal E: Embrace High Standards of Ethics, Management and Accountability	Processes and Activities	Productivity and Efficiency	Efficiency	Increase total number of employee-initiated transactions into HIHRTS.	As of September 2006, 28,557 employee transactions have been processed in HIHRTS.	Continued emphasis on employee self-services by increasing the number of employee-initiated transactions to 48,000.	To be reported in September 2008.
2008	Goal E: Embrace High Standards of Ethics, Management and Accountability	Technology	Effectiveness	IT Contribution to Process, Customer, or Mission	Increase the number of manager-initiated transactions into HIHRTS.	There are 30,150 manager-initiated transactions in HIHRTS as of September 2006.	Continue manager effective by increasing the number of manager-initiated transaction to 50,000.	To be reported in September 2008.

All new IT investments initiated for FY 2005 and beyond must use Table 2 and are required to use the Federal Enterprise Architecture (FEA) Performance Reference Model (PRM). Please use Table 2 and the PRM to identify the performance information pertaining to this major IT investment. Map all Measurement Indicators to the corresponding "Measurement Area" and "Measurement Grouping" identified in the PRM. There should be at least one Measurement Indicator for at least four different Measurement Areas (for each fiscal year). The PRM is available at www.egov.gov.

ENTERPRISE ARCHITECTURE (EA) BY08

General EA Questions BY08

In order to successfully address this area of the business case and capital asset plan you must ensure the investment is included in the agency's EA and Capital Planning and Investment Control (CPIC) process, and is mapped to and supports the FEA. You must also ensure the business case demonstrates the relationship between the investment and the business, performance, data, services, application, and technology layers of the agency's EA.

Is this investment included in your agency's target enterprise architecture? **Yes**

If "no," please explain why this investment is not included in your agency's target enterprise architecture?

Is this investment included in the agency's EA Transition Strategy? **Yes**

If "yes," provide the investment name as identified in the Transition Strategy provided in the agency's most recent annual EA Assessment. **HUD Intergrated Human Resources and Training System (HIHRTS)**

If "no," please explain why this investment is not included in the agency's EA Transition Strategy?

FEA SRM BY08

Identify the service components funded by this major IT investment (e.g., knowledge management, content management, customer relationship management, etc.). Provide this information in the format of the following table. For detailed guidance regarding components, please refer to <http://www.whitehouse.gov/omb/egov/>.

Service Component Reference Model (SRM) Table

Agency Component Name	Agency Component Description	Service Domain	FEA SRM Service Type	FEA SRM Component	FEA Service Component Reused Name	FEA Service Component Reused UPI	Internal or External Reuse?	BY Funding Percentage
Data Exchange	"Defines the set of capabilities that support the	Back Office Services	Data Management	Data Exchange			No Reuse	11

Agency Component Name	Agency Component Description	Service Domain	FEA SRM Service Type	FEA SRM Component	FEA Service Component Reused Name	FEA Service Component Reused UPI	Internal or External Reuse?	BY Funding Percentage
	interchange of information between multiple systems or applications."							
Data Warehouse	"Defines the set of capabilities that support the archiving and storage of large volumes of data."	Back Office Services	Data Management	Data Warehouse			No Reuse	11
Data Integration	"Defines the set of capabilities that support the organization of data from separate data sources into a single source using middleware or application integration as well as the modification of system data models to capture new information within a single system."	Back Office Services	Development and Integration	Enterprise Application Integration			No Reuse	11
Contingent Workforce Management	Defines the set of capabilities that support the continuity of operations for an organization's business through the identification of alternative organization personnel.	Back Office Services	Human Capital / Workforce Management	Contingent Workforce Management			No Reuse	11
Benefit Management	defines the set of capabilities that support the enrollment and	Back Office Services	Human Resources	Benefit Management			No Reuse	11

Agency Component Name	Agency Component Description	Service Domain	FEA SRM Service Type	FEA SRM Component	FEA Service Component Reused Name	FEA Service Component Reused UPI	Internal or External Reuse?	BY Funding Percentage
	participation in an organization's compensation and benefits programs							
Career Development and Retention	Defines the set of capabilities that support the monitoring of performance as well as the professional growth, advancement, and retention of an organization's employees.	Back Office Services	Human Resources	Career Development and Retention			No Reuse	11
Education/Training	"Defines the set of capabilities that support the active building of employee capacities."	Back Office Services	Human Resources	Education / Training			No Reuse	11
Personnel Administration	"Defines the set of capabilities that support the matching between an organization's employees and potential opportunities as well as the modification, addition and general upkeep of an organization's employee-specific information."	Back Office Services	Human Resources	Personnel Administration			No Reuse	11
Retirement Management	"Defines the set of capabilities that support the payment of benefits to retirees."	Back Office Services	Human Resources	Retirement Management			No Reuse	11

Use existing SRM Components or identify as "NEW". A "NEW" component is one not already identified as a service component in the FEA SRM.
A reused component is one being funded by another investment, but being used by this investment. Rather than answer yes or no, identify the reused service component funded by the other investment and identify the other investment using the Unique Project Identifier (UPI) code from the OMB Ex 300 or Ex 53 submission.
'Internal' reuse is within an agency. For example, one agency within a department is reusing a service component provided by another agency within the same

department. 'External' reuse is one agency within a department reusing a service component provided by another agency in another department. A good example of this is an E-Gov initiative service being reused by multiple organizations across the federal government. Please provide the percentage of the BY requested funding amount used for each service component listed in the table. If external, provide the funding level transferred to another agency to pay for the service.

FEA TRM BYOB

To demonstrate how this major IT investment aligns with the FEA Technical Reference Model (TRM), please list the Service Areas, Categories, Standards, and Service Specifications supporting this IT investment.

