

The following menu describes the dashboard modules and/or reports available in Workforce Analytics.



Please note that this is a working document. Use caution if downloading to your local machine as it will be updated regularly.

Appropriate authorization is required prior to Workforce Analytics access. Please complete the Data Access Agreement (DAA) and submit the request to [MyHR](#).

For inquiries related to access, please contact [MyHR](#).

1. Go to: MyHR > Submit A Service Request
2. Click HR Software Systems Support
3. Select: HR/Workforce Analytics Access

For description updates, please contact the BC Public Service Agency's Data Librarian:
shylo.sawatzky@gov.bc.ca

Workforce Analytics Dashboard Menu

Modules/Reports

Classification (select BCPSA staff only)

Classification group and employee levels stats: Customer Relationship Management (CRM) service requests, eClass cases volumes, and Exclusions requests

Compliance Courses

Compliance tracking for employees in the corporate mandatory courses in Enterprise Learning Management (ELM).

Conflict Value Stream (select BCPSA staff only)

Visualizes measures from the measurement framework for the Conflict Services value stream.

Diversity and Inclusion

Survey data from 2018, prepared by BC Stats.

Gender-Based Analysis Plus (GBA+) Training

Tracks enrollment in the GBA+ courses hosted in Enterprise Learning Management (ELM), focusing mostly on course completion. Dashboard has two tabs:

Snapshot: Enrollments per org to date, displayed as total numbers, percent of org completed, and average completion per ministry.

Timeline: Overall GBA+ enrollments over time.

Headcount

Organization scale and scope at-a-glance (location, work stream, position).

Hiring Executive (aka Recruitment Metrics dashboard) (select BCPSA staff only)

Recruitment Metrics: Contains Recruitment Management System (RMS) and Customer Relationship Management (CRM) volume and timeline data, by Ministry, for business service usage and timelines.

Hiring Marketing (select BCPSA staff only)

Used by hiring marketing in Human Resources Operations (HRO). Primarily tracks hiring campaigns done on behalf of ministry clients. Uses Customer Relationship Management (CRM) data.

Hiring Operational (select BCPSA staff only)

Contains Recruitment Management System (RMS) and Customer Relationship Management (CRM) volume and timeline data, by employee, to manage internal operations.

HRA (HR Specialists dashboard) (select BCPSA staff only)

Line of Business dashboard for Human Resources Operations (HRO) branch which shows group and individual Customer Relationship Management (CRM) requests volumes.

HR Service Centre (select BCPSA staff only)

HR Service Centre, Contact Centre groups, and individual levels stats: Telephony metrics and Customer Relationship Management (CRM) service requests volumes.

HR Service Centre Elements (select BCPSA staff only)

HR Service Centre, Contact Centre groups, and individual levels stats: historic Telephony elements and Customer Relationship Management (CRM) service requests volumes.

HR Specialists (aka HRA dashboard) (select BCPSA staff only)

Line of Business dashboard for Human Resources Operations (HRO) branch which shows group and individual Customer Relationship Management (CRM) requests volumes.

HRO Divisional (aka HRSS Divisional dashboard) (select BCPSA staff only)

Human Resources Operations (HRO) Divisional dashboard for all lines of business within HRO (Recruitment, HR Specialists, HR Service Centre, Classifications). Includes Customer Relationship Management (CRM) and Recruitment Management System (RMS) data. Used specifically for Partnership Reporting to the ministries.

HRO Weekly (aka HRSS Weekly dashboard) (select BCPSA staff only)

Human Resources Services and Solutions (HRSS) Weekly stats: HR Service Centre, HR Specialists, Recruiting and Classification teams.

Labour Market Public Service BCPS (BC Public Service) workforce data with Statistic Canada sources via National Occupation Classification (NOC) codes enabling user to draw wage comparisons for "similar" groupings of jobs.

Learning Centre CRM (select BCPSA staff only)

Learning Centre groups and employees Customer Relationship Management (CRM) service requests volumes.

Learning Centre Operations (select BCPSA staff only)

Allows users to explore learning data using a wide variety of ELM (Enterprise Learning Management) (course and enrollment) slicers and HR-demographic slicers, such as job classification, organization, and age.

Provides options for granular reports on employees, org hierarchies, and specific courses.

LTD Application Survey Results (select BCPSA staff only)

Provides BC Stats aggregated survey data to Workplace Health and Safety staff.

LTD (Long Term Disability).

Movement Public Service

BC Public Service view of employee movement across organizations.

MyOrg Movement Deep Dive

New hires, internal movement and exit metrics for an organization.

MyOrg Movement Trends

New hires, internal movement and exit trends for an organization.

Organization (aka Workforce dashboard)

Overview of an organization's workforce: headcount, age, gender, compensation, and tenure.

Records (select BCPSA staff only)

Operational Dashboard for records management team only.

Recruitment Metrics (select BCPSA staff only)

Recruitment group, all data on hiring timeline/volume.

Recruitment Operational (select BCPSA staff only)

Recruitment group, drill into specific recruiter and recruitment support staff stats.

Service Management (select BCPSA staff only)

Used by the Service Management Team (BCPSA) to monitor ticket information in and out of their group.

Succession Priority Positions

Succession Priority Positions (SPP) data over each collection year (2019, 2021, 2022).

Tenure

Comparison of classifications by years in position or years of service.

Workforce (aka Organization dashboard)

Overview of an organization's workforce: headcount, age, gender, compensation, and tenure.

Workforce Public Service

A BC Public Service wide version of the Workforce dashboard.

Workplace Health and Safety

Short Term Illness and Injury Plan (STIIP) performance and costs by organization.