

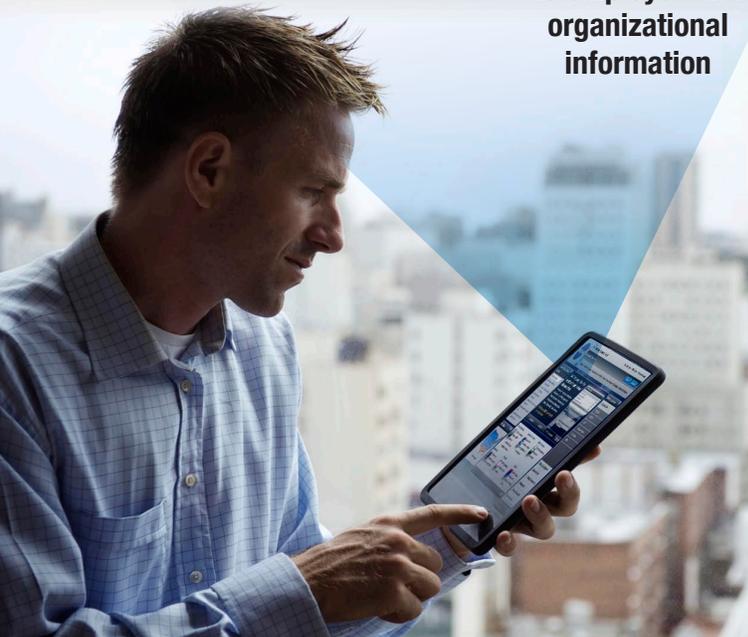


NASA's Human Capital Information Environment: Enabling Mission Execution through Efficient Business Execution

The Human Capital Information Environment (HCIE) is an integrated business solution that enables mission success, day-to-day operations, real-time, accurate decision-making, and a culture of innovation and inclusion by providing the NASA workforce human capital information, data, capabilities, and tools. The HCIE includes:

- Best in class, integrated human resources information, tools, dashboards, and services
- User-friendly, secure, personalized access to HR information and transactions
- Near real-time, meaningful, employee and organization data for informed decision making
- Responsive, low cost and smart solutions with high return on investment and customer satisfaction
- Agency-wide network of highly experienced, award winning HRMIS developers and functional experts

24x7 access from anywhere
Single & secure sign-on
Direct access to employee and organizational information



Drivers	Response
High-Performing Workforce	Effective hiring tools, online continued learning, and career guidance
Effective Leadership	<ul style="list-style-type: none"> ▪ Leadership development resources ▪ Organizational information ▪ Supervisory tools ▪ Reduced admin burden
Mission Aligned Skills	Person and position competencies tied to hiring, training, and workforce planning
Work/Life Balance	Secure, accessible personal information, planning tools, and self-service benefits tools
Agency Programmatic Changes	Workforce planning and transition capabilities and tools
Budget Limitations	Buyout information/tool; distance learning
Innovation & Inclusion	Comprehensive information and decision tools

Proven Results:

Annual savings of over \$8M due to automation and integration of HR services, & over \$4M in lost productivity saved by reducing on-boarding time

Six HCIE solutions adopted or leveraged by other Federal Agencies, including a Federal Shared Service Center, NBC

Continued ability to provide IT Security training tied to systems access and badging for over **80K employees and contractors**

Six Exceptional Software Awards, Best Federal Website Award, Recognition in Annual OMB Report to Congress on eGOV