Resources

Many agencies have developed their own capabilities to analyze human resources data, develop action plans, and disseminate best practice. In addition to expertise within agencies, there are a number of cross-agency resources, including:

- *UnlockTalent.gov* – On July 3, 2014, OPM released the UnlockTalent.gov Dashboard in support of the PMA People and Culture pillar. This comprehensive data visualization tool provides views of agencies' EVS data combined with other data sources such as the Enterprise Human Resource Integration (EHRI) database OPM maintains with Federal employee demographic information to support agencies' identification of subcomponents needing immediate action to improve engagement, as well as resources agencies can apply to their action planning. With more than 21,000 organizations and trend data for three years, agencies can review how they are doing in comparison to other agencies and the federal government as a whole. Questions and feedback for the dashboard can be sent to unlocktalent@opm.gov.

- *EVS online tool* – Agencies are able to access reports and review data by accessing the EVS online tool at https://www.dataxplorer.com/fevs. This password protected tool, to which OPM provides access to assigned agency EVS personnel, allows agencies to view item-by-item results, response rates, and other data at various component levels, and to produce customized datasets that may be useful for analysis and action planning. Questions and feedback for the EVS online tool can be sent to EVS@opm.gov.

- *HRStat* – Through their HRStat processes, agencies will define success in terms of specific human capital metrics that demonstrate linkages between engagement, organizational health, and agency performance. Once agencies have designed a measurement strategy, launched actions to strengthen engagement, and integrated engagement fully into their human capital strategies and operating plans, they will use their HRStat quarterly reviews to closely monitor performance and drive continuous improvement.

- *CHCO/LMC Working Group* – The CHCO Council and the National Council on Federal Labor-Management Relations have undertaken a joint initiative to identify and catalog effective employee engagement practices. Their findings will be made available at Council meetings, via UnlockTalent.gov, and through other appropriate avenues.