

**National Finance Center
Human Resources Non-Core Solutions
Staff Acquisition**

Vendor Name: **IBM** Vendor POC: Chris Corbat, IBM Contracts Manager, 1-303-824-8319, ccorbat@us.ibm.com

Non-Core Category: **Staff Acquisition**

Product Name: **PeopleSoft Talent Acquisition Manager (Version 9.2)**

Vendor website: <http://www.ibm.com/solutions/oracle/us/en/index/peoplesoftenterprise.html>

Product Description:

- PeopleSoft Talent Acquisition Manager (Version 9.2) supports the hiring process of the approved candidate. The PeopleSoft application can support pre-employment checks through integration with a third-party vendor or service.
- Talent Acquisition Manager allows for the generation of URLs that are public-facing for each position announcement from a standard portal. Applicants may search for open positions to search for job announcements on the portal.
- Talent Acquisition Manager uses a generic open integration framework that enables customers to integrate with any third-party provider that they choose.
- Talent Acquisition Manager through the PeopleSoft delivered Candidate Gateway allows the application to submit applications for multiple positions at the same time with the same resume. The applicant first searches for open positions within the Candidate Gateway. The gateway will display all positions found using the applicant's search criteria. The applicant may then apply for one or all the positions.
- Please note, PeopleSoft workflow will require configuration to include applicant e-mail notification as part of the business process and will require the use of the PeopleSoft Integration Broker, which must be installed and configured to support this functionality.

IBM has extensive experience with HR systems within the Federal Government. IBM has implemented HR systems at numerous Federal agencies and many large HR system engagements within the private sector.

Vendor Name: **Monster Government Solutions, LLC** Vendor website: monstergovernmentsolutions.com

Vendor Point of Contact: Meagan L. Prior, Sr. Contracts Director, 703-270-7167, meg.prior@monster.com

Product Name: **Monster Hiring Management Enterprise (MHME) Applicant Tracking System (ATS)**

Non-Core Category: **Staff Acquisition**

Product Description:

MHME ATS supports automated hiring management processes including competency data framework, development of job specific questions for applicants, creation of vacancy announcements based on job-specific questionnaire and ranking criteria, applicant tracking, online and email notifications to applicants and reporting capabilities; all while protecting sensitive information with multiple security access levels. MHME ATS allows Federal HR users to build and post vacancy announcements to USAJOBS or to other job sites via the Internet. HR users can also create vacancies and develop online questionnaires that screen applicants for basic eligibility and minimum qualifications. HR users can then "rate and rank" qualified candidates to identify those who best fit the staffing requirements and can generate electronic certificates of the best qualified applicants for managers to review and make their selections. There are three additional capabilities included in MHME ATS: 1) **Collaborate** enables HR, SMEs and selecting officials to create online, virtual panels to assess and score applicants, 2) **Event Scheduler** is used to schedule assessments, interviews, and other recruitment milestones, and 3) **Monster Analytics** provides system-wide exposure to hiring metrics and assists in the reporting process by providing standard 80-day, MD-715, EEO reports, and an easy-to-use ad hoc tool that allows an agency to report on virtually any information captured in MHME ATS. The following represents key MHME ATS benefits:

- Streamlines the hiring process for hiring managers and selecting officials by providing more flexibility on certificate reviews, including integrated search and improved candidate review functionality.
- Provides "on the go" capability, via Selecting Official Mobile, designed for hiring managers and improves security by eliminating the need to print out application information for review away from the office.
- It reduces the administrative burden, drives down the time and cost to hire, and improves the candidate experience.

Vendor Name: **Acendire (formally NGA.NET)**

Vendor Point of Contact Name, Phone, email: Liam Ackland, (o) 703-350-4496 ext. 107 (m) 202-617-6370, liam.ackland@acendire.com

Non-Core Category: **Staff Acquisition** Product Name: **eRecruit** Vendor website: www.acendire.com

Product Description:

Acendire is excited to provide National finance Center's (NFC) customers with a Federalized solution for talent acquisition built on the cusp of commercial innovation. This flexible solution, eRecruit, supports the diverse processes and hiring workflows of NFC's customers, rather than dictates them. eRecruit is helping over 200 of the world's largest enterprises and is the solution of choice of over 100 federal government agencies around the world including all 29 agencies of the U.S. Department of Agriculture, collectively supporting the USDA's "One USDA" program. eRecruit was implemented at One USDA in line with the Office of Personnel Management's (OPM) HR Line of Business (HRLOB) requirements.

