Welcome to the State Analytical Reporting System, or STARS. STARS is a business intelligence tool that draws upon multiple sources of information to provide advanced analytical and reporting capabilities for human resource and financial management analytics decision making.

This project is sponsored by the Office of Policy and Management and will be a "new" Reporting Tower within Core-CT. It is intended that STARS will provide key performance indicators that can be integrated into the biennial budget process. The STARS data repository includes data from the Core-CT HR/Financial system as well as from non-Core sources.

The overall objectives for STARS include the following:

- Advance the State's analytics and reporting capabilities
- Provide near real-time information for efficient decision making
- Integrate a Results-Based Accountability framework into the biennial budget process
- Improve management efficiency and effectiveness through timely reporting
- Provide interactive, user-friendly statistical and graphical dashboards
- Deliver dashboards and reports on mobile devices and tablets, etc.

STARS Overview

- OPM has undertaken a new project (with the support of Core-CT) to implement a new state analytics and reporting tool (STARS)
- STARS will present data in report format and interactive dashboards.
- STARS will provide the State with advanced analytical and reporting capabilities with trend analysis and will enhance decision making.
- STARS will also allow the State to integrate results based accountability and key performance indicators into the biennial budget process.

- As noted previously, STARS is being implemented by OPM through the support of Core-CT to provide enhanced state analytics and reports.

- STARS presents data in report format and through interactive dashboards. OBI data model is based on Dimensional Modeling. The underlying database tables are separated as Fact Tables and Dimension Tables. The dimension tables are joined to fact tables with specific keys. This is usually called Star Schema. OBI front-end contains multiple subject areas for each module, such as General Ledger, Payroll, Time and Labor, AP, AR, Workforce, Fixed assets. Currently, staff spend too much time setting up run controls, selecting criteria, running queries and doing a data dump in to an Excel spreadsheet , where they in turn need to "clean up" and reformat data to review before printing. In STARS, you change your criteria , move columns, add views, create dashboard prompts, execute drill down functionality, and format before you export the finished report to either an Excel spreadsheet, a PDF file, or a PowerPoint presentation. The goal is to spend more time analyzing the data than the process of compiling it.

- STARS will provide the State with advanced analytical and reporting capabilities with trend analysis that will enhance decision making. In short, STARS will help answer questions about Budget procuring, spending, overtime costs, etc.

- STARS will also allow the State to integrate results based accountability and key performance indicators into the biennial budget process. With STARS, we can analyze and tie our spending to KPI's to review performance in state programs.

STARS Goals and Objectives

- Integrate CORE (PeopleSoft ERP) and non-CORE data into BI warehouse for more in-depth analysis and reporting
- STARS will become a statewide data repository
- Enhance data analysis with reliable data for flexible reporting
- Provide managers and executives with a mobile application for analytical reporting

- STARS is intended to integrate CORE (PeopleSoft ERP) and non-CORE data into the BI ("Business Intelligence") warehouse for more in-depth analysis and reporting.

- STARS will become a statewide data repository. We envision importing data on Medicaid, and other Federal programs. Additionally, some custom data, such as budget projections, will also be included.

STARS will enhance data analysis with reliable data for flexible reporting. For example, you can export a STARS created report to Excel and make any additional changes to the data, add cost projections, etc. Our future release will include the software program called Essbase which is a multidimensional database it's present data in form of "Cubes" defined as dimensions. Dimensions are hierarchical representations of descriptors that business users are familiar with, such as a product hierarchy, chart of accounts, department, or period of time this can be used as a forecasting tool. Furthermore, users can drill up or down across hierarchies or pivot different dimensions to form new cross-sectional analyses.

