



HR Highlights April 2024

Support for Workforce Planning using HR Data Insights

The new HR Data Insights application (HRDI) may assist agencies complete the reporting component of workforce planning. As a query tool, HRDI will not create the report or indicate specific numbers or calculations for the Agency Strategy template. However, the tool will support an agency's need to filter and download historical employee and transaction data, sourced from Cardinal and transform to user readable values. HRDI removes the need to run multiple queries in Cardinal, and instead provides the ability to create a query that includes the fields needed for the workforce plan. The query can also be saved for future use.

DHRM will continue to work on tools and resources to assist agencies with analytics. As we highlighted in the Workforce Planning Webinar, a new Data Insights and Benchmarking tool is in development with an anticipated June implementation date. The goal for these additional resources is to address the challenges Agencies have shared regarding extracting and analyzing their data and allow more time to focus primarily on the strategy elements of the workforce plan.

Please contact our workforce planning mailbox at dhrm.wfp@dhrm.virginia.gov for questions regarding the workforce plan.