

By BCC To All Chief Human Capital Officers, Deputies and Staff:

It is my pleasure to inform you that OPM is launching the second phase of HRStat, our pilot initiative to promote CHCO-led, data-driven reviews as part of the Administration's performance improvement initiative. Through these reviews, agencies are developing internal capability to analyze human resources management data and trends, to identify actions that improve agency performance and reduce costs, and to evaluate the results.

HRStat is built in three phases. In Phase I, eight CHCO agencies collaborated with OPM and OMB to design the data-driven review process. Through the initiative, agencies are aligning human capital to mission requirements, and are assuring all investment decisions are based on rigorous analysis of current data. As a result of Phase I, a complete model has been designed and tested, and is ready for replication.

The second phase of this initiative is called HRstat 2.0. Eight (8) additional CHCO agencies will launch their own pilots, leveraging the lessons learned and successful practices from HRStat 1.0. Additionally, Phase I agencies will continue operating and refining their CHCO-led data driven reviews.

At this time we are soliciting volunteers to participate in the HRstat 2.0 pilot. Agencies will be selected based on the criteria below:

- 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.

The goal of HRstat is to help agencies:

- Develop a process to use HRM goals, measurement, analysis, and data-driven reviews to improve results of HRM and programs and the effectiveness and efficiency of agency operations;
- Develop an alternative evaluation mechanism to replace the Human Capital Management Reports (HCMR), better demonstrating the integration between HRM results and mission accomplishment; and

- Develop recommendations for the CHCOC and Performance Improvement Council (PIC) on how to implement HRstat Government-wide. *Pilot agencies who meet the requirements of the pilot will not be required to submit an HCMR for FY2013 human capital programs.*

If you will like to nominate your agency for participation, please e-mail [chcoc@opm.gov](mailto:chcoc@opm.gov) no later than January 25, 2013 to be considered as a pilot agency for HRstat 2.0. Your response should include your agency point of contact information with the submission.

We invite you to read the FAQs attached to learn more about the pilot including timeline, requirements and OPM support.

Thanks in advance for your consideration!