- STARS will be available for managers and executives as a mobile application on iPad for analytical reporting
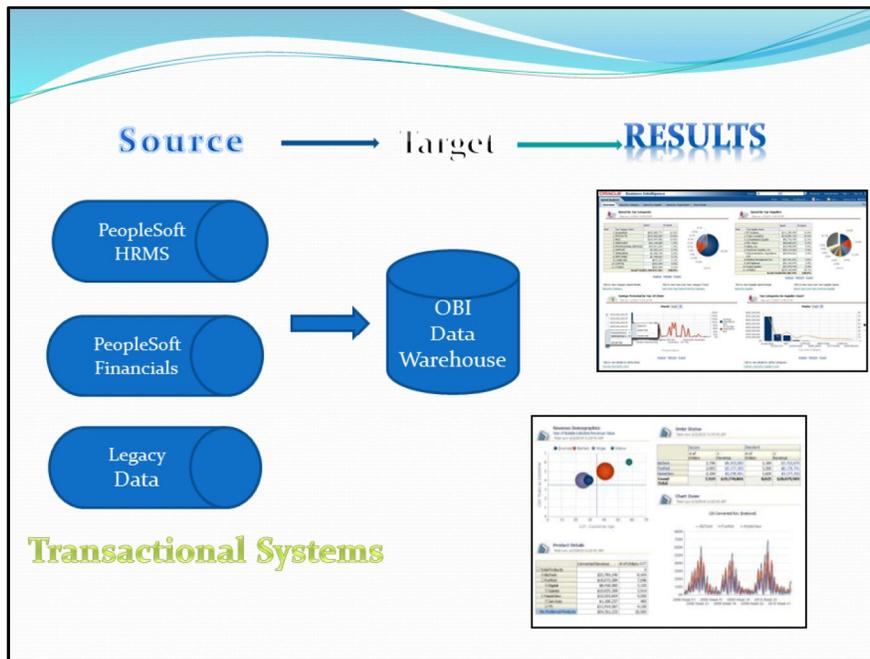
The software used for Core-CT is licensed from Oracle/PeopleSoft. Currently, the PeopleSoft HRMS and Financial databases are used to update the Enterprise Performance Module, or EPM. This is completed on a daily basis so State agencies can create ad hoc queries and develop information that is of use to them that may not be related to a previously developed online report. This data is up to date as of close of business the previous day. In the presented diagram, the source databases will be updated into the OBI Data Warehouse. With STARS, this 24 hour gap, or "near real time" data access, will continue as it has been determined adequate for the State's purposes.

So you might be asking, why are we switching to STARS? Oracle/PeopleSoft are discontinuing support for EPM, and STARS will be the intended replacement. Once all of the Core-CT modules are live in STARS, EPM will be retired. Understandably, this may take a number of years to accomplish. Until then, STARS and EPM will operate in parallel.

Results developed with STARS can be exported to Excel, CSV, XML, Tab Delimited Format, PDF, and PowerPoint . While direct export to MS Access is not allowed, both Excel and csv can be imported into MS Access.

STARS Project Phase

- Phase 1 Step 1 (Pilot May 2014):
  - HR Analytics: Leave Accrual, Compensation, Time & Labor and Workforce
  - FIN Analytics: General Ledger and Budgets
- Phase 1 Step 2 (Pilot March 2015):
  - HR Analytics: Payroll
  - FIN Analytics: Accounts Payable, Accounts Receivable, Asset and Procurement & Spend
- Phase 2 (Go-Live May - August 2016):
  - Steps 1 and 2 to 7 Project Costing agencies [CSC, DAS, DDS, DEEP, DOT, DPH, APT]
  - Project Analytics: Project Costing and Customer Contracts
  - SCM Analytics: Inventory and Costing
- Phase 3 (May 2017):
  - Statewide rollout
- Other BI Initiatives:
  - Integrate External non-CORE system (Medicaid, DSS, DCF, DHMAS, Revenue System (iTas), Higher Ed, Limited Scope Agencies)
  - Essbase
  - Mobile Apps

- The STARS project is being implemented in three phases. In March 2015, Phase 1 (also identified as a Pilot), was rolled out to a limited number of Central agency users (OPM, DAS, and OSC) in two steps; Step 1 (HR Analytics – Leave Accrual, Compensation, Time and Labor, and Workforce; FIN Analytics – General Ledger and Budgets) and Step 2 (HR Analytics – Payroll; FIN Analytics – Accounts Payable, Accounts Receivable, Asset and Procurement & Spend). This rollout continues, where testing and analysis are done using staff from this limited number of central agencies.