eRecruit is a secure cloud-based Software as a Service (SaaS) solution that allows client controlled configurability throughout each function to support unique workflows and processes. By providing "builders" into the product, clients can change, edit or add questions, forms, workflows, reports, searches, templates, etc. in real-time without incurring additional cost. Given that talent acquisition processes are dynamic, the ability to change or add new processes is fundamental to extracting ongoing benefit and continuous improvement.

eRecruit combines an integrated workflow and rules engine with powerful reporting and analytics ensuring pertinent hiring information is delivered to the right person at the right time and enabling customers to make data-based decisions that improve efficiencies. eRecruit's flexible and configurable nature means each customer has a unique version of the application without having to incur additional infrastructure or support costs.

eRecruit is highly interoperable and currently interfaces to USAJOBS, NFC's EmpowHR, HRworx Intelworks: Onboarding and more. eRecruit's open architecture means it can be quickly integrated with existing HR IT systems and into one consolidated Human Capital ecosystem. As a result, HR organizations have the ability to achieve one-time data entry which will reduce repetitive administrative tasks to free up time and focus on servicing employees and increasing their organization's autonomy.

**National Finance Center
Human Resources Non-Core Solutions
Performance Management**

Vendor Name: **AINS**

Vendor Point of Contact: Travis Jaeger, 301-670-2352, tjaeger@ains.com

Non-Core Category: **Performance Management**

Product Name: **eCase Performance Management**

Vendor website: www.ains.com

Product Description:

From manual, time-consuming performance and compensation processes to incomplete performance appraisals and lack of alignment with organizational goals, government agencies are faced with numerous challenges in order to attract, retain and develop an ever-changing workforce. Employee performance has a direct impact on the successful execution of your mission.

With eCase® *Performance Management*, organizations can deliver ongoing feedback, align employee goals with organizational strategy, identify and address skill and competency gaps and use performance data to inform talent development, merit initiatives and leadership planning. eCase simplifies the performance management process by automating the workflow and content for performance appraisals, 360° reviews, job descriptions, skills assessment, goals, succession planning, and on-going performance reporting.

The eCase Difference: Configure, Don't Code

eCase *Performance Management* is built on the eCase Platform. Unlike other HR solutions, eCase's powerful configuration options allow agencies to manage diverse HR lines of business and quickly adapt to change – in their processes or in their IT environment – without custom coding. Configuration over coding means less risk, lower cost of ownership, and longer system life. This approach also enables agencies to produce or replace more rigid HR solutions under a single unified platform—streamlining architecture, decreasing O&M costs, and reducing time to upgrade multiple applications.

Vendor Name: **The Arcanum Group, Inc.**

Vendor Point of Contact Name, Phone, email: David Marshall 303-731-1881, david.marshall@theArcanumGroup.com

Non-Core Category: **Performance Management**

Vendor website: www.TheArcanumGroup.com

Product Name: **Infor Performance Management, Infor Smart Office, Lawson System Foundation, Landmark Technology Runtime, Infor Process Automation, Goal Management, Compensation Management, Learning Management, Learning and Development**

Product Description:

Infor Performance Management is a comprehensive module that supports agency business requirements for performance element, standards and evaluations. The Performance Management module is part of the Infor Talent Management suite is totally configurable and supports performance appraisal forms tailored to specific employee characteristics, including:

- An unlimited number of forms
- The ability to incorporate a combination of user-defined criteria, position-based criteria, and/or competency model-based criteria, and third-party sections in one appraisal.
- The ability to incorporate resources' goals and future goals and/or activities in an appraisal.
- The ability to specify goal weights and section weights that are used in overall performance calculations.
- The ability to configure who has access to a section within an appraisal form (manager, resource, and/or other rater).
- The ability to assign different weights to the various sections within an appraisal form which are then used in the appraisal overall rate calculations.
- Ability to use multiple rating scales in the appraisal form and obtain an accurate overall rating for the appraisal.
- Ability for both managers and employees to keep running notes on performance-related events through the review period and access their own private notes as well as the public notes created by either the manager or the employee from the appraisal form they are completing.
- Ability for managers to attach documents to a resource appraisal.
- 360-degree employee and group reviews

- Pay for performance support

BroadPoint Technologies

Michael Reingruber, 301-634-2484, mreingruber@broadpoint.net

Non-Core Category: **Performance Management**

Product Name: **entellitrak**

Vendor website: <http://www.entellitrak.com/>

Product Description:

BroadPoint, in partnership with MicroPact, is providing the Performance Management Solution. The entellitrak Performance Management solution allows users to view data and processes regarding business tasks, performance appraisals, and any associated performance awards. The software captures detailed performance data across all activities completed in the Government HR environment. Through dashboards, calendaring, automatic emails and alerts, entellitrak enforces timelines for completion of appraisals and their entry into the employment database. entellitrak also automates submission of performance awards into the employee database after the package is received by the HR office.

entellitrak is not only focused on the annual evaluation and awards process, but also on more concrete and specific measurements and supportive data to help employees improve their contributions and behavior. The entellitrak Performance Management solution can be tailored through configuration of processes and reports to achieve the following goals:

Review the employment cycle of every employee, beginning with the recruiting process, moving through employee development, and ending with effective exit interviews (or retirement).

