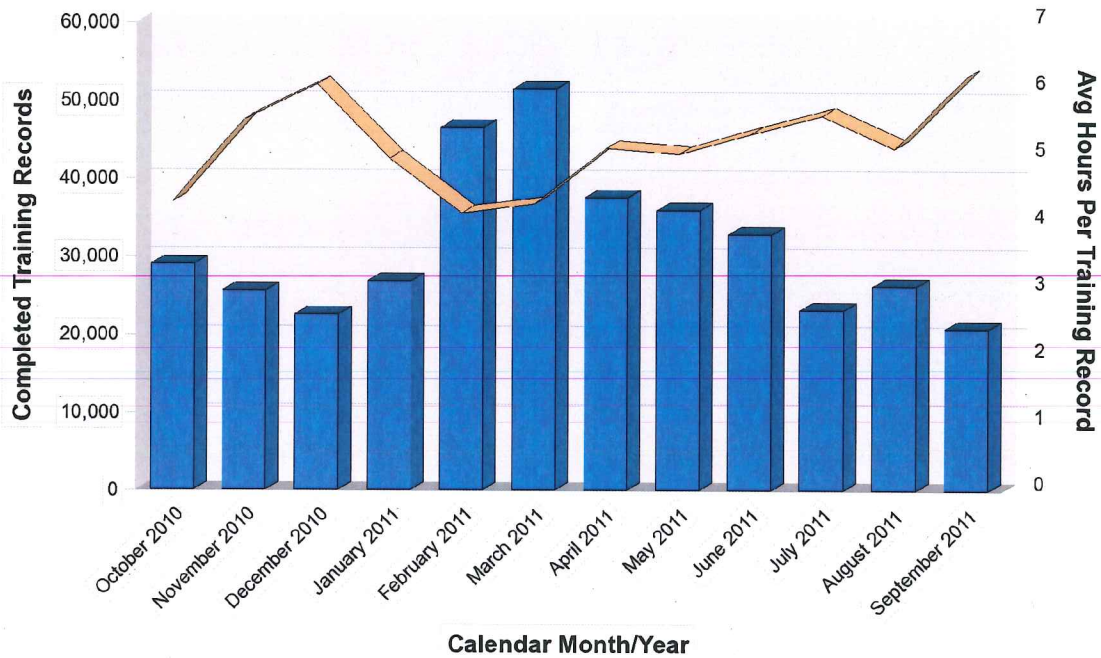




Training Data Summary

The following report shows the total count of completed training records in FY2011 in the EHRI Data Warehouse for the specific agency that has reported training data to EHRI. The total duty and non-duty hours reported were added to derive a training data summary: The average hours per completed training record was calculated by dividing the total hours by the total completed number of training records. The graph displays both metrics with the yellow line indicating the average hours per completed training record.

Fiscal Year	Fiscal Month	Calendar Month/Year	Total Number of Hours	Completed Training Records	Avg Hours Per Training Record
2011	1	October 2010	125,151	28,990	4.32
	2	November 2010	142,020.5	25,608	5.55
	3	December 2010	136,499	22,502	6.07
	4	January 2011	132,791.2	26,771	4.96
	5	February 2011	192,765.5	46,494	4.15
	6	March 2011	220,137	51,438	4.28
	7	April 2011	191,729.5	37,508	5.11
	8	May 2011	180,455.2	35,910	5.03
	9	June 2011	174,707.9	32,790	5.33
	10	July 2011	129,475.65	23,096	5.61
	11	August 2011	134,012.5	26,198	5.12
	12	September 2011	129,106	20,800	6.21
Total:			1,888,850.95	378,105	5





Training Details

This section of the report shows the training information you have provided to OPM. For your reference, there is a key of terms at the end of the report. All definitions are from the Standard Form 182 (SF-182) Authorization, Agreement and Certification of Training. Please see the SF-182 for definitions of terms not included in this key.



Agency Information

Fiscal Year	2008	2009	2010	2011
Avg Number of Employees	98,111	98,183	107,346	110,824
% of Employees Received Training	25.49%	31.44%	26.87%	26.84%
Number of Managers	12,298	13,026	14,044	14,773
% of Managers Received Training	38.57%	38.37%	35.33%	36.20%
% of Managers Received Supervisory Training	15.45%	13.70%	10.47%	14.63%

Financial Commitment to Learning

Evidence of the organization's financial commitment to learning expressed through allocation of resources per employee.

