

## Overview

Washington Workforce Analytics (WWA) enterprise reporting solution uses data from both HRMS (Human Resource Management System) and AFRS (Agency Financial Reporting System) to provide timely, accurate workforce data that will help state agencies make informed business decisions.

## Purpose

The ability to use workforce-related data for strategic business decisions is essential for the Office of Financial Management (OFM) and state agency management. Data helps us better understand how state employees are managed, how they are paid, and key factors that contribute to HR issues like turnover or use of overtime.

The increasing need for strategic data-driven decisions to support state government business operations requires continuous improvements in the design, infrastructure, and software that enable OFM and state agencies to better use workforce-related data.

WWA objectives include:

- ✓ **Stakeholder access** -- strategic, quality data when it is needed.
- ✓ **Flexibility/adaptability** -- quickly respond to stakeholder needs for new data and complex information.
- ✓ **Quality data** -- accurate, consistent, and reliable information.
- ✓ **Connections** -- establish the commonality of data and its meaning from disparate sources.
- ✓ **Strategic analysis** -- providing better data to make better and quicker decisions.

## Benefits

WWA provides a long-term scalable reporting solution for workforce-related data. This sets a foundation for strategic information analysis across multiple data sources to support emerging data needs. It uses a suite of web-based reporting and analysis tools to provide an interactive way for agency users to work with information across multiple data sources. Benefits include:

- ✓ Timely, accurate workforce data to make informed business decisions.
- ✓ Advanced features, such as scheduling and delivery, to allow users to efficiently generate and share information.
- ✓ Updated security structural authorizations to allow enterprise reporting capabilities while safeguarding agency and employee specific information.

## Additional Information

For additional information, reference the [State Human Resources Workforce Data & Planning page on the OFM website](#).

