Welcome

What are we discussing today?

- About Us

- Our Project and Use Case
  - Strategic Plan
  - Board Motion: Improve the County Hiring Process

- Challenges with Traditional Data Analytics and BI

- Key Objectives

- Recruitment and Hiring BI Dashboards

- Modern Data Lakehouse to Solve the Challenges

- Key Take Away

About Us

- Largest local government in the nation

- Has a budget of over $39 Billion

- Provide public services

- Serve more than 10 million residents – largest population than any other County in the nation

- Largest employer in Southern California

County Strategic Plan

2016-2021 County of Los Angeles Strategic Plan
Creating Connections: People, Communities, and Government

Goal Number 3: Realize Tomorrow's Government Today
Implement technological business solutions to enable County departments to meet their core mission, **transform how we share information, create efficiencies and protect the privacy of individuals.**

Los Angeles County **Human Resources** | **STRATEGIC** PLAN 2017-21

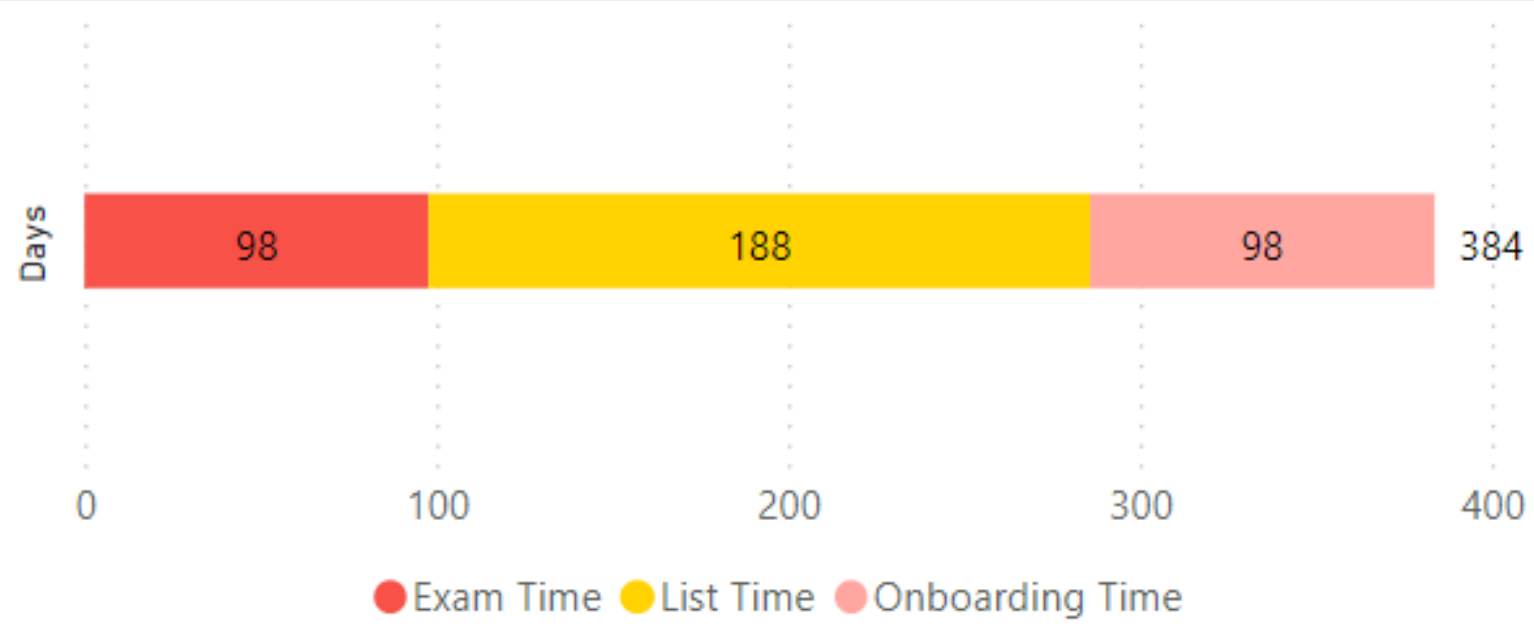GOAL 6

AMPLIFY HR EXCELLENCE AND CONTINUOUS IMPROVEMENT

Transform HR services through continuous innovation, enhanced partnerships, and the creation of digital ecosystems