Fiscal Year	2008	2009	2010	2011
Total External Training Costs (Direct Costs)	\$12,112,850.00	\$15,937,824.00	\$13,964,311.00	\$8,432,963.00
Avg Direct Learning Expenditure Per Employee	\$123.46	\$162.33	\$130.09	\$76.09
Avg Direct Learning Expenditure Per Employee Trained	\$425.06	\$446.05	\$432.92	\$249.91

Efficiency Gains

Evidence of the organization's capacity to produce the desired result at a minimum amount of time or resources along with the organization's "reach" concerning learning function.

Fiscal Year	2008	2009	2010	2011
Total Travel Costs	\$3,906,108.00	\$614,180.00	\$1,925,774.00	\$4,399,437.00
Avg Hours Per Employee	12.34	13.23	14.03	17.04
Avg Hours Per Employee Trained	42.5	36.35	46.69	55.98
Avg Cost Per Learning Hour	\$10.00	\$12.27	\$9.27	\$4.46
Total Duty Hours	1,197,639	1,285,549	1,487,542	1,872,685
Total Non Duty Hours	13,406	13,213	18,548	16,166



Content Areas

Distribution of learning by content.

Fiscal Year	2008	2009	2010	2011
% of Compliance Training	9.65%	13.99%	16.56%	11.85%
% of Managerial/Supervisory Training	2.19%	3.73%	4.42%	4.23%
% of Professional/Industry Specific Training	47.54%	13.35%	7.11%	22.72%
Other	40.62%	68.93%	71.91%	61.21%

Source Type

Utilization of learning by Source Type.

Source Type / Fiscal Year	2008	2009	2010	2011
Foreign Governments and Organizations	0.00%	0.00%	0.00%	0.00%
Government External	9.32%	20.51%	15.40%	12.91%
Government Internal	84.68%	71.97%	81.26%	84.17%
Government State/Local	0.09%	0.04%	0.03%	0.02%
Invalid		0.00%		
Non-government	5.91%	7.47%	3.31%	2.89%

Delivery Method

Utilization of learning by delivery method.

	2008	2009	2010	2011
Blended	0.08%	0.17%	0.01%	0.02%
Conference/Workshop	1.73%	5.14%	1.67%	2.33%
Correspondence	0.08%	0.03%	0.04%	0.13%
On the Job	5.41%	4.53%	0.40%	0.39%
Technology based	70.78%	68.03%	81.95%	82.38%
Traditional Classroom (no technology)	21.92%	22.11%	15.93%	14.75%



Key of Terms

Agency Information

Average number of employees

The average number of employees in the Agency for the past four quarters within a given fiscal year.

Percent of employees received training

The total number of distinct employees from an Agency that took training divided by the total number of distinct employees belonging to an Agency for a given fiscal year.

Number of managers

The number of distinct managers in your Agency, including managers who were managers in your Agency part of a year.

Percent of managers received supervisory training

The percent of managers who received supervisory training as indicated on the SF-182 as subtype codes 16, 21, 22, 23, 24 and 25.

Financial Commitment to Learning

Total external training costs (direct costs)

The training tuition and fees and the training materials cost.

Average direct learning expenditure per employee

Total external training costs (see definition above) divided by the average number of employees (see definition above).

Average direct learning expenditure per employee trained

Total external training costs (see definition above) divided by the number of employees who received training.

Efficiency Gains

Total travel costs

Training travel costs and training per diem costs.

Average hours per employee

Total training non duty hours and training duty hours in all training records for the Agency divided by the average number of employees (see definition above) during the given fiscal year.

Average hours per employee trained

Total training non duty hours and training duty hours in all training records for the Agency divided by the number of employees who received training during the given fiscal year.

Average cost per learning hour

External training costs (see definition above) divided by the sum of the training non duty hours and training duty hours.

Content Areas

Percent of compliance training

The number of training records received with a subtype code of 32 (federally mandated training) and 35 (Agency required training) divided by the total number of training events for the Agency during the given fiscal year.

Percent of managerial/supervisory training

The number of training records indicated as subtype 16, 21, 22, 23, 24, and 25 divided by the total number of training records during the given fiscal year.

Percent of profession/industry specific training

The number of training records indicated as subtype 05, 06, 08, and 09 divided by the total number of training records during the given fiscal year.

Reference Code Values - Training Type Code and Sub-Code

www.opm.gov/feddata/ghrr/ghrr07_appenda.pdf