Technical Reference Model (TRM) Table

FEA SRM Component	FEA TRM Service Area	FEA TRM Service Category	FEA TRM Service Standard	Service Specification (i.e. vendor or product name)
Retirement Management	Component Framework	Business Logic	Platform Dependent	PeopleSoft
Career Development and Retention	Component Framework	Business Logic	Platform Dependent	PeopleSoft
Contingent Workforce Management	Component Framework	Business Logic	Platform Dependent	PeopleSoft
Benefit Management	Component Framework	Business Logic	Platform Dependent	PeopleSoft
Personnel Administration	Component Framework	Data Management	Database Connectivity	PeopleSoft
Personnel Administration	Component Framework	Presentation / Interface	Static Display	PeopleSoft
Personnel Administration	Component Framework	Security	Certificates / Digital Signatures	PeopleSoft
Education / Training	Service Access and Delivery	Access Channels	Collaboration / Communications	PeopleSoft/Oracle-Fusion
Personnel Administration	Service Access and Delivery	Access Channels	Other Electronic Channels	PeopleSoft
Personnel Administration	Service Access and Delivery	Delivery Channels	Extranet	PeopleSoft
Personnel Administration	Service Access and Delivery	Delivery Channels	Intranet	PeopleSoft
Personnel Administration	Service Access and Delivery	Service Requirements	Authentication / Single Sign-on	PeopleSoft
Personnel Administration	Service Access and Delivery	Service Requirements	Hosting	PeopleSoft
Personnel Administration	Service Access and Delivery	Service Requirements	Legislative / Compliance	PeopleSoft
Personnel Administration	Service Access and Delivery	Service Transport	Service Transport	PeopleSoft
Personnel Administration	Service Access and Delivery	Service Transport	Supporting Network Services	PeopleSoft
Enterprise Application Integration	Service Interface and Integration	Integration	Enterprise Application Integration	PeopleSoft
Personnel Administration	Service Interface and Integration	Integration	Enterprise Application Integration	PeopleSoft
Personnel Administration	Service Interface and Integration	Interface	Service Description / Interface	PeopleSoft
Data Warehouse	Service Platform and Infrastructure	Database / Storage	Database	Oracle, PeopleSoft
Data Exchange	Service Platform and Infrastructure	Database / Storage	Database	Oracle, SQL Server 10x, PeopleSoft
Personnel	Service Platform	Database /	Database	PeopleSoft

FEA SRM Component	FEA TRM Service Area	FEA TRM Service Category	FEA TRM Service Standard	Service Specification (i.e. vendor or product name)
Administration	and Infrastructure	Storage		
Personnel Administration	Service Platform and Infrastructure	Delivery Servers	Application Servers	PeopleSoft
Personnel Administration	Service Platform and Infrastructure	Delivery Servers	Portal Servers	PeopleSoft

Service Components identified in the previous question should be entered in this column. Please enter multiple rows for FEA SRM Components supported by multiple TRM Service Specifications

In the Service Specification field, Agencies should provide information on the specified technical standard or vendor product mapped to the FEA TRM Service Standard, including model or version numbers, as appropriate.

Reuse & Information Sharing BY08

Will the application leverage existing components and/or applications across the Government (i.e., FirstGov, Pay.Gov, etc). If so, please describe.

Yes. HUD became a user of the Department of Treasury's HR Connect application. During the alternatives analysis conducted, HUD investigated whether the Treasury HR Connect offered a viable solution. Though HUD would still needs to maintain its own software licenses, the HR Connect application and Treasury infrastructure will be leveraged. In addition, the Department of Transportation's (DOT) web-based training system, the HUD Virtual University, will continue to be used. USAJOBS will be used to post Departmental vacancies. The National Finance Center will continue to process payroll actions.

If "yes," please describe how the application will leverage existing components and/or applications across the Government.

In mid-2004, HUD learned of an opportunity to cross-service with the Department of Treasury. Treasury had developed a robust system over eight years and served 144,000 employees within their Department, as well as some employees in Homeland Security and Justice. The analysis of the options indicated that cross-servicing would yield faster implementation, lower life-cycle costs, and possible alignment with an HR Lines-of-Business provider. Thus, the direction of the project changed from building and implementing a system to implementing an already configured system. In September 2004, the Department of Housing and Urban Development obtained an Inter Agency Agreement (IAA) with the Department of the Treasury to use their enterprise human resources solution, HR Connect. HR Connect provided the needed services and provided efficiencies in the way it provides traditional and non-traditional human resources functions to 144,000 managers and employees. By using the Manager Self Service components of HR Connect, HUD managers are now able to produce documents to recruit, promote, and award employees; compile various reports; and conduct a range of management functions. Employees can now make changes to their own personnel information by using Employee Self Service, and obtain information about their job and benefits. HR Connect provides secure, web-enabled tools to HR personnel to process transactions through to the National Finance Center (NFC) payroll system. The system comprises a suite of commercial off-the-shelf (COTS) products, using PeopleSoft Human Resources Management software as the core application. Functionality is delivered through direct access to HR Connect, access through the web, and e-mail.

Does this investment provide the public with access to a government automated information system? **No**

If "yes," does customer access require specific software (e.g., a specific web browser version)?

If "yes," provide the specific product name(s) and version number(s) of the required software and the date when the public will be able to access this investment by any software (i.e. to ensure equitable and timely access of government information and services).

FEA Primary Mapping BY08

FEA Primary Mapping

Reference Model:

BRM

Business Area:

Management of Government Resources

Line of Business:

Human Resource Management

Sub Function:

HR Strategy

Mapping Code:

403250