

Federal HR Information Systems and EHRI (Self-Paced)

Understand the federal HR systems and data landscape, from EHRI to HRIS security.

Group classes in Live Online and onsite training is available for this course. For more information, email onsite@graduateschool.edu or visit: <https://www.graduateschool.edu/courses/federal-hr-information-systems-and-ehri>



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Course Outline

Federal HR Systems and EHRI

- The federal HR systems and data landscape
- Systems of record and governmentwide workforce reporting
- The purpose and structure of Enterprise Human Resources Integration
- Agency systems and data sources that feed EHRI
- Using EHRI data and related resources to understand federal workforce trends

The HRIS Lifecycle

- Planning and developing HR information systems
- Acquiring and implementing HR technology
- Delivering and operating HR systems
- Maintaining, updating, and retiring systems
- Shared services and vendor-neutral system considerations

HR Data Management

- Federal HR data standards and common data elements
- Data quality, validation, and governance
- Data exchange between systems
- HR data warehousing, retention, and archiving
- Managing authoritative records across the information lifecycle

HR Reporting and Queries

- Understanding reports generated from systems of record
- Identifying the appropriate data fields and sources
- Writing effective HR queries
- Interpreting report results and identifying data limitations

- Using HR data to support workforce analysis and decision-making

Information Security and Privacy

- Security and privacy risks associated with federal HR data
- Access controls and role-based permissions
- Protecting personally identifiable information and personnel records
- Data integrity, availability, and confidentiality
- Security responsibilities throughout the HRIS lifecycle