Maintain accurate and complete employee records and provide reports to link employee knowledge, skills, and abilities with the organization's human capital needs and business objectives.

Provide managers and employees with the tools necessary to focus on short-term and long-term goals that contribute to both career and organizational success.

These capabilities of the BroadPoint team's Performance Management solution support agencies in developing and sustaining cultures that recognize and reward individual contributions and team performance. Employees can manage current tasks and unit goals while keeping pace with and adapting to change in the work environment.

Vendor Name: **Carahsoft Technology Corporation** **SuccessFactors, an SAP Company**

Vendor Point of Contact Name, Phone, email: James Barker, (317) 474-9136, james.barker01@sap.com

Non-Core Category: **Performance Management**

Product Name: **SAP SuccessFactors Performance & Goals**

Vendor website: <http://sap.com>

Product Description:

SuccessFactors Performance & Goals equips you with the in-depth employee performance information you need to retain, reward, and develop your best people. Its innovative capabilities and intuitive user experience ensure aligned, clear goals and accurate, objective talent assessments.

- **Align goals:** Employees and managers can align individual goals with company business objectives.
- **Deliver relevant formal reviews:** Easy, engaging focal reviews and 360-degree assessments expand performance insight and improve employee engagement and retention.
- **Calibrate performance:** Intuitive, visual employee comparisons ensure objective and fact-based assessment decisions.
- **Support managers:** Writing Assistant and Coaching Advisor help managers provide more meaningful feedback and coaching.
- **Identify top talent:** Compare and rate employees across the same dimensions to identify high performers and potential future leaders.
- **Communicate continuously:** With SuccessFactors Mobile Touchbase, you can easily track issues and accelerate work on top-priority projects.

Vendor Name: **Cornerstone OnDemand** Vendor Point of Contact: Scott Sanders, 443-939-4548, ssanders@csod.com

Non-Core Category: **Performance Management**

Product Name: **Cornerstone Performance**

Vendor website: www.csod.com

Product Description:

Rethink the way organizational managers inspire great work, motivate employees and deliver results. With Cornerstone Performance, organizations finally have the performance management technology that enables managers to benchmark employee performance and align employee activities with organizational strategy while still providing continuous, meaningful feedback.

Enable managers to align employee activities with organizational strategy and monitor performance with continuous feedback and coaching. Cornerstone Performance blends social feedback and badges with traditional reviews and goals to make the review process continuous.

Make goal setting easy and transparent with the right tools that help employees and their managers develop fully aligned, meaningful goals. Cornerstone Performance gives managers and employees the best snapshot of performance, contributions and progress.

From one intuitive application, easily identify employee competencies and skill gaps within your organization using 180- and 360-degree feedback. Cornerstone Performance provides the most comprehensive employee data in view for managers and their employees.

Gain greater visibility and insight into rewards and performance to conduct a total compensation analysis. With critical employee performance and market data, managers have the ability to make more informed decisions about the allocation of base pay, bonus, and equity awards.

Vendor Name: **IBM** Vendor POC: Chris Corbat, IBM Contracts Manager, 1-303-824-8319, ccorbat@us.ibm.com

Non-Core Category: **Performance Management**

Product Name: **IBM Kenexa Talent Manager**

Vendor website: <http://www03.ibm.com/software/products/en/ibm-kenexa-talent-manager-on-cloud>

Product Description:

- ***IBM offers 2 solutions for Performance Management within the USDA NFC BPA. They include IBM Kenexa's Talent Manager and PeopleSoft's ePerformance.***
- IBM Kenexa Talent Manager (Version 1) is all about aligning, developing, guiding, recognizing, rewarding and engaging your employees with enterprise-class Performance Management. Key modules include: Goal Management, Performance Appraisals, Assessments, Development Plans, Career Paths, Succession Management, Compensation Management, and Maximizing Performance.
- Talent Manager automates and streamlines the appraisal process. The system supports configurable workflows. Each performance appraisal or evaluation plan will have a unique workflow. These may be carried out at various frequencies and may occur simultaneously. The system supports an unlimited number of unique appraisal or review forms for use in performance plans. Forms may include different sections, with different questions and rating scales, and can also include a self-assessment section.
- Talent Manager comes with spell-check, legal scan, and a Writing Assistant to help managers and leaders provide clear and consistent feedback. The Writing Assistant includes variations of feedback phrases (ranging from weak to strong) that can automatically be inserted directly into a form.
- In addition, the system supports qualitative, quantitative and weighted or prioritized goals. Goals may be assigned or cascaded for easy and effective goal alignment.