- Currently, the STARS Project Team is developing the Project Costing and Customer Contracts, and Inventory components, which will be available in the summer 2016 timeframe. Phase 2 (May – August 2016) will roll out these modules, as well as Steps 1 and 2 to seven Project Costing agencies [CSC, DAS, DDS, DEEP, DOT, DPH, APT].

- The future phase 3, beginning in May 2017, will complete the statewide roll out to all agencies.

- Similar to Core-CT, STARS is continually upgraded so that it remains current with new and enhanced functionality. This will ensure that any issues that arise may be addressed quickly and efficiently.
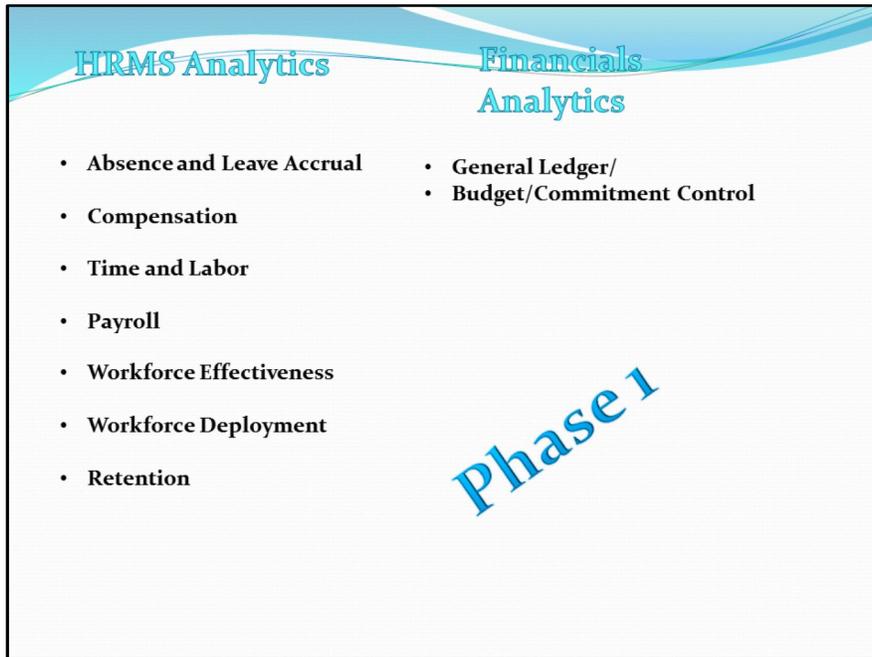
Phase 1, or the Pilot Phase, included most of HRMS and began the implementation of the statewide financial modules. This phase only included developers and selected agency testers. This ensured that as issues arose with the Pilot group they could be remediated before the next, wider, phase began.
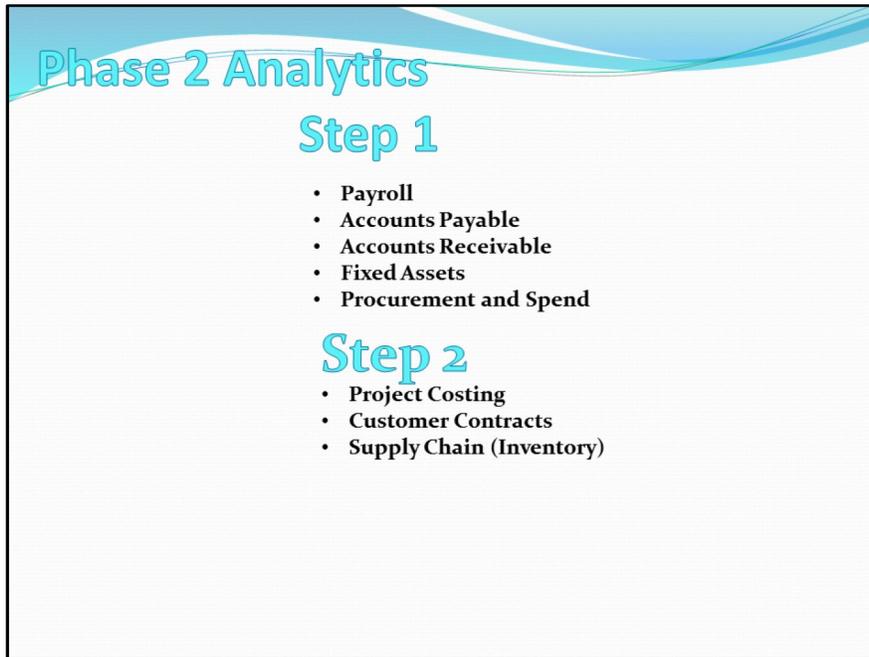
There is a phased approach to training delivery, starting with the Core-CT Financial and HCM modules and adding in the Project Costing module and EPM reports.

