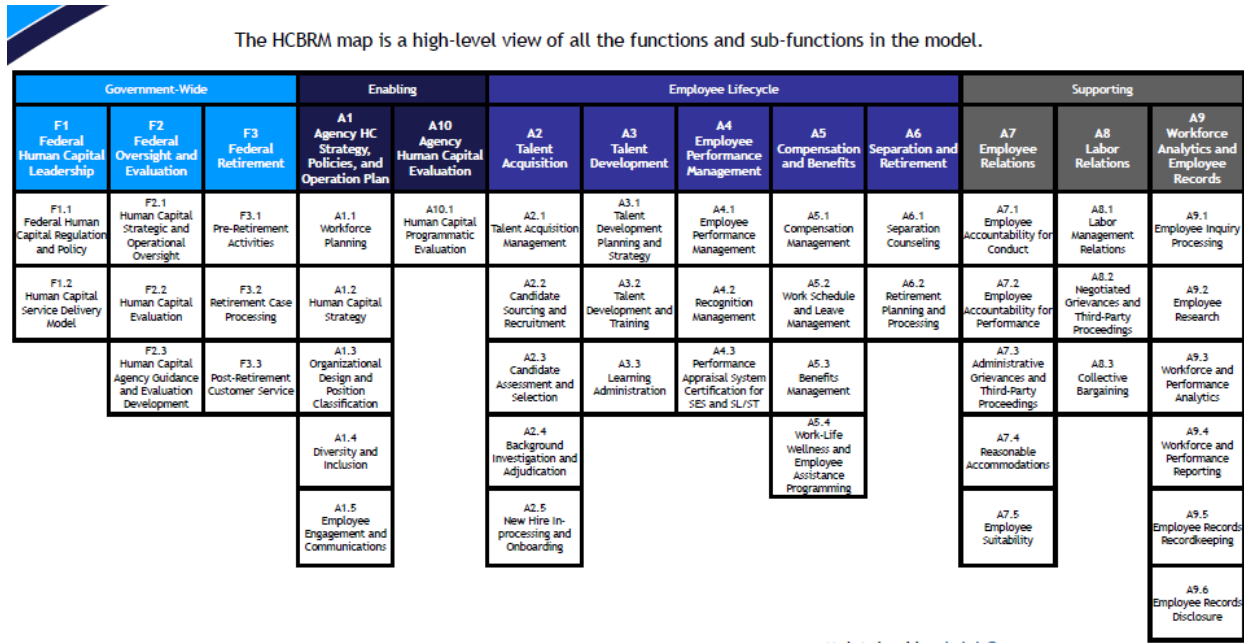


RFI for OPM Human Resources Line of Business: Federal Employee Digital Record (EDR)



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Objective of this Request for Information (RFI)

While the employee lifecycle is clearly defined by statute and understood as a practice, the federal government finds it difficult to manage the end-to-end HC data lifecycle due to duplicative “stove-piped” HRIT systems that are unable to interface and exchange data effectively. This is primarily due to inconsistencies and incompatibility of cross-government legacy HRIT data exchange capabilities, lack of data standards or inconsistent application of existing standards, unstructured data transformation, and data security and privacy concerns. In addition, the fiscal burden of modernizing legacy government-wide HRIT to eliminate these data barriers are difficult to quantify and operationally unfeasible due to severe funding constraints.

The existing environment ultimately limits the government’s ability to effectively understand the federal workforce landscape, inform strategic policy and decisions and to provide to agencies the tools and services that foster timely, data-driven decisions. Moreover, it is currently impossible to construct and exchange a single, machine-readable employee digital record throughout the federal employee’s career. For example, there is an immense amount of manual human interaction and intervention needed during retirement processing to collect structured and unstructured data from multiple government-wide authoritative agencies in order to complete the employee’s retirement package. When there is an issue pertaining to accuracy or completeness in the employee record, the burden of proof falls on the employee’s ability to provide the data which is usually in the form of paper records they saved over the course of their career. If the employee did not maintain accurate records this can severely delay the completion and adjudication of their retirement package and delay and/or reduce their earned benefits.

These issues are government-wide and these limitations especially affect OPM. OPM currently receives personnel action records, payroll records and limited employee training information through 19 data feeds from agencies and shared service providers (SSPs) into the EHRI Data