Overall, the IBM® Kenexa® Talent Suite is a Software-as-a-Service (SaaS) workforce solution set that makes it easier for organizations to recruit, onboard, assess, develop, and retain top talent. Since 2010, a moderately sized Federal agency has been using IBM's Kenexa solution for recruiting/staff acquisition, assessments, applicant tracking, on-boarding, as well as social sourcing of candidates through social media candidate relationship management (e.g., LinkedIn, Facebook, Twitter).

Vendor Name: **IBM** Vendor POC: Chris Corbat, IBM Contracts Manager, 1-303-824-8319, ccorbat@us.ibm.com

Non-Core Category: **Performance Management**

Product Name: **PeopleSoft ePerformance**

<http://www.ibm.com/solutions/oracle/us/en/index/peoplesoftenterprise.html>

Product Description:

- **IBM offers 2 solutions for Performance Management within the USDA NFC BPA. They include IBM Kenexa's Talent Manager and PeopleSoft's ePerformance.**
- PeopleSoft ePerformance (Version 9.2) module is designed to integrate with the PeopleSoft HCM 9.1 product and allows a complete performance review process by providing a table-based performance review setup, workflow, and reporting application. This web-based tool allows employees and reviewers to enter and save accomplishments within the application and provide notification based upon defined workflows, which are configurable at each point in the evaluation process.
- Performance ratings support determination of pay decisions through integration with PeopleSoft Planning Salaries, and support the generation of multiple rating systems (in PeopleSoft Ratings Models). Included with the delivered system is the capability of identifying the OPM rating pattern as part of the ratings model.
- Included with the delivered system is the capability to identify the OPM rating pattern as part of the ratings model. In addition, the application supports the entry of Reduction in Force (RIF) years as part of the ratings model.

IBM has extensive experience with HR systems within the Federal Government. IBM has implemented HR systems at numerous Federal agencies and many large HR system engagements within the private sector.

Vendor Name: **IMMIX Oracle** Vendor Point of Contact: Ben Sera, (412) 680-9125, ben.sera@oracle.com

Non-Core Category: **Performance Management**

Product Name: **PeopleSoft ePerformance, Version 9.2**

Vendor website: www.oracle.com

Product Description:

PeopleSoft ePerformance

ePerformance offers managers, employees, and administrators a self-service application for planning, collaboration, communication, assessment, and monitoring evaluations for both performance and development. ePerformance allows managers and employees to work together to set goals, nominate participants for 360° performance input, rate competencies and other employee attributes. PeopleSoft ePerformance continues to deliver innovation that enhances your ability to create the currency of Talent Management. Some examples of that innovation that were delivered in this version include: mid-period checkpoints, giving managers and employees defined intervals to check employee progress; and the performance workcenter, which provides transparency and ease of use for all resources involved.

PeopleSoft ePerformance includes the ability to enter other evaluation data, such as; notes, both manually input, as well as, integrated outlook contents received via email, ratings, weights, and comments. The automated creation of performance and development documents, can be for one or many employees in one process. Managers can also cascade objective items to one or more individual performance documents.

Also part of the ePerformance product, is the ability to create and monitor development documents to aid in the career progression of employees. Managers and employees can work together to plan areas for employee development, set deadlines for completion, as well as, creating learning plans.

Vendor Name: **IMMIX Oracle** Vendor Point of Contact: Ben Sera, (412) 680-9125, ben.sera@oracle.com

Non-Core Category: **Performance Management**

Product Name: **Oracle Performance Management Cloud & Oracle Goal Management Cloud**

Vendor website: www.oracle.com

Product Description:

Oracle Performance Management Cloud Service

Oracle Performance Management Cloud fully automates the performance process and provides leaders, managers, and employees with valuable and immediate insight to workforce performance progression and its alignment with organizational objectives. Performance Management is designed to support employees, managers, and business leaders with point-in-time evaluation of worker performance. Organizations can configure the performance process to match their business practices. An industry-leading user experience enables employees and managers to easily see where they are and move smoothly through the process. Guidance and decision support are provided to users in context to help them easily and intelligently complete evaluations. Embedded intelligence supports managers and HR administrators in efficiently monitoring and managing the overall performance management process, enabling them to take action at the point it is needed.

