

APRIL 26, 2018

# WASHINGTON WORKFORCE ANALYTICS (WWA)

The New HR Enterprise Reporting Solution

**OFM**

OFFICE OF FINANCIAL MANAGEMENT



# PROJECT BACKGROUND

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## Washington Workforce Analytics (WWA) Project

- Following a proof of concept in December 2014, the WWA project kicked off in August 2015.
- WWA is intended to replace the existing Human Resource Management System (HRMS) Business Warehouse/Business Intelligence (BW/BI) Reporting System.
- A primary objective was to create a new extensible data warehouse architecture to house our existing HRMS data, with the intent to add other HR-related data in the future.
- WaTech utilized the existing SAP Business Objects Web Intelligence (WebI) tool to build WWA.

# WASHINGTON WORKFORCE ANALYTICS (WWA)

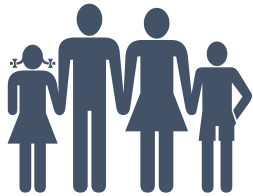
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## Web-based Reporting and Analysis Tools

- WWA provides an interactive way for agency users to work with workforce-related data.
- WaTech built 18 standard reports based on common business scenarios to meet data needs across state agencies.
- All WWA users have ad hoc query capabilities to create agency-specific scenarios to meet agency business needs.

# WWA Universes

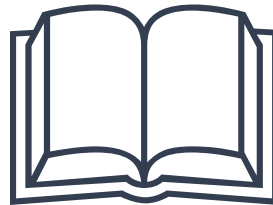
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## Headcount and Personnel Actions

Facts and measures for headcount, age, salary, service dates, and personnel actions.

Daily granularity, loaded daily.



## Education Record Fact Table

Dimension within HPA that includes employee education levels, certificate, and education start and end dates.



## Military Record Fact Table

Dimension within HPA that includes employee military service in years, months, and days as recorded on their discharge paperwork.

Used for determining veteran's preference in layoff.

# WWA Universes

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## AFRS Payroll

Facts and measures for payroll hours and dollar amount using the AFRS time dimension and Master Account Coding.

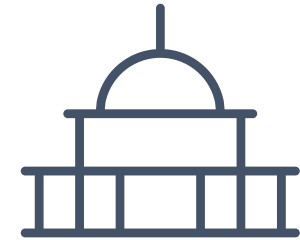
Pay Period level granularity, loaded daily.



## Payroll

Facts and measures for dollar amount and hours, including a complete wage type dimension.

Monthly level granularity, loaded semi-monthly.



## Staffing Assignments

Facts and measures for occupied, unoccupied, and vacant positions, including a complete related job dimension.

Monthly level granularity, attributes loaded daily.

# WWA Universes

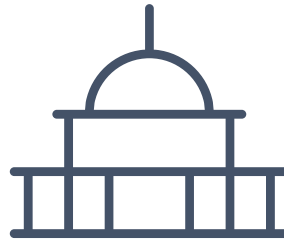
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## Time and Labor

Facts and measures for scheduled and actual time worked, including a time type dimension with specific leave types.

Daily granularity, loaded semi-monthly.



## Grievance

Facts and measures for number of grievances, including collective bargaining articles, staff contacts and tracking.

Daily granularity, loaded daily.



## Quota

Facts and measures related to leave balances, accruals, usage, donations, payouts, and adjustments.

Monthly level granularity, loaded monthly.

# WWA Standard Reports

- Financials
  - FI-001 - Distribution of Payroll and Related Costs
- Grievance
  - GR-001 - Grievance History
- Headcount and Personnel Actions
  - HPA-001 - Job Class Distribution
  - HPA-002 - Classification Turnover
  - HPA-003 - Diversity Profile
  - HPA-004 - Diversity - New Hires
  - HPA-005 - HR Management Actions
  - HPA-006 - HR Management Manager to Staff
  - HPA-007 - HR Management Age Distribution
  - HPA-008 - Layoff Activity
  - HPA-009 - Salary Range Distribution
  - HPA-010 - Service Ranges
  - HPA-011 - Projected Service Years

- Payroll
  - PAY-001 - HR Management Average Overtime
  - PAY-002 - HR Management Percent Receiving Overtime
  - PAY-003 - HR Management Overtime Costs
- Quota
  - QU-001 - HR Management Quota Activity
- Staffing Assignments
  - SA-001 - Position Detail

