

Archived Information

Human Capital Scorecard

Desired Outcomes: Human Capital Management

- Identify and obtain needed skills
- Improve employee performance and accountability
- Improve core processes related to human capital management
- Improve the use of competitive sourcing

Human Capital Performance Indicators

FY 2003 Indicator	Reporter / Lead	Data Source	Baseline	FY 2003 Target	Qtr ending 12/2002	Qtr ending 3/2003	Qtr ending 6/2003	Qtr ending 9/2003	Comments
Avg. # days to hire									
Personnel flexibilities used: # / \$ recruitment bonuses # / \$ retention bonuses # / \$ other flexibilities									
% job postings on EdHires									
# / type of recruitment sources of new hires									
% Employees are focused on results and show interest in improving the services of their organization									
% ED employees hold their leaders in high regard									
% ED employees who believe that their organization has set high but realistic results-oriented work expectations for them.									



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FY 2003 Indicator	Reporter / Lead	Data Source	Baseline	FY 2003 Target	Qtr ending 12/2002	Qtr ending 3/2003	Qtr ending 6/2003	Qtr ending 9/2003	Comments
% Employees believe that their organization supports their development and expects them to improve their skills and learn new skills to do their jobs better									
% skills gaps reduction targets met <ul style="list-style-type: none"> ▪ % business lines w/ identified competencies ▪ # employees w/ completed certificates/degrees 									
% managers satisfied with services received from OM when hiring staff									
% goals met for competitive sourcing									
% employees w/ IDP <ul style="list-style-type: none"> ▪ Prepared ▪ Met 									
# / % Retirements – eligible/actual for: <ul style="list-style-type: none"> ▪ SES ▪ 15's ▪ 14's ▪ 13's 									
% Performance agreements aligned with Strategic Plan									
Distribution of ratings									
#/% of employees on performance improvement plans									
Diversity profile <ul style="list-style-type: none"> ▪ current staff ▪ new hires 									



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Grievances # filed # filed by type % upheld									
Supervisory ratio									
Organization Layers									

Human Capital Strategies

Project Name	Project Description	Lead	Planned Start Date	Planned End Date	Actual Start Date	Actual End date	Comments