Oracle Goal Management Cloud Service

As an integral part of Oracle Human Capital Management (HCM), Oracle Goal Management Cloud provides organizations a best-in-class solution to track and manage organizational and individual goals and closely align them with the overall talent management process. Goal Management enables the setting and tracking of goals across the various levels of an organization, supporting an ongoing performance conversation throughout the year. Business leaders communicate high level initiatives, and managers and employees can collaborate to set goals that align to the organization's direction. Personal development plans are delivered to allow employees to track their personal growth and career development. Collaboration amongst employees is fostered by goal sharing and the ability to collaborate on goals in the enterprise social network. Goal Management seamlessly integrates with Oracle Fusion Performance Management to enable a point-in-time evaluation of goal achievement.

Vendor Name: **Acendire (formally NGA.NET)**

Vendor Point of Contact: Liam Ackland, (o) 703-350-4496 ext. 107 (m) 202-617-6370, liam.ackland@acendire.com

Non-Core Category: **Performance Management** Product Name: **ePerform** Vendor website: www.acendire.com

Product Description:

Acendire recognizes that every federal agency, while sharing certain challenges, issues and problems, also has unique performance management requirements. Acendire is excited to provide National Finance Center's (NFC) customers with a Federalized solution for performance management built on the cusp of commercial innovation. This solution, ePerform, supports the diverse processes and performance appraisal workflows of NFC's customers, rather than dictates them.

ePerform is a secure cloud-based Software as a Service (SaaS) solution that allows client controlled configurability throughout each function to support unique workflows and processes. By providing "builders" into the product, clients can change, edit or add questions, appraisal process steps, performance journal templates, workflows, reports, searches, etc. in real-time without incurring additional cost. As a result, the solution can be configured to satisfy specific performance review cycles and agency-unique terminology. ePerform provides NFC's customers with a forum for employees and supervisors to set, communicate and monitor performance expectations, enable supervisory approvals to review performance ratings and rewards if applicable, and define a consistent method for appraising performance based on measurable results that are in line with an agency's mission.

ePerform has a native workflow and rules engine that delivers the right information to the right stakeholders at the right time, as defined by the customer. This configurable and flexible nature means each customer will have a unique version of the system tailored to their own processes which can be modified in real-time with appropriate permissions.

ePerform offers industry-leading interoperability and enables the connection to downstream and upstream applications including Core HR systems (such as NFC's EmpowHR), Electronic Official Personnel Folders (eOPF), Learning

Management Systems, etc. ePerform's powerful reporting and analytics capabilities will enable NFC's customers to leverage real-time data to support data-based decisions.

**National Finance Center
Human Resources Non-Core Solutions
Learning Management**

Vendor Name: **The Arcanum Group, Inc.**

Vendor Point of Contact Name, Phone, email: David Marshall 303-731-1881, david.marshall@theArcanumGroup.com

Non-Core Category: **Learning Management** Vendor website: www.TheArcanumGroup.com

Product Name: **Infor Learning and Development, Infor Learning Management**

Product Description:

Learning and Development—Infor Learning and Development is tightly integrated with other Infor areas of Infor Talent Management to help you invest in targeted, meaningful activities enterprise-wide, ensure employee satisfaction, and enhance organizational excellence. With the application in place, you benefit from access to integrated data from multiple sources.

Infor Learning and Development not only focuses on the individual development planning process, it also supports strategic development planning, budgeting, and cost tracking at an organizational level. The application helps you link learning and development activities to resulting competencies and skills through graphical gap analyzes. As a result, employees have a clear, motivating line-of-sight to future career opportunities.

Learning Management—Infor Learning Management (LMS) is comprised of a learning content management system (LCMS), content authoring, advanced reporting, social collaboration, mobile learning, and certification/compliance management. The application is geared to help organizations quickly drive performance and productivity throughout the extended enterprise, and better support employees to do more of what they were hired to do. Learning Management includes tools for mobile learning, social learning, certification, compliance, competency management, and content authoring.

Vendor Name: **Carahsoft Technology Corporation SuccessFactors, an SAP Company**

Vendor Point of Contact Name, Phone, email: James Barker, (317) 474-9136, james.barker01@sap.com

Non-Core Category: **Learning Management**

Product Name: **SAP SuccessFactors Learning**

Vendor website: <http://sap.com>

Product Description:

SuccessFactors Learning puts your employees at the center of the learning experience. To improve your competitive advantage and your business outcomes, it's imperative to instill a culture of learning in your organization. You will improve skills, develop leaders, reduce compliance risks, and more effectively engage your people, all from one powerful, easy-to-use learning management solution.

