MISSION FOCUSED – ASMC National PDI 2019
DATA ANALYTICS

Defense Finance and Accounting Service

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Deputy Site Director
DFAS Columbus Center
May 29, 2019
People Priority Data Analytics Initiative

- Established strategic initiative in FY19 under the People Priority
  - **FY19 Goal:** Identified target population and soft skill sets to address data analytics skill gaps

- Work accomplished
  - Defined Critical Skillsets and Proficiency levels
  - Defined Target Population across Sites
  - Reviewed over 100 active courses currently available to DFAS employees (Resident & Online) related to critical skillsets for relevance and potential future use
    - 60 are relevant to Data Analytics
  - Conducted skills assessment of target population by Supervisors

- What’s Next…
  - Expand scope to achieve comprehensive Data Analytics Strategy
  - Compliment and posture agency for “DFAS of the Future”
Developing Data Analysts

FY 19 Roadmap for Developing Data Analysts

PROFICIENCY LEVELS

<table>
<thead>
<tr>
<th>LEVEL 1</th>
<th>FUNDAMENTAL APPLICATION</th>
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</thead>
<tbody>
<tr>
<td>Audience</td>
<td>Open to all DFAS Personnel</td>
</tr>
<tr>
<td>Training Solution</td>
<td>Classroom and/or online courses</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>LEVEL 2</th>
<th>ADVANCED APPLICATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audience</td>
<td>Personnel with Level 1 completion or demonstrated proficiency</td>
</tr>
<tr>
<td>Training Solution</td>
<td>Online / Classroom / On-the-job training</td>
</tr>
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<tr>
<th>LEVEL 3</th>
<th>EXPERT APPLICATION</th>
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<tbody>
<tr>
<td>Audience</td>
<td>Personnel with Level 1 and Level 2 completion or demonstrated proficiency or hire qualified personnel</td>
</tr>
<tr>
<td>Training Solution</td>
<td>Vendor-delivered or formal education</td>
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</tbody>
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SKILLS and TOOLS

**EXPERT APPLICATION**
- Entrepreneurial Thinking
- Forensic Skills
- Data Ownership / Creation
- Monetize Data
- Predictive Analysis
- Layering Data

**ADVANCED APPLICATION**
- Critical Thinking
- Investigative Skills
- Data Interpretation
  - Visualization
  - Multiple Data Sources (Data lakes)
  - Multiple Factors / Multi-discipline
- Data Modeling
- Advanced Data Tools
  - (ACL, SQL, & Cognos)

**FUNDAMENTAL APPLICATION**
- Analytical Thinking
- Data Manipulation
- Communication
- Statistics
- Data Tools
  - (Excel, Access, etc.)