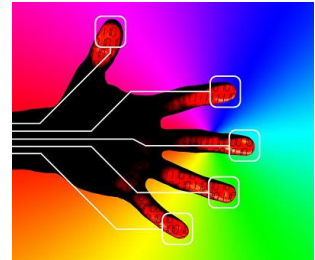


## Personnel Electronic Suitability Assessment (PESA)

### US Census 2010: Dependent upon dependable people

For the US 2010 Decennial Response Integration System (DRIS), during dress rehearsals, the vetting of personnel was identified as a critical risk to the operation of Census. Collecting and verifying biographic and biometric information about Census job applicants called into question whether adequate numbers of personnel could be processed and made available in time without compromising the programme's quality and security.



Vangent, as part of the Lockheed Martin team responsible for the delivery of DRIS systems and operations, has been commissioned to deploy a solution: Personnel Electronic Suitability Assessment (PESA) will help manage the vetting process of up to 30,000 DRIS employees. PESA will 'collect and feed' biographical and biometric data through to the Census Bureau/Department of Commerce's suitability determination procedures before applicants are offered jobs and subsequently permitted access to Census data. Call centre, paper data capture and management staff will all be required to go through the rigours of the vetting process. Vangent has designed and built the PESA solution and will be responsible for its operation in the field.

Vangent is drawing from a wealth of expertise in two key disciplines: the Applicant Tracking System (ATS) provided by its Human Capital division; and the Multi-Biometric Enrolment Solution (MBES™) already deployed by Vangent's Global Biometrics Practice.

#### **PESA: Secure, proven and flexible**

Vangent develops, integrates, deploys, and supports the complete PESA Solution through the use of standard hardware, software, and services components. The solution will provide, at each designated DRIS site:

- ❖ Enhanced screening of personnel, previously not required in earlier Census operations;
- ❖ Interactions among the FBI, Commerce Department, Census Bureau, and over a dozen private employers and their subcontractors;
- ❖ Screening for the majority of job roles includes completion of sworn and notarised statements, an FBI finger print check, photograph capture, completion of online background information documents, and review of background information by adjudicators. The process of tracking contingent hires through various vetting processes is governed by the workflow system within ATS.

PESA provides significant process improvement and efficiency savings: Without PESA the adjudicating office within the Commerce Department would not be able to handle the vetting workload without a large increase in staffing; Previous processes did not allow digital image capture, and had an unacceptable elapsed time line that relied on paper, adding four weeks to the process! Simply unacceptable considering that the

Census Bureau and the private employers need a three day turnaround on screening results in order to fulfil, in a timely fashion, the staffing needs of paper data capture centres and call centres.

Electronic personnel files will be uploaded to the PESA Solution for tracking and retrieval by each suitability stakeholder through the suitability assessment process. Upon determination of suitability, PESA will be used to carry the status of each determination, ultimately back to the originating employer/location.

PESA allows applicants to create a suitability screening profile. Once the forms are populated, they can be printed and physically signed (with wet signatures), verified by a facility-based suitability clerk, and scanned back into the system through the MBES™ Workstation, which allows the capture of electronic fingerprint files, and digital photographs. The suitability clerk will also verify the identity of the candidate, review electronic images, and recapture images as needed prior to final profile submission.

The 'packet' of signed forms and electronic images will be made available by PESA so that the Office of Security (OSY) adjudicators and the Contracting Officer's Technical Representative (COTR) office can review and approve/deny applicant suitability packages. Additionally, facility-based security guards and/or authorised HR personnel will be able to look up new hire names to confirm their status in the suitability screening process before granting them access to facilities.

## Smart Implementation

PESA will be rolled out in two distinct phases. The first phase over a two month period and consisting of 10 MBES™ Workstations used by a limited number of employers at a limited number of sites is the Operational Test/Dry Run (OTDR). The second phase, the Full Operating Capability (FOC) will include all employers and all sites. An additional 16 Biometric Workstations will be deployed during FOC (including two spare units).

## Clever Design and Reuse

All PESA hardware, software and services are provided, hosted, operated, and maintained by Vangent. There are two primary system components which compose the PESA solution: The Multi-Biometric Enrolment System (MBES™) and the Applicant Tracking System (ATS). The ATS is a customised and dedicated instance of Vangent's Talent Acquisition System (V-TAS).

- ❖ The **MBES™** provides point-of-presence data capture and transmission services to the centralised ATS system from a number of distributed locations. The MBES™ creates a 'suitability package' of digital material which is sent to a centralised PESA controller ATS instance termed the ESA-C.
- ❖ **ATS** provides workflow, approval, and reporting capabilities for those work packages. There are distinct instances of the ATS created for each employer, termed ES-ESA, which remote employers use for update. These ES-ESA instances are synchronised in real time with the ESA-C. All instances of the ATS solution operate within a shared infrastructure environment.

## PESA Components

Components	Purpose
User Access	Provides access, both authenticated and non-authenticated, to end users. Both MBES™ and ATS have services offered within this component.
Candidate Suitability Data Capture	Captures the data which creates base demographic information which is used to pre-populate the electronic forms being sent to the ATS in the work package.
Fingerprint Capture	Captures the fingerprint images of the candidate within the MBES™ and is subsequently transmitted to the ATS in the work package.
Photo Capture	Captures the digital photograph of the candidate within the MBES™ and is subsequently transmitted to the ATS in the work package.
Document Capture	Scans the completed forms the candidate has completed into the MBES™ system and is subsequently transmitted to the ATS in the work package.
Integration Services	Provides services to exchange data between internal and external systems. Both MBES™ and ATS have integration functionality.
Form Population	Allows a user to populate and print the set of forms necessary to initiate the suitability process.
Dashboard and Search	Allows tracking of submitted suitability packages, identify packages needing review or approval, identify approved candidates, and other administrative reporting capabilities.
Business Process Management	Responsible for orchestrating the set of activities necessary for candidate package ingestion, review, approval, and notification in the proper sequence.
Suitability Analysis/Review	Reviews a candidate package and allows a determination to be made concerning the candidate's suitability for hire.
Employer Account Management	Manages the number of different employer's information and their relationships to their specific candidate's work packages within the system.
Candidate Account Management	Manages the acceptance and storage of a candidate's work package.
Data Access	Provides access to information stored in various data stores.

## Need to know more?

PESA provides a secure and tailorable solution for most personnel identity management and selection needs. If you believe we could help with your personnel selection, or you'd just like an informal discussion about our solutions, we'd be pleased to hear from you:

**Email:** [info.uk@vangent.com](mailto:info.uk@vangent.com)

**Phone:** 020 7939 3672

**Web:** [www.vangent.co.uk](http://www.vangent.co.uk)