- **Improve workforce skills and employee productivity:** Develop leaders and close performance gaps by engaging your employees. Studies show that engaged employees are better equipped to reach their own personal and company goals, and they're more motivated and productive.
- **Reduce risk and help ensure compliance:** SuccessFactors Learning can help your organization comply with legally mandated compliance goals, such as OSHA, FDA, or HIPAA standards, or even things like an internal code-of-conduct.
- **Extend learning to external audiences:** Your organization can create unique "Extended Enterprise" environments for your partners, customers, franchisees, and other external audiences. The result: improved branch/franchise performance, customer and partner development, and retention. The SuccessFactors Extended Enterprise solution includes eCommerce capabilities for courses and can increase your learning solution's ROI.

Vendor Name: **Cornerstone OnDemand** Vendor Point of Contact: Scott Sanders, 443-939-4548, ssanders@csod.com

Non-Core Category: **Learning Management**

Product Name: **Cornerstone Learning** Vendor website: www.csod.com

Product Description:

It's time to move beyond traditional learning management systems and reinvent the way learning and development initiatives make an impact on employees. With Cornerstone Learning, organizations can ensure compliance, accelerate employee performance, engage the entire workforce, and support organizational goals.

Deliver targeted and structured formal training (instructor-led courses, web-based training, etc.) at the point of need, and provide collaborative tools that engage learners and enable peer-to-peer knowledge capture and sharing to extend learning impact.

Create relevant learning programs that are accessible anytime, anywhere and build a learning culture that encourages employees to continuously invest in their own development.

Develop a cohesive learning experience and connect employees to mentors in order to close skills gaps, enable talent mobility, and grow leaders at all levels of the organization.

Only the Cornerstone suite can seamlessly tie employee learning and performance metrics to give executives and managers a clear picture of how learning initiatives impact organizational success.

The solution also includes social collaboration that helps your employees, customers, and partners to be more effective in what they do by bringing them closer to each other and critical resources. In turn, your organization is able to streamline processes, align teams to business goals, and increase engagement across your extended network.

Vendor Name: **IBM** Vendor POC: Chris Corbat, IBM Contracts Manager, 1-303-824-8319, ccorbat@us.ibm.com

Non-Core Category: **Learning Management**

Product Name: **IBM Kenexa Learn**

Vendor website: <http://www-03.ibm.com/software/products/en/ibm-kenexa-lms-on-cloud>

Product Description:

- **IBM offers two solutions for HR Development –Learning Management for the USDA NFC BPA. They are IBM Kenexa Learn and Saba Enterprise LMS.**
- IBM Kenexa Learn (Version 1) system supports online learning, education and training requirements of agencies via SaaS-based customizable Learning Management and Learning Content Management system support. We support hundreds of thousands of online training completions annually. The Learning Management System (LMS) is a comprehensive, affordable, and flexible solution for the enterprise that extends traditional formal learning (i.e., eLearning, instructor led and virtual instructor led), informal learning (i.e., social, communities, blogs, forums, expertise locator) and mobile learning.
- As a cloud solution set, not only does it address the current needs of your HR organization but also provides the flexibility to harness future innovation. This allows your organization to deploy your LMS in days rather than weeks or months that is often required by other solutions.
- Within IBM Kenexa Learn, courses and curricula can be added to a designated certification curriculum. Customers can designate the amount of time a certification will remain valid, and time parameters for recertification. If desired, courses within a curriculum can be required in a specific sequence, and sequences of prerequisites or individual prerequisites can be enforced or left open. Certificates in LMS display on a dynamically-built, printable page.

Overall, the IBM® Kenexa® Talent Suite is a Software-as-a-Service (SaaS) workforce solution set that makes it easier for organizations to recruit, onboard, assess, develop, and retain top talent. Since 2010, a moderately sized Federal agency has been using IBM's Kenexa solution for recruiting/staff acquisition, assessments, applicant tracking, on-boarding, as well as social sourcing of candidates through social media candidate relationship management (e.g., LinkedIn, Facebook, Twitter).

