

HRstat: Frequently Asked Questions

What is HRstat?

- HRstat is based upon OMB's guidance to agencies on delivering an efficient, effective and accountable government:
(<http://www.whitehouse.gov/sites/default/files/omb/memoranda/2011/m11-31.pdf>, pgs. 15-16).
- Per the GPRA Modernization Act and OMB guidance, agencies were required to have begun performance reviews at least quarterly to monitor progress on the Agency Priority Goals published in the FY 2011 President's Budget, starting June 30, 2011.
- The reviews are led by the agency head and/or the agency Chief Operating Officer who, with the support of the Performance Improvement Officer (PIO), evaluates the progress achieved during the most recent quarter, overall trend data, and the likelihood of meeting the planned level of performance.
- HRstat is the equivalent of the agency data-driven reviews, but led by the CHCO with a focus on the key HRM metrics that drive agency performance and mission accomplishment and with OPM and OMB participation. Pilot agencies will identify, measure, analyze and use HRM performance data. Specifically, pilot agencies will:
 - Identify what HRM questions to ask, what data is needed, etc.
 - Create analytic capability within HR Offices.
 - Use data diagnostically to figure out how to improve outcomes.

What are the HRstat pilot participant criteria?

OPM is seeking agencies with the following characteristics:

- Committed and engaged leadership. Agency COOs and PIOs are strongly supportive of HRstat concept and support CHCO efforts;
- Interest in collaborating with other Councils, program managers, and goal leaders on enhancing HRstat;
- Interest in developing improved performance and HRM analytic methods;
- Interest in developing improved data systems; and
- Active participation in the HRstat pilot as a Community of Practice and commitment to meeting regularly with other pilot participants and the PIC working group.

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What are the requirements to participate in the HRstat pilot?

HRstat pilot participants will be required to:

- Attend HRstat orientation.
- Observe their own agency's data-driven review as well as another pilot agency's data-driven review.
- Convene bi-weekly or monthly with other pilot participants.
- Collaborate with the PIC *Internal Agency Reviews Working Group*.
- Develop a Community of Practice via MAX or another designated site to share information across agencies.
- Work with their agency PIO closely (e.g. PIOs should attend all HRstat reviews and CHCOs should attend all relevant data-driven reviews, as appropriate.)
- Facilitate at least two data-driven reviews between March 2013 and September 2013.
- Share HRstat lessons-learned and develop a set of recommendations, as a community, for OMB, OPM, the CHCOC and the PIC for implementing HRstat Government-wide.

What is the HRstat pilot timeframe?

- The HRstat 1.0 pilot was operational from March 2012 through December 2012. HRstat 2.0 is transitioning in, and will be operational from January, 2013 through December 2013.

Why should I participate in the HRstat pilot?

- Pilot participants will contribute to the development of a new Government-wide approach for better integrating HRM with organizational performance and evaluating progress on HR and performance goals.
- OPM's intention is to help agencies experiment, learn and grow in a supportive environment; this is not a "gotcha" exercise.
- HRstat reviews are agency designed and facilitated.
- **For all pilot agencies, the HCMR requirement is waived, if pilot agencies fulfill all pilot requirements.**

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What kind of support will OPM and OMB provide to help my agency during the HRstat pilot?

- OPM will create a Data Analysis Workgroup to assist HRstat 2.0 pilot agencies with identifying what questions to ask, relevant data sources and technical assistance with building data analytic capability. OPM will also assemble Mobile Assistance Teams to provide targeted one-to-one help for agencies, as needed.
- HRstat 2.0 pilot participants will receive peer-to-peer mentoring through the PIC *Internal Agency Reviews Working Group*. This working group will share lessons learned and provide assistance in designing data-driven reviews. OPM will establish a MAX community page for pilot participants to share information across agencies, as well as provide other forums for inter-agency learning and sharing.
- OMB will provide support through the PIC, as well as support and technical assistance re: OMB guidance to agencies on data-driven reviews.