

VA Enterprise Human Resources Information Services

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VA Center for Enterprise Human Resources Information Services (EHRIS)

Purpose

Strategic effort to meet the growing needs of the VA enterprise for human resources (HR) information services supporting over 500,000 VA employees and academic affiliates by changing to a franchise funded business model. These services include core HR processing, record keeping, manager and employee-facing HR processes, data quality/analysis, and reporting. EHRIS provides services that **empower HR professionals, managers, and employees** across the VA to ensure recruiting, staffing, benefits, pay setting, and separation actions are efficiently and effectively executed so that VA employees can focus on delivering the best care to our Veterans.

Financial Analysis

- FY21 Total RA Approved Budget: \$76M
- SecVA Approved Business Case January 2021
 - FY21 \$76M – 68 FTEs
 - FY22 \$93M
- EHRIS Transition: June 2021
- Billing cycles, Acquisition calendar, and timeline differences

Background

- EHRIS is aligned within the VA Office of the CHCO
- Implemented Enterprise-wide HR solution - 2016 (HR-Smart)
 - Funded by mix of appropriations reimbursements
 - Lack of consistent funding impacted program growth and maturation
- Between 2018 and 2021 EHRIS implemented new governance and expanded portfolio of solutions
 - Solutions covering recruitment/staffing, employee and labor relations, classification, employee records, performance, and workers compensation
 - Funding strategies needed to be improved to ensure continued quality of services

Risks/Opportunities

Risks

- Timing – communicating specific changes in accounting and billing to our customers prior to transition, during FY21Q4
- Billing cycles, Acquisition calendar, and timeline differences

Opportunities

- Increased visibility on the total cost of the program increasing need for managing customer expectations and demonstrating the value EHRIS provides to VA customers
- HR technology advancements increase the need and opportunity for improving employee and managers experience with HR services



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The Challenge

- Managing transition to the VA Franchise Fund
 - Impact on timing for funding during transition
 - On-going and future acquisition and delivery schedules