Vendor Name: **IBM** Vendor POC: Chris Corbat, IBM Contracts Manager, 1-303-824-8319, ccorbat@us.ibm.com

Non-Core Category: **HR Development – Learning Management**

Product Name: **Saba Enterprise (Version 7) LMS**

Vendor website: <http://www-935.ibm.com/services/us/business-consulting/talent-change-management/>

Product Description:

- **IBM offers two solutions for HR Development – Learning Management for the USDA NFC BPA. They are IBM Kenexa Learn and Saba Enterprise LMS.**
- Saba Enterprise (Version 7) implemented by IBM as an On-Premise solution, Saba has the largest LMS installed base in the industry, with well over 1,400 customers serving more than 19 million users. This solution offering already forms the backbone of learning systems long used by hundreds of thousands of Governmental and commercial personnel worldwide. Saba Enterprise brings together industry-leading learning management capabilities (as noted in the Gartner Magic Quadrant) to address NFC's requirements. Saba Enterprise reflects 12 years of industry and more than \$200M of research and development and provides the following:
- IBM is a low-risk partner in moving to the new era of NFC's HR System Suite. An IBM implemented and sustained Saba LMS can meet the performance demands and scalability requirements of the NFC and its customers.
 - Supports extensibility and upgradeability by offering a modular design
 - Significantly reduces the existing systems underlying computational resources
 - Highly configurable/reconfigurable and low maintenance
 - Highly usable and user-friendly

Vendor Name: **IMMIX Oracle**

Vendor Point of Contact Name, Phone, email: Ben Sera, (412) 680-9125, ben.sera@oracle.com

Non-Core Category: **Learning Management**

Product Name: **PeopleSoft Enterprise Learning Management, version 9.2**

Vendor website: www.oracle.com

Product Description:

PeopleSoft Enterprise Learning Management

Enterprise Learning Management (ELM) is a key component in an integrated, effective talent management solution. PeopleSoft ELM provides continuous learning opportunities that improves workforce competency through the delivery and tracking of learning events, such as web-based training, traditional classroom activities, and other formal and informal learning activities. These learning events allow a workforce to adapt and learn in a competitive and dynamic environment. Effective learning management facilitates communication between business leaders and employees, provides clear direction on organizational goals, encourages ongoing employee development and collaboration, engages employees in their careers, and drive organizational performance to higher levels while reducing operating costs. Oracle's PeopleSoft Enterprise Learning Management is the integrated application that increases workforce knowledge, skills, and abilities to help you achieve critical organizational objectives.

National Finance Center
Human Resources Non-Core Solutions
Employee Relations

Vendor Name: **AINS**

Vendor Point of Contact: Travis Jaeger, 301-670-2352, tjaeger@ains.com

Non-Core Category: **Employee Relations**

Product Name: **eCase**

Vendor website: www.ains.com

Product Description:

eCase® *Employee Relations* automates the full range of employee relations processes including employee misconduct, employee performance problems, administrative grievances, employee accommodations, third-party proceedings, background investigations, and employee assistance program activities. For each process cases are routed through established federal business processes via the eCase workflow engine—providing a visual representation of each case's progress. Configurable dashboards and a robust reporting module display key performance indicators and enable reporting on all data, documents, fields, and user actions in the system. For sensitive data, such as Background Investigation information, granular roles and permissions ensure users have access to the features, data, and documents relevant to them.

The eCase Difference: Configure, Don't Code

eCase Employee Relations is built on the eCase Platform. Unlike other HR solutions, eCase's powerful configuration options allow agencies to manage diverse HR lines of business and quickly adapt to change – in their processes or in their IT environment – without custom coding. Configuration over coding means less risk, lower cost of ownership, and longer system life. This approach also enables agencies to produce or replace more rigid HR solutions under a single unified platform—streamlining architecture, decreasing O&M costs, and reducing time to upgrade multiple applications.

Vendor Name: **The Arcanum Group, Inc.**

Vendor Point of Contact Name, Phone, email: David Marshall 303-731-1881, david.marshall@theArcanumGroup.com

Non-Core Category: **Employee Relations**

Vendor website: www.TheArcanumGroup.com

Product Name: **Infor Global Human Resources - Infor Employee/Labor Relations module**

Product Description:

Infor Employee/Labor Relations tracks employee misconduct, employee performance problems, and administrative grievances. Infor Employee/Labor Relations tracks Agencies interactions with employees, so that these interactions may be logged and handled in a consistent and fair manner. Agencies can configure the application to develop rules, regulations, standards, guidelines, or processes around coaching, discipline, and grievances. Employee Relations provides the manager with a tool to prepare for and document a discipline that is being issued to an employee.

Infor Global Human Resources delivers fields to record employee accommodations. These accommodations are part of the employee's record and can be used for agency reporting. Employees and managers have access to update employee profiles, including employee accommodations. As accommodations change, if documentation is required, it can be attached to the employee's record and will stay with the employee's profile.

Infor Talent Acquisition and HR Service Delivery On-boarding modules track the outcomes of third party eligibility for candidates and employees. Candidates/employees can link to the third party solutions, like background investigation and drug testing sites, and the results can be uploaded into the employee's applicant or employee profile. Reports can be created to determine eligibility based on the information collected from any outside agency.

