



Enterprise Performance Management In State Government

Driving Efficiency, Transparency, and Accountability

August 2023

Results
by **MassIngenuity**®

Overview

Enterprise Performance Management (EPM) is a systematic and data-driven approach to optimize the efficiency, transparency, and accountability of state government agencies. By integrating data into decision-making, strategic planning, and performance measurement, EPM empowers state governments to improve service delivery and achieve better outcomes.

Included below are success stories from Arizona Corrections, Oregon Human Services, and Washington Vocational Rehabilitation demonstrate the tangible benefits of adopting EPM.

State agencies are complex entities with multiple departments, each with its own objectives, budgets, and performance metrics. This complexity often leads to inefficiencies, miscommunication, and diminished transparency. EPM provides a unified platform that integrates these disparate elements, enabling a holistic view of the agency's performance and assuring that daily operations are closely tied to strategic goals. The result is better decision-making, improved resource allocation, and enhanced accountability.

Defining EPM

EPM is designed to help organizations integrate their strategies, key goals, core processes, and performance measures across various departments. It leverages data analytics and performance metrics to monitor progress, identify inefficiencies, and make informed decisions. By providing real-time performance data, EPM allows governments to track their progress, identify areas of under-performance, identify potential risks, and promptly take corrective action. This results-oriented approach promotes accountability and transparency, which are key tenets of good government.

Key Components of EPM

Strategic Planning: EPM begins with defining clear and measurable strategic goals that align with the mission, vision, and values of the agency. These goals cascade down to individual divisions and departments with specific owners ensuring alignment throughout the organization.

Performance Measurement: EPM emphasizes the use of performance metrics and key performance indicators (KPIs) to evaluate the progress toward strategic objectives. This data-driven approach allows agencies to identify areas for improvement and make data-informed decisions.

Data Integration and Analysis: EPM relies on integrating data from various sources within an agency enabling cross-departmental insights and a holistic

view of performance. Data analysis helps identify trends, patterns, and correlations that can lead to more effective decision-making.

Accountability and Transparency: EPM fosters a culture of accountability and transparency by clearly defining roles, responsibilities, performance expectations, and measurement owners.

Change Management: A major component of EPM is managing the people aspects of change to ensure the achievement of desired levels of adoption, utilization, and proficiency. Varying levels of change resistance is natural so the need for engagement and communications is high. The more employees understand how changes will increase their control over their daily work, allowing them to leverage their talents and experience, the more they will embrace change.

As organizations mature in the EPM adoption, the culture changes in important ways and across several dimensions as illustrated below.



The availability of comprehensive, real-time data provides leaders, teams, and individuals with insights that enable more efficient problem solving, a more engaged workforce, and close alignment between daily execution and the agency's strategy.

EPM in State Government Examples

Many states have adopted data-driven approaches to improving performance. Below we highlight specific examples from three agency domains that illustrate the power of EPM in government.

Corrections: Arizona Department of Corrections

The Arizona Department of Corrections (ADC) implemented EPM to address challenges related to inmate rehabilitation, overcrowding, and resource allocation. By establishing strategic objectives such as reducing recidivism rates and improving prison safety, ADC used performance metrics to track the effectiveness of rehabilitation programs, staff training, and facility management. As a result, the department saw a significant reduction in recidivism, leading to safer communities, and more efficient resource utilization.

Human Services: Oregon Department of Human Services

The Oregon Department of Human Services (ODHS) leveraged EPM to enhance the delivery of social services, particularly in child welfare and family support. By setting goals such as reducing child neglect cases and increasing family reunification rates, ODHS utilized performance data to monitor caseworker efficiency, evaluate service effectiveness, and allocate resources appropriately. As a consequence, the department witnessed improved family outcomes, fewer repeat child welfare cases, and better management of resources.

Healthcare: Washington Division of Vocational Rehabilitation

The Washington Division of Vocational Rehabilitation (DVR) program used EPM to enhance services for individuals with disabilities seeking employment opportunities. By setting goals to increase employment outcomes and improve job retention rates, DVR analyzed data on job placements, vocational training, and employer partnerships. With insights gained from the EPM system, DVR achieved higher success rates in helping individuals with disabilities find gainful employment which contributes to their financial independence and overall well-being.

Conclusion

Enterprise Performance Management serves as a powerful tool for state government agencies, enabling them to align their strategic goals and daily operations to improve performance. By employing EPM principles and components, agencies in virtually any domain can achieve better outcomes, efficiently utilize resources, and deliver improved services to the citizens they serve. The success stories from Arizona Corrections, Oregon Human Services, and Washington Vocational Rehabilitation exemplify the transformative potential

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of EPM in state government. As more states adopt EPM, the public sector's effectiveness and responsiveness will continue to improve.

About Mass Ingenuity

Mass Ingenuity is a full-service enterprise performance management firm. For over 14 years, we have successfully integrated people, process, and technology for over 85 government agencies including transportation, corrections, health care, human services, motor vehicles, revenue, natural resources, and various regulatory agencies. Mass Ingenuity's core purpose is to enable every domain, department, and division of an organization to reach their full potential.

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