



Human Capital Information Environment (HCIE) Highlights

Highlights

News and information on HCIE developments, associated systems, and recognition

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Did You Know?

HRIS Security

As a member of the NASA Human Resources (HR) community, you have unique access to a variety of private and sensitive information about employees, organizations, and applicants. You have the responsibility to understand HR information security requirements and the tools for safeguarding this information. Search this page for guidance, tips, and tools on how to protect our HR information. Click below to view page: [HRIS Security](#).

ePDS Update

The latest ePDS version was released August 22, 2011. Now all official NASA Position Descriptions (PDs)—GS, GM, AD, ES, SL, and ST Pay Plans—are created, maintained, and stored electronically in the Electronic Position Description (ePDS).

HCIE Information Sharing

There is an HCIE Information Sharing Community on the HCIE Portal for your reference. General HCIE information is posted there in the form of past briefings, documents, and newsletters. In addition, HCIE change management materials will be available beginning December 1, 2011. We will begin posting HCIE one-page documents that focus on marketing the HCIE environment and its offerings. Centers can use these to enhance the visibility of HCIE. This community can be found under “My Workspace.”



We're Listening...

HCIE is always looking for new article ideas, photos, suggestions, and feedback. You can reach us at hcie-feedback@lists.nasa.gov.

NASAPeople Redesign

The Office of Human Capital Management (OHCM), in conjunction with efforts from the NSSC and JSC, is in the process of redesigning all public-facing NASA Human Resources Web sites (e.g., NASA Jobs, NEBA, Astronauts) to provide a consistent branding that will make each site immediately recognizable.

NASAPeople is the public-facing source of information about NASA Human Capital Programs and their benefits, and about our development of challenging, interesting, and meaningful employment for the NASA workforce. The redesign of NASAPeople will be based on the design of the HR Portal.

This redesign will provide a seamless integration, through look and feel, for internal and public resources. The use of similar layouts provides the ability to reference external resources without significant changes in design, which can distract and confuse users. Navigational features will also be redesigned to make them more intuitive and to allow users to reference information that will be more readily available. After the redesign, the site will be more external-audience-focused and user-based. Finally, information that is specific to existing NASA employees will be moved to the HR Portal or to the NSSC Customer Service pages.

The redesign is expected to launch in late 2011. In the meantime, if you have any questions, contact Gregg Phelps at gregg.phelps@nasa.gov.



WTTS/FPPS/STARS Integration Update

OHCM is leading the Workforce Transformation and Tracking System (WTTS) and Federal Personnel Payroll System (FPPS) integration effort to improve the effectiveness of the new hire/staffing process. The new process will enable supervisors and Administrative Officers to initiate the recruitment process within the HCIE Portal, reducing the amount of time spent entering and obtaining data. Key functional capabilities of the integration include these:

- Creating Requests For Evidence (RFEs) within the HCIE Portal using a new “Fill a Position” portlet
- Prepopulating information in the portlet from PDs in ePDS (feeds RFEs initiated in the HCIE Portal)
- Integrating HR data between FPPS, STARS, ePDS, and WTTS

The above capabilities improve data integrity by decreasing the amount of manual entry into multiple systems (e.g., FPPS and STARS). The new process was piloted by each Center from August 29 to November 11 to test the new functionality and business processes and to provide OHCM with feedback and any key concerns on the changes associated with the integration. Full operating capability began November 14, and Centers are expected to begin using this process to fill all gains in their Centers.

If you have any questions or would like additional details, contact Samichie Thomas at s.k.thomas@nasa.gov.