Phase 2 Step 1 completing in Spring - Summer 2016, includes Core-CT Financials and HCM analytical reporting, with Step 2 providing Project Costing in late summer.

Training will use a "Train-the-Trainer" model where designated agency subject matter experts will be trained in the tool and in turn will train their agency fellow users.

Training Classes will include:
• BI Overview (STARS) (staff is required to complete this training before taking a BI Advanced training)
• Advanced BI – 9 subject areas will be available and suggested subject areas based on current roles have been identified for each agency trainee (While staff may take all of the suggested classes based on the type of work they perform, it is recommended that staff complete a minimum of 1 Advanced class.)
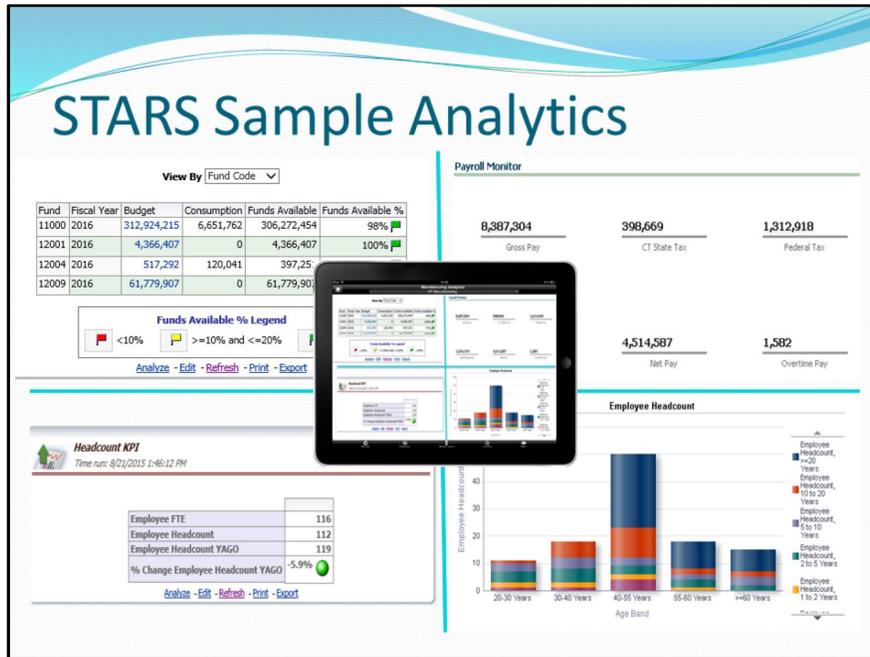
This slide provides some examples of the reports created and available within CT STARS:

1. Budget in a pivot table format
2. Headcount KPI – all interactive
3. Payroll Monitor high level outlook of payroll statistics
4. Employee Headcount in a graph format – all interactive and in this example displaying headcount by age band.

STARS will also be available as an iPad app (available through iTunes). Users will download the app and then in coordination with the STARS team, will be setup with the proper security and credentials. STARS Mobile is, presently, only available for the iPad.

Keep your eyes and ears open to for training announcements for the Beginner and Advanced courses over the coming weeks We look forward to your participation in the continuing journey of the CT STARS implementation over the coming months.