Board Motion: Improve the County Hiring Process

	FY 19/20	FY 20/21	FY 21/22
Number of Applications	352,737	201,400	218,166
Number of Hires	13,212	9,945	10,517
Average Time to Hire	327	395	384
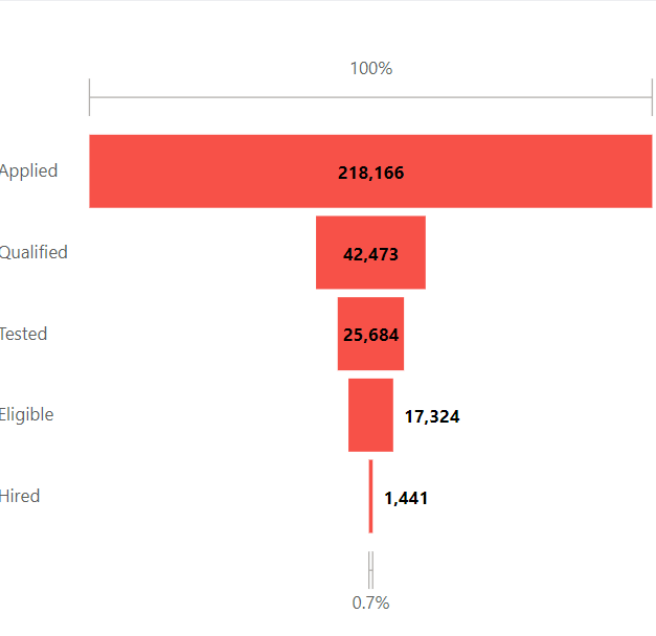
Metrics on Exam Processing

Metrics on Average Time to Hire

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Challenges with Traditional Data Analytics & BI

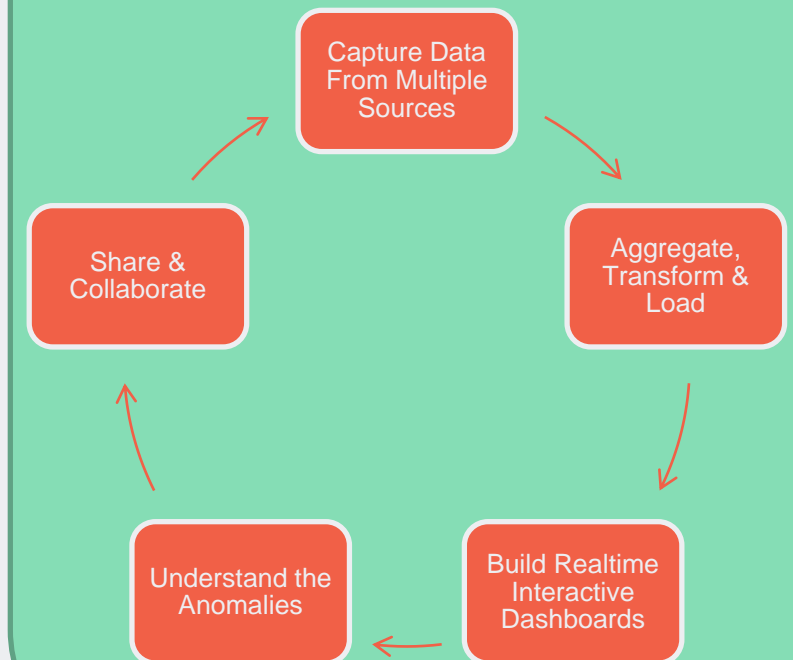| Category	Details
Data	• Data Acquisition is cumbersome • Managed in Silos • Difficult to capture, cleanse and analyze • Difficult to share information
Agility, Time to Market, and centralized Analytics	• Skill dependency on domain experts • IT dependency • Prone to error • Time consuming • Delayed delivery
High Cost of Operations	• Labor Intensive

Key Objectives

Business Objectives

- **Time to Hire & Fill:** Reduce Time-to-Hire Time for County Positions

- **Candidate Experience:** Enhance the experience of applicants and potential candidates

- **Access to Talent:** Align the hiring processes with best practices to better compete with public, private and non-profit organizations

- **Recruitment:** Better meet recruitment and selection needs

- **Equity & Diversity**: Ability to attract and retain diverse talent

Technology Objectives

- Capture Data From Multiple Sources
- Aggregate, Transform & Load
- Build Realtime Interactive Dashboards
- Understand the Anomalies
- Share & Collaborate

