

# Rapid On-boarding

Getting Employees Up To Speed  
Quickly Through AgLearn



# Agenda

- Purpose
- Current State of On-boarding in USDA
- How Employees Gain Access to AgLearn Today
- How EIMS Will Affect AgLearn Access
- Future On-boarding via AgLearn
- Examples of Levels of On-boarding
- Questions and Answers

# Purpose

1. To introduce the concept of using AgLearn to automate the on-boarding process
2. To identify on-boarding as a cost effective way to provide new employees with immediate access to consistent Department, Agency, and Program knowledge and information
3. To stimulate discussion within USDA about using AgLearn to automate the on-boarding process and about which areas might be good first candidates

# Current State of On-boarding in USDA

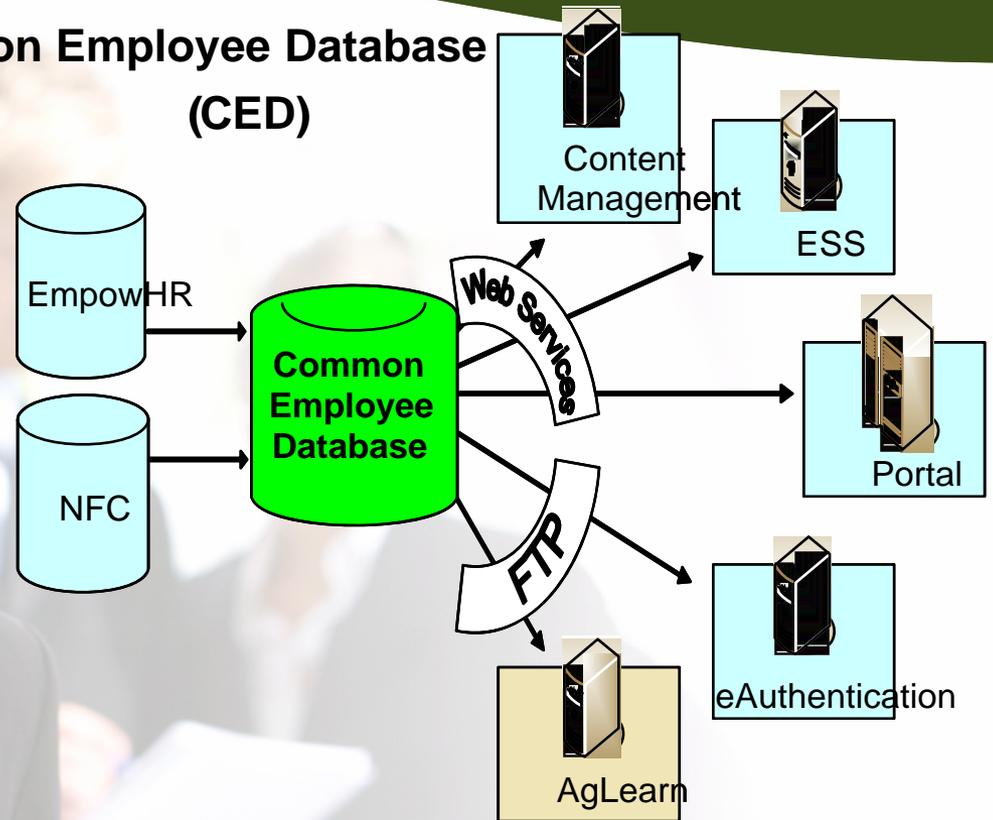
- In FY07 there were over 15,000 employee separations, this includes current 4% rate of retirements
- A wave of retirements is expected over the next few years, with a resulting loss of institutional knowledge
- What is the state of our current on-boarding process?
  - Is it predictable and consistent?
  - Is it comprehensive? (*or catch as catch can*)
  - If not done well, what is the impact on employee retention
  - What is the Cost? (*for those who provide info & new employees*)
  - How does it impact the Agency mission?

# Current Process for New Employees to Gain Access to AgLearn

To gain access to AgLearn you must have an eAuthentication ID

The current process of obtaining an eAuthentication ID takes approximately 2 – 4 weeks

Common Employee Database (CED)



