

Supporting the mission of the Federal Government with Oracle Cloud HCM

Modern HR for Federal agencies

With pressure on agencies due to workforce retirements, re-skilling to adopt new technologies, and shrinking budgets, Federal HR professionals require robust systems to modernize the workplace and help ensure effective, efficient mission delivery for American taxpayers. Agencies need to deliver innovative, high-quality services and programs to be successful. Core to the success of these initiatives is people — the right employees to deliver the programs and services to achieve the agency's mission. To meet this challenge, agencies need to recruit, develop, and retain the next generation of talent.

Competition for the best people heats up

It's common knowledge that finding — and retaining — premium talent is no easy feat. There's fierce competition for high-quality recruits as agencies strive to achieve their mission and program goals. "Recruitment budgets in most agencies have remained steady or decreased. Agencies must ensure their recruitment teams have the necessary training, tools, and support to maintain or increase the quality of hires while working within the constraints of limited resources."* So how do agencies successfully compete for the top talent needed to differentiate their organization and ensure success?

Modern HR transformation

According to OPM's Office of Inspector General, Strategic Human Capital Management remains a top management challenge. So for many agencies, rationalizing their systems and processes is step one to becoming more strategic and better positioned to support the mission of the organization. And they are looking at modern HR systems to help attract and retain top people which will allow them to shift their focus from tactical to strategic.

Find, grow, and retain top talent to help agencies succeed

Today, truly talent-centric agencies aim to focus on three critical priorities: recruiting talent, developing talent, and retaining the top performers that they have worked so hard to develop. And each of these priorities helps create a workforce that delivers the right programs and high-quality services to meet mission critical needs. But being talent-centric requires you to have a better understanding of your overall talent. You need insight into individual performance, strengths, skills gaps, opportunities, and risk.

*U.S. OPM End-to-End Hiring Initiative, March 2017.

Why Oracle?

Oracle Cloud HCM helps your HR organization shift their focus to delivering a high-quality employee experience that aids in improving satisfaction, retention, and performance. With our proven, FedRAMP authorized, stable solutions built on industry best practices, you can transform your agency at your pace, adopting technology when, and where it makes sense for you.

Through better talent insights, you can develop clear succession plans for critical and leadership roles, so that top performers stay engaged and are put on a path to growth. And by identifying skills gaps in workforce early, you can choose to either recruit new talent or grow and develop existing talent to ensure you have the right people in place to meet agency goals.

Encourage employee collaboration

Today, social applications have made it much easier for employees, including executives, to connect and build relationships, learn, collaborate, and exchange knowledge in new ways — all through real-time conversations. Modern social applications are driving:

- **Improved employee engagement:** A collaborative culture gets people involved helping to create a more engaged workforce.
- **Sharing of institutional knowledge:** Formal and informal knowledge lives throughout the minds and experiences of your workforce. Effective means of collaboration allows for the sharing and searching of this knowledge more easily.
- **Increased agility:** With increased competition and advanced technology, work happens at a faster pace and collaboration is key to success.

Complete workforce insights for every agency executive

If your organization is like most, your data is scattered across many different systems, some in the cloud, some on-premise, and some in spreadsheets. As a result, a lot of time is spent on collecting, combining, and preparing the data rather than actually analyzing, understanding, and drawing insights from it. In today's data-driven world, more and more Chief Human Resource Officers and executives are looking to answer complex questions about turnover trends, retention hotspots, re-skilling, skill loss, and cost of turnover. They aren't simply looking for a historical view of what's happened, but the ability to drill down into these questions so they can gain workforce insights in realtime. Agency executives need realtime information to make forward looking decisions with predictive analytics such as whether or not a new program has the right people behind it to be successful. And as the workforce continues to evolve with aging populations, shifting demographics, and uncertain funding, this insight becomes even more critical. Not being able to accurately predict how all the moving parts fit together, and where potential problems exist, can make or break an agency's success. Having an integrated system that gives senior leadership insight into these variables is critical to the agency's success.

Modern service delivery

Oracle HR Service Delivery provides a complete solution that is natively built in Cloud HCM and requires no third-party integrations to complete day-to-day HR tasks. Oracle provides comprehensive HR solutions with tools such as Experience Design Studio to personalize the experience, Digital Assistant, and an intelligent HR Help Desk to support the services government employees expect. This empowers employees to get quick, consistent answers to simple and straightforward requests with personalized support options for the more complex inquiries. Oracle HR Service Delivery provides a robust knowledgebase for information available to employees as well as HR professionals to search and get answers to frequently asked questions, so they can solve their own issues.

In today's data driven world, more and more Chief Human Resource Officers and executives are looking to answer complex questions about turnover trends, retention hotspots, re skilling, skill loss and cost of turnover.

Oracle Cloud HCM solutions for federal include:

- Human Resources
- Talent Management
- Workforce Management
- Artificial Intelligence for HCM
- Service Delivery

Easy for every user on every device

Employees bring their consumer experience into the workplace. They want simple and intuitive experiences, focused on quick, task-driven transactions tailored to their role. And they want relevant information at their fingertips. Mobile capabilities enable your employees to see and act on only what they need so they can get their work done faster. And they can see it all on their computer or mobile device of choice. The result for HR is increased adoption and a more productive, more engaged workforce that can shift their focus to improving outcomes.

Your data is safe with Cloud HCM

Because of our security-first approach, Oracle products have been used for mission-critical government and enterprise applications across Public Sector. With Oracle Cloud, you get multilayered security, data encryption, and state-of-the-art data centers adhering to the security standards our customers expect: FedRAMP, NIST, and DISA SRG. For Cloud HCM, Oracle has achieved Department of Defense IL 4 provisional authorization, FedRAMP Moderate (baseline) Authorization to Operate, and FedRAMP High (baseline) Authorization to Operate for the Oracle Government Cloud-Common Controls.

Security is a top priority for our Federal customers. For that reason, Oracle completely isolates each customer's data, ensuring no data is co-mingled with that of other customers. Oracle's unique Advanced Virtual Tenancy and Security features also ensure protection of sensitive data, such as Personally Identifiable Information (PII) and other sensitive data. Oracle's goals are to ensure that our products help customers meet their security requirements while providing the most complete HCM suite of applications available today.

By identifying skills gaps in your workforce early, you can choose to either recruit new talent or grow and develop your existing talent to ensure you have the right people in place to meet your agency goals.

Connect with us

Call +1.800.ORACLE1 or visit oracle.com.
Outside North America, find your local office at oracle.com/contact.

 blogs.oracle.com/oracle  facebook.com/oracle  twitter.com/oracle

Integrated Cloud Applications & Platform and Services

Copyright © 2020, Oracle and/or its affiliates. All rights reserved. Oracle and Java are registered trademarks of Oracle and/or its affiliates. Other names may be trademarks of their respective owners.

Configuration options are available to support:

- Personal Action Processing (PAR/RPA)
- CPDF
- Nature of Action Codes
- Title V
- Position Control
- Agency Workflows

Learn more at:

oracle.com/publicsector

oracle.com/govcloud