## SA-001 - Position Detail

### Description:

Position availability, vacancy status, and position holder information. Provides the ability to audit position and employee coding. Includes an additional view of position detail by Organizational Unit Hierarchy. This report contains the following views: 1. Position Detail (Default) 2. Position Detail with Org Hierarchy VERSION: R1.1.0

**Type:** Web Intelligence

**Last Run:** Dec 15, 2017 3:06 PM

# Distribution of Payroll and Related Costs (FI-001)

WaData Help Desk (360)407-9100

Welcome: Amy Walker | Appli

Home Documents FI-001 - Distribution...

File Properties Report Elements Formatting Data Access Analysis Page Setup

Font Border Cell Style Numbers Alignment Size Padding Tools

Arial 9 B I U A

Available Objects

Type here to filter tree

- FI-001 - Distribution of Payroll and
  - WWA EDW AFRS [unx]
    - Employee
    - Master Account Coding
    - Organization
    - Position
    - Date
    - Measures
    - Variables
    - References

Report Elements

Distribution of Payroll and Related Costs - Agency Detail

Report Number: FI-001

Date Run: As

Description: Employer payroll and benefit costs by employee and AFRS account distribution.

Biennium	AFRS Agency Code	Organizational Unit	Fund Code	Appropriation Index Code	Program Index Code	Document Number	Pay Period End Date	In-Period	For-Period	Cap Utilization Level	Position Code	Position
2019	011	ACCOUNTING SERVICES	001	011	00020	PR-P1807	2018-03-31	201807	201807	92.50	70000351	
2019	011	ACCOUNTING SERVICES	001	011	00020	PR-P1807	2018-03-31	201807	201807	100.00	70000322	AC
2019	011	ACCOUNTING SERVICES	001	011	00020	PR-P1807	2018-03-31	201807	201807	100.00	70000336	
2019	011	ACCOUNTING SERVICES	001	011	00020	PR-P1807	2018-03-31	201807	201807	100.00	70000324	
2019	011	ACCOUNTING SERVICES	001	011	00020	PR-P1807	2018-03-31	201807	201807	100.00	70000323	
2019	011	CHIEF CLERK'S OFFICE	001	011	00020	PR-P1807	2018-03-31	201807	201807	100.00	70000316	
2019	011	CHIEF CLERK'S OFFICE	001	011	00020	PR-P1807	2018-03-31	201807	201807	100.00	70000320	SENI
2019	011	CHIEF CLERK'S OFFICE	001	011	00020	PR-P1807	2018-03-31	201807	201807	100.00	70000321	
2019	011	CHIEF CLERK'S OFFICE	001	011	00020	PR-P1807	2018-03-31	201807	201807	100.00	70000317	
2019	011	CHIEF CLERK'S OFFICE	001	011	00020	PR-P1807	2018-03-31	201807	201807	100.00	71014010	TECHNOLOG
2019	011	CHIEF CLERK'S OFFICE	001	011	00020	PR-P1807	2018-03-31	201807	201807	100.00	70000319	
2019	011	DEMOCRATIC CAUCUS	001	011	00051	PR-P1807	2018-03-31	201807	201807	100.00	70000438	SENIOR
2019	011	DEMOCRATIC CAUCUS	001	011	00051	PR-P1807	2018-03-31	201807	201807	100.00	70000441	SENIOR
2019	011	DEMOCRATIC CAUCUS	001	011	00051	PR-P1807	2018-03-31	201807	201807	100.00	70000442	COMM
2019	011	DEMOCRATIC CAUCUS	001	011	00051	PR-P1807	2018-03-31	201807	201807	100.00	70000447	CAUCUS RE
2019	011	DEMOCRATIC CAUCUS	001	011	00051	PR-P1807	2018-03-31	201807	201807	100.00	70000443	

Arranged by Data Source

Agency Detail Payroll by Sub object

Agency Detail

Track



# WebI Query Panel

The screenshot displays the WebI Query Panel interface, which is used for configuring and executing queries. The interface is divided into several main sections:

- Universe outline:** Located on the left, it shows a hierarchical tree of objects for the 'WWA EDW HPA - w/o Secure Data' universe. The tree includes folders for Action, Education, Employee, Military, Organization, Position, Date, Measures, and Filters. The Filters folder is expanded to show various predefined filters such as 'Actions - Exclude', 'Branches - Executive (EE)', 'Branches - Executive (POS)', 'Branches - Judicial (EE)', 'Branches - Judicial (POS)', 'Branches - Legislative (EE)', 'Branches - Legislative (POS)', 'Non-Employee Exclusions (EE)', and 'Non-Employee Exclusions (POS)'. A search box is provided to filter the tree.
- Result Objects:** Located in the top right, it contains a text box with instructions: 'To include data in reports, select objects on the Universe pane and add them here by clicking the arrow or using drag-and-drop. Click Run Query to return the results.' Below the text box are navigation arrows.
- Query Filters:** Located in the middle right, it contains a text box with instructions: 'To filter the query, select predefined filters or objects in the Universe pane and add them here by clicking the arrow or using drag-and-drop. Select Filter to specify the values you want returned to reports or select Prompt to define a message so users can select values of their choice.' Below the text box are navigation arrows.
- Data Preview:** Located at the bottom right, it features a 'Refresh' button and a large empty area for displaying query results. A search box at the bottom of this section is labeled 'Type a text to filter the values'.

At the top of the panel, there is an 'Add Query' dropdown menu and a toolbar with icons for various actions. On the right side, there are 'Run Query' and 'Close' buttons. The bottom left corner shows the current query name, 'Query 1'.

# WebI Variables

**Edit Variable** [?] [ ] [X]

**Definition**

Name:  Type:

Description:

Qualification:

**Formula**

[✓] [X]

**Available Objects**

- HR Predictive Analytics R
  - Action Reason
  - Business Area (EE)
  - Business Area Code (E
  - Calendar Year
  - Calendar Year Month
  - Calendar Year Month I
  - Calendar Year Quarter

**Available Functions**

- RunningSum
- StdDev
- StdDevP
- Sum
- Var
- VarP
- All
- Character
- Data Provider
- Date & Time

**Available Operators**

=	<	<=	<>	>	>=
.	+	-	/	*	( )

Values...  
Prompts...  
;  
:  
{  
}  
After

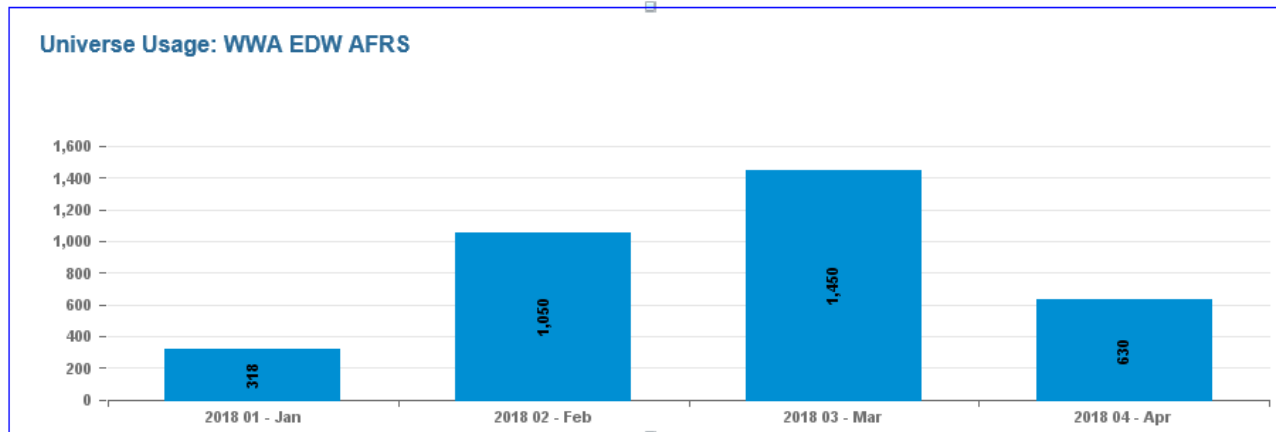
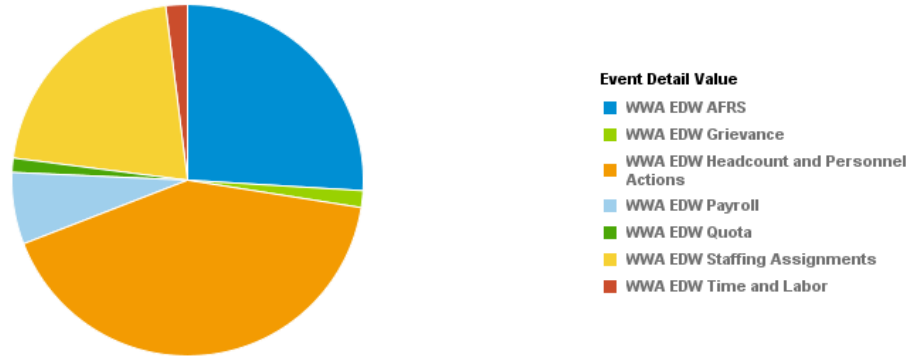
**num Sum(measure)**  
Returns the sum of a measure