USAJOBS 3.0

USAJOBS 2.0, previously owned and managed by Monster.com, has been transitioned in-house to the U.S. Office of Personnel Management (OPM). OPM led a collaborative effort with other executive agencies (including NASA) to develop USAJOBS 3.0 to improve the recruitment and hiring process across the Government. To ensure proper integration of USAJOBS 3.0 with NASA STARS, NASA was engaged throughout the design and development process. The benefits of USAJOBS 3.0 include the following:

- **In-house management of the recruiting tool and process.** In-house management of USAJOBS 3.0 will increase the capacity for agencies to react to Congress or U.S. Office of Management and Budget (OMB) requirements (e.g., hiring procedures). There will also be more direct control over the tools and more access to data and information. The long-term cost savings are also a result of an integrated, Government-run recruiting tool.
- **New integration and data standards.** NASA STARS currently integrates with USAJOBS 2.0 and is expected to integrate with the 3.0 upgrade. USAJOBS 3.0 provides a foundational framework for additional integration and streamlines data transfer, leading to a more effective end-to-end hiring process.
- **Implementation of a Government-wide data repository.** A more effective recruitment process will be established as a result of the implementation of a Government-wide repository that houses data that can be accessed and leveraged across all agencies.

USAJOBS 3.0 is expected to support the Hiring Reform Initiative, where improvements will focus on the applicant experience and the process for creating an applicant profile. USAJOBS 3.0 will take advantage of some of the ways people obtain information (e.g., social media) to enhance the hiring process. Resume and applicant processes are also expected to be easier with the upgrade.

Moving billions of lines of data from one system to another without losing vital information was a technical and logistical challenge. Migration to the new site was successful, but the new site continues to experience major performance issues. The implementation team is optimistic that complete functionality will be restored as increased capacity is added. Fortunately, at NASA, we were ready for the transition, thanks to a number of talented and dedicated individuals within our HR community.

If you have any questions, contact Dan Fusco at dan.fusco-1@nasa.gov or Dan Costello at daniel.p.costello@nasa.gov.

OrgPublisher: Charting the Course in Phase II

OrgPublisher, NASA's new organizational charting software program, has successfully completed its first project phase and is fully engaged in Phase II of operational deployment. This new system will be an important tool for workforce planning, especially as the Agency implements its new Strategic Plan.

Phase I

The NSSC team completed the Proof of Concept in September for the OrgPublisher COTS product Aquire. Activities included determining operational requirements, creating interactive organizational charts, and providing the necessary technical environment.

Phase II

While NSSC continues technical activities, including resolving some software defects discovered in Phase I, the system launched in mid-December and will be available, through the HCIE Portal, to all employees across the Agency for viewing civil service employees in organizational structures. Another goal of this phase is to offer a workforce modeling capability for workforce planners and supervisors. LaRC and JSC are currently piloting this modeling feature.

Phase III

In 2012, Center representatives will have additional access to the OrgPublisher system to create Center-specific charts.

If you have any questions about OrgPublisher, contact Roy Lee at roy.d.lee@nasa.gov.

Comments from Candy

In late summer of this year, OHCM and Center HRIS leads conducted an offsite meeting to strategize, discuss priorities for next year, and conduct long-term planning activities. Agenda topics ranged from a discussion of NASA's HCIE evolution and vision to our focus on exciting new emerging technologies. Participants discussed challenges facing NASA's Human Capital (HC) and HRIT program now and in the future as the Agency and its mission continue to change.

Participants also reflected on successes from last year, including the implementation of several instrumental HC capabilities and tools, such as the HR Portal makeover, the Emergency Notification and Accountability System (ENS), HC dashboards, a Buyout tool, and the Workforce Transition Tool. Jeri Buchholz, Assistant Administrator for OHCM, attended and shared her excitement and enthusiasm for leading and being a part of NASA's HC community.

The group participated in multiple breakout sessions to plan several key FY12 projects, including HCIE's Enterprise Architecture, a STARS business case, a SATERN upgrade, and additional HC self-service functions that can be offered through the HR Portal or other means (e.g., mobile applications). As always, participants were quite active; they drove our priorities for the coming year, and they provided for an exciting strategy session. Or maybe that was the guest appearance by a 5.8-magnitude earthquake. As always, we are here for you, and you enable our success. Thank you.

If you have any suggestions, please share your thoughts with me at hcie-feedback@lists.nasa.gov.



Candace

Candace S. Irwin
Director, Workforce Systems
and Accountability Division
Office of Human
Capital Management