Recruitment & Hiring BI Dashboards

- Provides customizable, high-level real-time metrics on departmental hiring process to:
  - Department Executive
  - HR Managers
  - Board Deputies
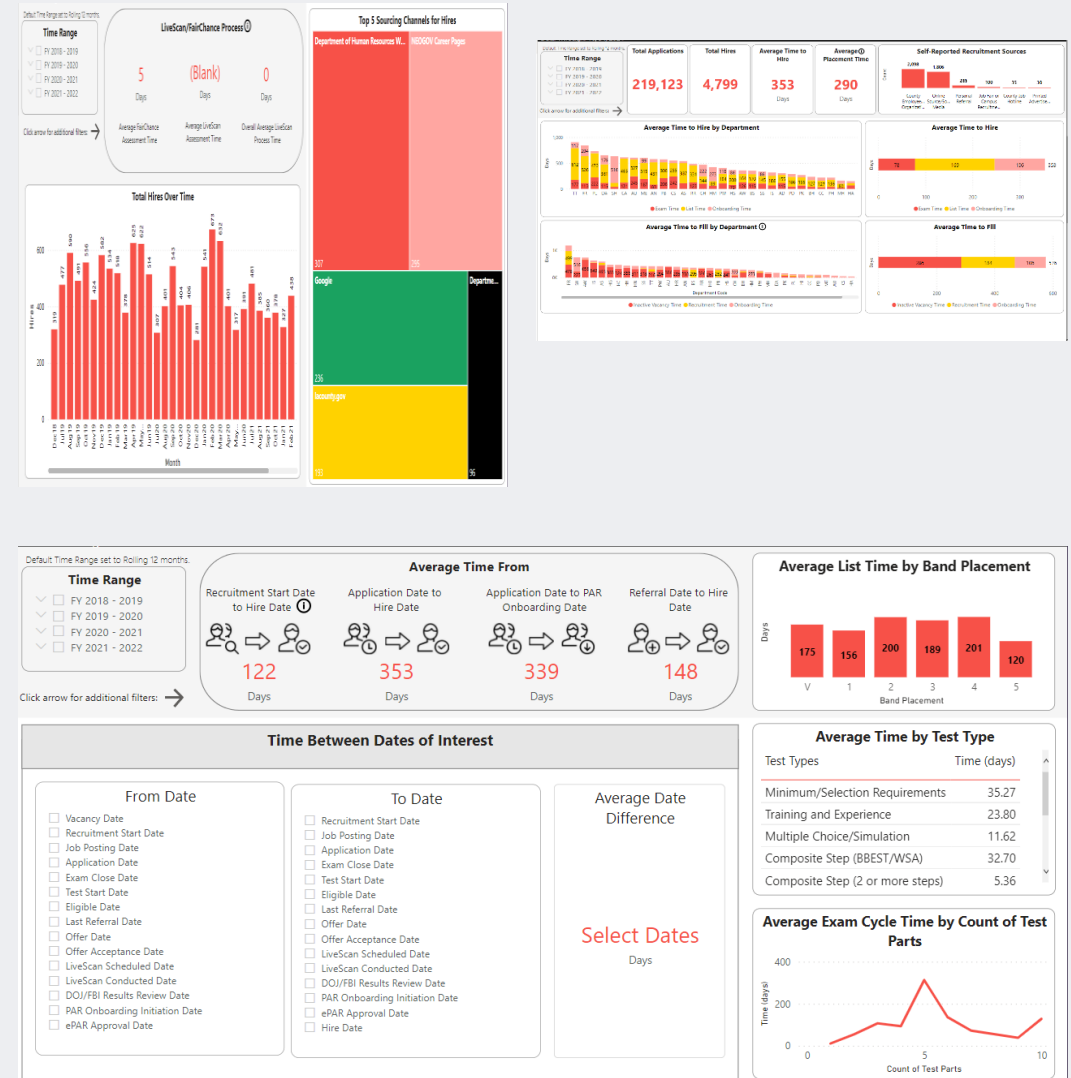
Modern Data Lakehouse to Solve the Challenges