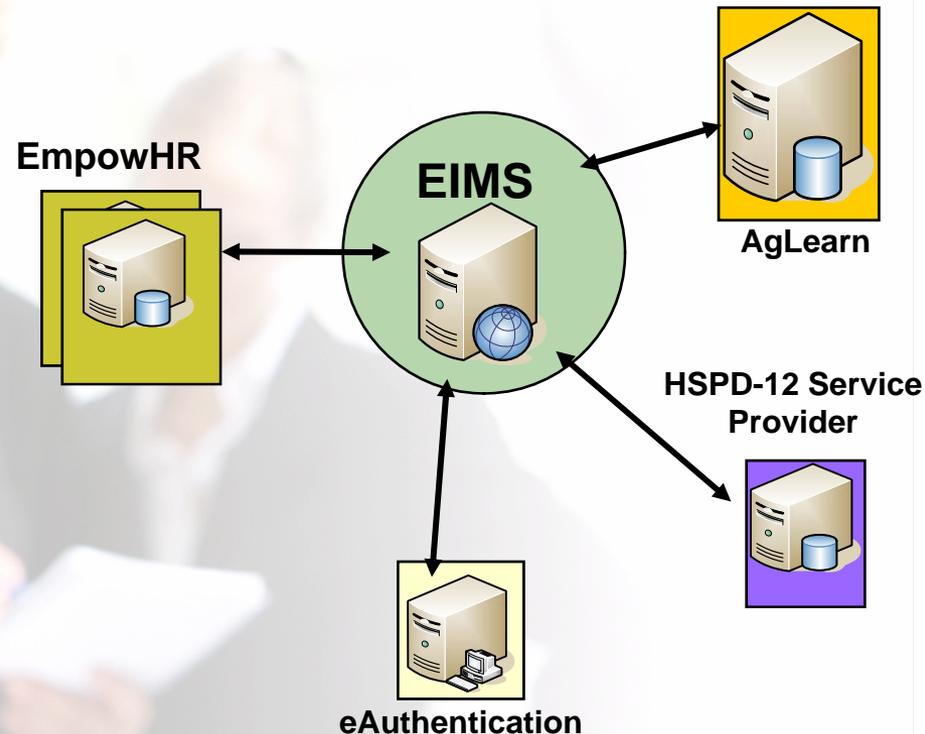
# How EIMS Will Affect AgLearn

***EIMS (Enterprise Identity Management System) is USDA's implementation of an enterprise-level identity management system***

***EIMS will provide twice daily updates to AgLearn***

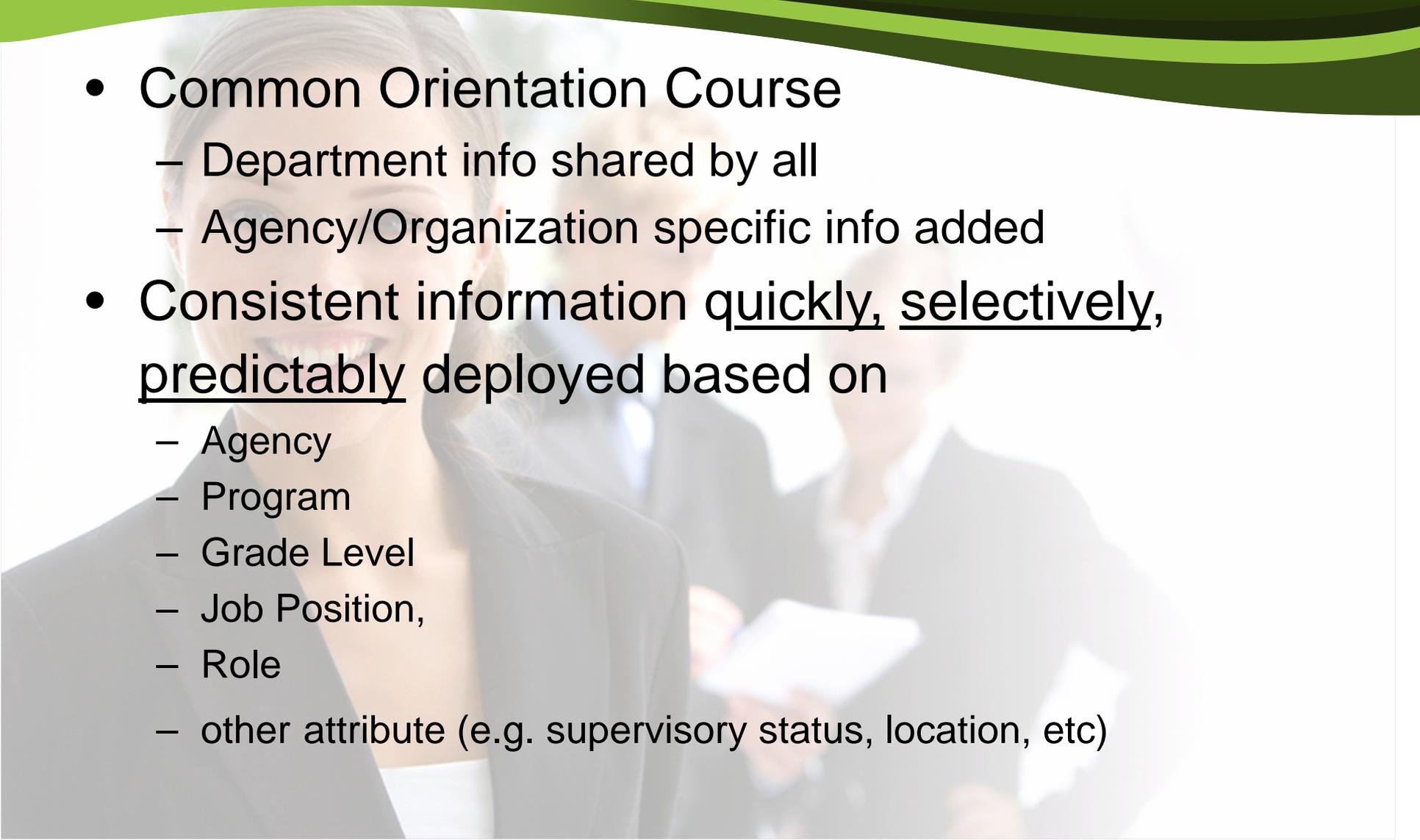
***Once fully operational a new objective will have the ability to have a Eauthentication ID within hours of coming on board USDA***

***AgLearn plans to integrate with EIMS during 2<sup>nd</sup> quarter FY09***





# Future On-boarding via AgLearn

- Common Orientation Course
    - Department info shared by all
    - Agency/Organization specific info added
  - Consistent information quickly, selectively, predictably deployed based on
    - Agency
    - Program
    - Grade Level
    - Job Position,
    - Role
    - other attribute (e.g. supervisory status, location, etc)
- 

# Examples of Levels of On-boarding

- Department level
  - Administrative policies, processes & procedures
  - T & A, CSAT, Privacy, etc
- Agency level
  - Administrative policies, processes & procedures
  - Welcome orientation package
- Program
  - Mission Critical Knowledge
- Job position, Role
  - Supervisory info, training, etc

# Help Us Help You!



## Q & A