

Government Workforce of the Future



“With Oracle Talent Acquisition Cloud we have a flexible, intuitive and integrated recruitment service to grow and develop with our changing organization. We’ve improved the experience for candidates and hiring managers, eliminated manual processes and reduced the time to recruit new staff.”

ROSEMARY HODGSON
HR STRATEGY LEAD
CHESHIRE WEST AND CHESTER COUNCIL

KEY FEATURES

- Increase access to top public sector talents
- Engaging public sector landing pages and career sites
- Social employee referral capabilities
- Public sector recruitment marketing
- Email and social media campaigns
- Applicant tracking and compliance
- Streamline, speed up, and simplify the recruiting and onboarding process

The public sector aging workforce creates new skills shortages and gaps. Public sector organizations are finding it harder to attract and retain the right talent. Individuals have increasing power to choose how, where, and for whom they work. Winning the war for talent today means treating candidates more like customers and therefore recruiting more like marketing.

The **Oracle Government Workforce of the Future (GWF) solution** provides a complete, end-to-end solution for public sector organizations to find, select, and hire the best talent.

Modern Recruiting Methods in the Fight for the Right Talents

Public sector organizations need the right talents to prevent the erosion of service quality and even the ability to deliver critical services for all levels of government. The “Silver Tsunami” Baby Boomer retirement wave is coming, combined with a need to attract and retain new talents. The focus now has to be on attracting the next generation of workers to government. Public sector organizations must be able to improve recruiting efficiency and cut costs, reach hard-to-find talent, build better talent pools, and hire the right people and get them productive more quickly.

- Oracle Talent Acquisition Cloud Service provides innovative sourcing technologies, recruiting and onboarding capabilities. Social & Mobile capabilities are embedded throughout the solution and Analytics & Reporting capabilities also stretch across the entire solution.
- Oracle Talent Acquisition Cloud Service provides public sector organizations with significant incremental value by supporting the modern recruitment process with best-of-breed cloud software in a complete, secure, and connected cloud suite and thereby limiting cost and risk.

Innovative Sourcing Technologies

The multi-generational workforce is here to stay! For the first time, most consumers have access to better technology than employees from public sector organizations. Candidates who are digital natives are growing less tolerant of these “old technology” experiences. Winning war for talent today therefore means treating candidates more like customers and recruiting more like marketing.

- The Oracle Talent Acquisition Cloud platform provides the foundation for a candidate centric approach and can help Public Sector organizations find, assess and hire the best talent. This includes social employee referral capabilities, recruitment marketing, email and social media campaigns, engaging Public Sector landing pages and career sites, and the building of talent pipelines or communities.

KEY BUSINESS BENEFITS

- Best-of-breed cloud software in a complete, secure and integrated cloud suite
- Improve process efficiency
- Reduce staffing costs
- Reduce overall sourcing cost
- Increase recruiter productivity and visibility to applicants
- Ensure new public sector employees ramp up quickly
- Compliance reporting, scheduling reports, creating custom reports

PRODUCT NAME

The Oracle Talent Acquisition Cloud Service helps organizations reach hard-to-find talent, hire the right people, and get them productive more quickly.

- Oracle Talent Acquisition Cloud Service
- Oracle Integration Cloud Service

RELATED PRODUCTS

Oracle HCM Cloud enables modern human resources:

Oracle also offers the possibility to seamlessly extend the functionality with the complete PaaS platform.

Speed up the Hiring Process

One of the biggest challenges is “lack of automation” – processes are manual and systems are not integrated. This creates extra work for recruiters, but also contributes to an inefficient experience for candidates. Job seekers will quit in the middle of filling out online job applications because of their length or complexity. And nearly half of job seekers confirmed they use their mobile device at least once a day to search for jobs.

- Oracle Talent Acquisition Cloud Service provides advanced candidate screening tools to help public sector recruiters to quickly find the best of the best. Interview scheduling management and online offer letter creation help speed up the hiring process.
- Oracle Talent Acquisition Cloud Service manages massive volume of resume submissions by automatically ranking top-tier candidates, based on self-reported qualifications.

Empower New Hires

Now that a public-sector employee or civil servant has been hired, onboarding will empower new hires with the knowledge and resources they need to be successful in addition to delivering required compliance courses.

- Oracle Talent Acquisition Cloud Service provides a strong onboarding process to empower new hires with the knowledge and resources they need to be successful.
- Oracle Talent Acquisition Cloud Service tracking capabilities and automated reminder notification emails help recruiters obtain an overview of the onboarding progress for new public sector employees and civil servants.





Analytics

Analytics provide insight to the right people, at the right time, enabling them to take corrective actions to improve performance. Answering key questions like, where are the top candidates coming from, how strong is the talent pipeline and how much is it costing to hire new public sector employees.

**CONTACT US**

For more information about Government Workforce for the Future, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.

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Integrated Cloud Applications & Platform Services

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