Modern Data Lakehouse to Solve the Challenges

- **Technology Stack**
  - Easy to use
  - Industry Standard Skill Set
  - No limits for large datasets
  - Faster Performance
  - De-couple storage and Compute
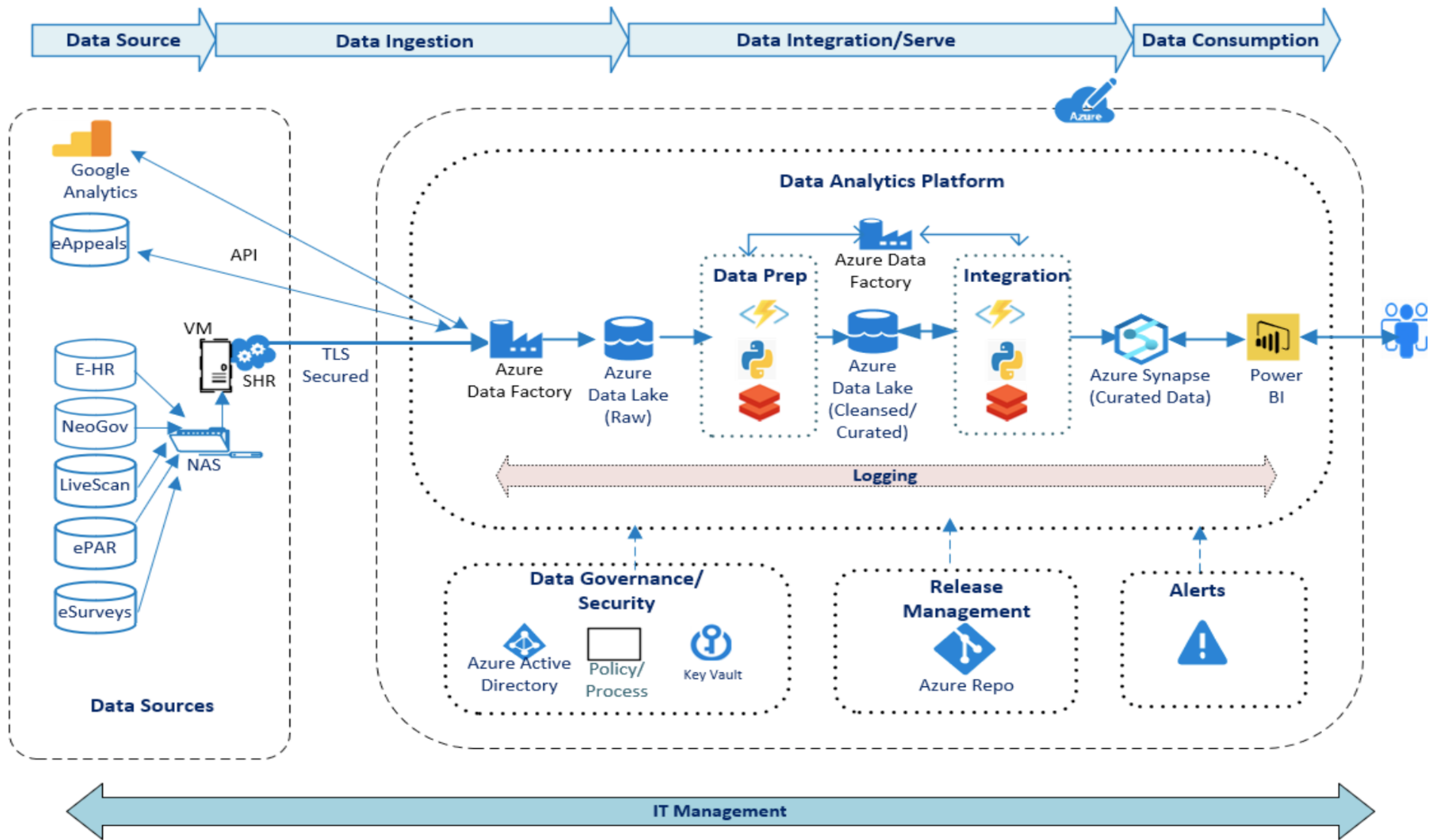
- **Data Acquisition**
  - Minimize ETL
  - Consolidated data platform for HR data

- **Data Governance**
  - Robust Security Controls
  - Access Controls and Policies
  - Integration with Key Vault and AD

- **Release Management**
  - CI/CD Pipeline
  - Alerts and notifications

Key Take Aways

Key Take Aways

Category	Details	Implemented Capability & Its Impact	Implemented Technology
Data	• Data Acquisition is cumbersome • Managed in Silos • Difficult to capture, cleanse and analyze • Difficult to share information	• Minimize data silos via consolidation • Reduce ETL complexity move to an ELT • Run transactional analytics and analytical workloads • Enable seamless data sharing and access control	• Azure Data Factory • Azure Databricks • Azure Synapse Analytics
Agility, Time to Market, and centralized Analytics	• Skill dependency on domain experts • IT dependency • Prone to error • Time consuming • Delayed delivery	• Enables end users' access to self service • No IT dependency; if required IT can perform centralized analytics as well. • Ease of use and eliminate limitation of excel marts • Improve query performance	• Power BI • Microsoft Report Builder
High Cost of Operations	• Labor Intensive	• Transition to the Cloud Platform	• Azure Cloud and Azure Data Products

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Thank You!

ORGANIZED BY databricks

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