2022 NASPEs AWARD
Eva N. Santos Communication Awards

NOMINATION INFORMATION

Title of Nomination: **Virtual Workforce Data Center**   State: **WA**

Contact Person: **Kelly M. Woodward**

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NOMINATOR INFORMATION

Nominator: **Kelly M. Woodward**   Title: **State HR Assistant Director**

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SUMMARY

The state of Washington published the Virtual Workforce Data Center in September 2021. The majority of the dashboards at the data center have been longstanding products scattered across OFM's public website. Many existing products were recently revamped using the Microsoft Power BI data analytics tool and subsequently combined into a centralized location. The data center doesn't only provide quick access to available state government workforce data; it also informs when products are under revision or development (coming soon). The center is publicly available, equally informing state government entities and members of the public.

DETAILS

1.   Please provide a brief description of the submission.
The Virtual Workforce Data Center is a centralized online portal that offers quick and intuitive access to a broad range of state government workforce data.

2.   How long has the submission been in existence?
Each of the dashboards published at the Virtual Workforce Data Center has been a longstanding data product produced by the Workforce Strategies State HR Team at OFM. Recently many of those products have been revamped using Microsoft's Power BI data analytics tool, improving the end-user experience with an interactive and dynamic way to look at workforce data. The Virtual Data Center creates a "one-stop-shop" for HR Professionals, stakeholders, and the public to access workforce data existing products. The Virtual Data Center was published in September 2021.

Two new dashboards were added in late 2021:
The Washington Workforce Metrics (WaMET) dashboard enables cross-agency comparison of key workforce metrics. The goal is to allow agencies to develop targeted strategies and inform workforce planning decisions. In addition, it creates an intuitive way for the public to visualize the work agencies are doing related to a broad range of workforce metrics. The dashboard compares agency workforce, diversity, appointment, movement, turnover, and management data.

The Succession Planning dashboard focuses on agency-specific age and tenure groupings related to succession planning indicators. This dashboard aims to assist agencies with incorporating succession planning into their business strategies and goals. Data is filterable by agency, month, and job group. It also includes median age. In addition, agencies can compare "Managers" to "Non-Managers."

3.   Why was this submission created?
In an effort to increase HR Data accessibility, transparency, and usability, the Office of Financial
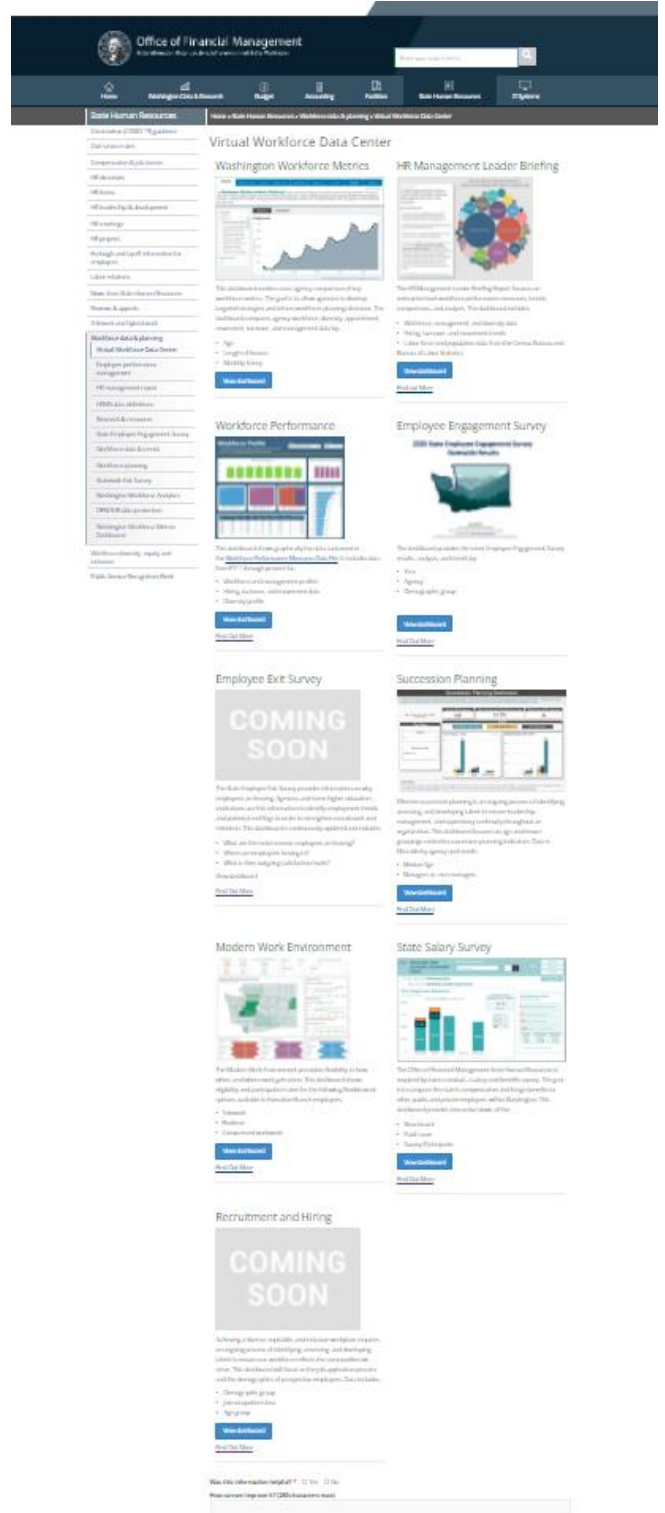
Management created the [Virtual Workforce Data Center](#) in September of 2021. The Virtual Workforce Data Center was a significant milestone for the state of Washington. This effort was part of a strategic plan to bolster internal data integration while making data more transparent and accessible to our stakeholders. It creates an intuitive way for the HR professionals and the public to visualize the work state agencies are doing related to a broad range of workforce metrics. Specifically, the data center hosts dashboards that highlight enterprise data on the following topics:

- Enterprise demographics and individual agency composition
- Modern work environment
- Succession Planning
- Compensation
- Employee engagement data

All of these items create a robust and interactive aggregation of employee centered data that has been utilized to inform policy, legislation, and agency direction. The intent was to structure the virtual data center in such a way that it provides meaningful data on every step of the employee life cycle for approximately 70,000 state employees in 148 state agencies, boards, and commissions.

4. How does this submission support the goals and objectives of your agenda/department?
The data center supports strategic goals at the division, agency, and state levels. The state of Washington aims to be an efficient, effective, and accountable government; accountability is achieved through data transparency. At the agency level, we strive to supply vital information for stakeholders to make informed decisions. Finally, we are committed to serving as the state's central HR policy body at the division level. The data center improves data transparency by allowing the public to assess workforce data without compromising the need to safeguard employee information. The data center also shares critical data metrics with government agencies through easy-to-digest visualizations or dashboards to inform essential business or policy decisions.

Additionally, the data center fosters and reinforces consistency in collecting, displaying, and interpreting the data, allowing for accurate, consistent comparisons.

5. Have you been able to measure the effectiveness of this submission? If so, how?
Yes. We have received reports from state agencies that the virtual data center has been an invaluable resource for legislative decision packages, funding proposals, and business decisions. Additionally, we have spoken to higher education institutions that are using the Virtual Workforce Data Center as a source of data for their analysis and as a model for their students.

A virtual data center is something that all NASPE participating entities should consider. It would improve data transparency and efficacy of data utilization.