[More on this function](#)

OK Cancel

# Web Charts

WWA Universe Usage from 1/16/2018 to 4/17/2018



# ENTERPRISE ROLLOUT

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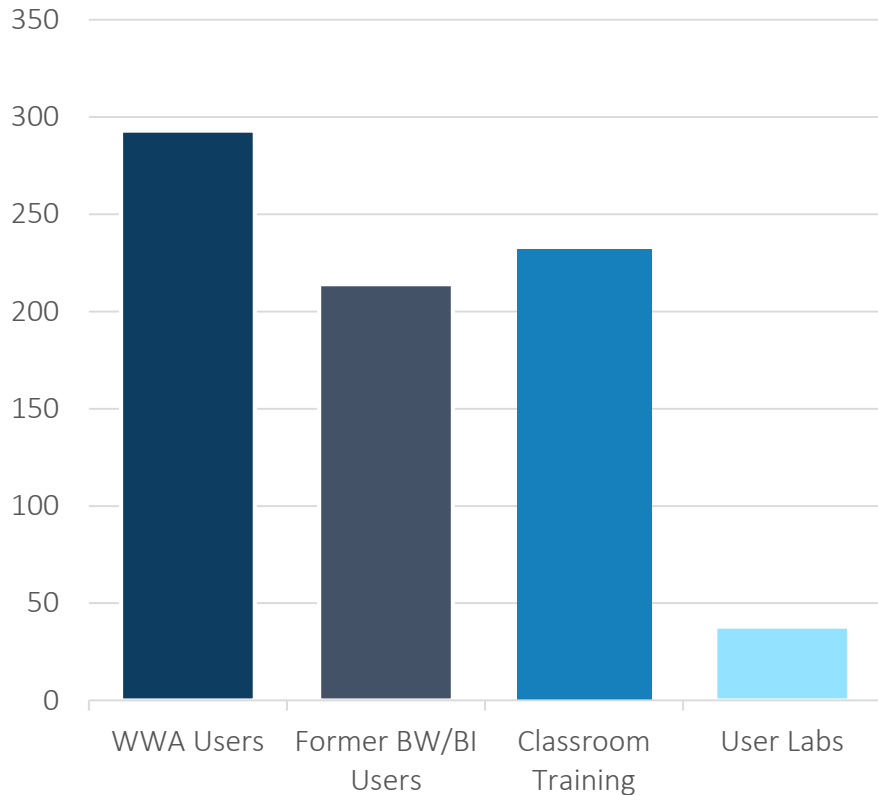
## Transition from BW/BI to WWA

- WaTech security administrators began adding new users to WWA on January 16, 2018.
- OFM State HR delivered 25 classroom training sessions in January and February.
- Scheduled User Labs in February and March allowed training participants dedicated time to build new ad hoc queries with WaTech and OFM subject matter experts on hand.
- Future training opportunities and user labs will be offered by the WaTech Enterprise Reporting team.

# WWA User Community

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January 16 - April 16, 2018



- 71% of WWA users are former BW/BI users.
- 79% of WWA users received classroom training.
- The decommissioning of HRMS BW/BI may create an influx of new users requiring new user training.

## Project Objectives

- Backend infrastructure stabilization.
- Decommission HRMS BW/BI System.
- Resolve the low-level defects that did not prevent production roll-out.
- Complete project backlog of requested enhancements that were deferred or previously considered out-of-scope.

# FOR MORE INFORMATION:

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## OFM

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