Vendor Name: **BroadPoint Technology** Michael Reingruber, 301-634-2484, mreingruber@broadpoint.net

Non-Core Category: **Employee Relations**

Product Name: **entellitrak**

Vendor website: <http://www.entellitrak.com/>

Product Description:

BroadPoint, in partnership with MicroPact, is providing the Employee Relations Solutions. The entellitrak Employee Relations (ER) software uses common data elements to create claim forms for ER cases, including conduct and performance related issues. Claims Process data elements include:

Claimant/Grievant	Petition	Petition for Review	Witnesses
Management	Hearing	Judicial Review	Attorneys
Management Representative	Judicial Review	Court Decision	Union Officials
Documents	Filing Due	Contact Information	Management Officials
Claim	Date Filed	Specialist; Employee	HR Specialist
Case Status	Outcome	Employee's Representative	Decision/Resolution
Action	Document	Deciding Official	
Location	Management Position STM	Judge	
Union	Union Position Statement	Union Representative	

Using these data elements the HR business process tracking creates a complete employee relations solution. For reasonable accommodations, external users can use the efile module to submit an accommodation request and provide supporting documentation (e.g., doctor's note). A reasonable accommodation specialist or other authorized HR staff member can log in to evaluate the request for accuracy and authenticity, make a recommendation for approval/denial, and close the case. Our Employee Relations demonstration scenario includes the following actions, described further in the table below:

- Tracking employee misconduct to ensure expectations and consequences are clearly identified, communicated and documented
- Gathering and documenting facts on alleged employee misconduct and creating a file
- Documenting the decision to take informal or formal action or referral

Vendor Name: **GDC Integration Inc.** Vendor Point of Contact: Mike Biggs 314-300-5602 mbiggs@gdcii.com

Non-Core Category: **Employee Relations**

Product Name: **LERIS**

Vendor website: www.gdcii.com

Product Description: Labor Employee Relations Information System Case Management Tracking and Reporting

LERIS is a state-of-the-art case management and reporting system designed to meet the needs of the Employee and Labor Relations Specialist and EEO, EAP, RA and Workers Compensation Specialists as well as Agency Leadership. Agencies can utilize the system to impact business processes across the enterprise. LERIS is easily accessed from an Internet browser allowing users the flexibility to monitor case activity, issue or run reports, and view or attach associated documents from anywhere they have an Internet connection.

LERIS functionality is configured to meet the specific needs of Department or Agency requirements and is flexible enough to adjust to changes in procedures or protocols. Standard functionality includes:

- Employee Relations Case Management, highlighting
 - Administrative Grievances
 - Discipline including Formal and Informal Discipline
 - MSPB Appeal
 - Performance Based Actions including PIP, WIGI and Adverse Actions
 - Investigations
- Reasonable Accommodation Case Management
- Performance and Workload Management
- Consolidation of documentation
- Ad Hoc Reporting for all Labor Relations processes

LERIS provides the ability to define agency specific key performance and business “health” indicators and track, manage and report on agency and/or department defined objectives or metrics. LERIS is hosted within a Tier 3 Data Center with annual SAS 70 independent assurance. The environment is configured and maintained to adhere to all NIST 800-53 Control Standards and is currently undergoing FedRamp certification.

Vendor Name: **IBM** Vendor POC: Chris Corbat, IBM Contracts Manager, 1-303-824-8319, ccorbat@us.ibm.com

Non-Core Category: **Employee Relations**

Product Name: **PeopleSoft Manage Labor Administration (Version 9.2)**

Vendor website: <http://www.ibm.com/solutions/oracle/us/en/index/peoplesoftenterprise.html>

Product Description:

- ***IBM offers one solution for Employee relations in the USDA NFC BPA – PeopleSoft’s Manage Labor Administration.***
- Manage Labor Administration, delivered in PeopleSoft Core HR, enables users to enter and track labor related information for each worker within their organization. Whether it is managing labor agreements, layoffs and recalls of workers or groups of workers, or step progressions, Manage Labor Administration has the tools necessary.
- Also included in PeopleSoft Manage Labor Administration are tools for tracking disciplinary actions and recording grievances. Through the PeopleSoft Enterprise Manage Labor Administration module agencies may track employee grievances and the resolution of those grievances. Agencies may define grievance types and steps; record the results of each step; track letters sent in regard to the grievance; and allow the recording of the resolution of the grievance.
- The application allows the identification of the employee’s union and allow for tracking of union actions. Manage Labor Administration allows the capture of labor contract agreements through the entry of these agreements directly into the application. Labor Agreements can be set up in HCM. Information is collected

across 4 pages which include, "Labor Agreement" information, "Job Codes" that relate to the agreement, "Seniority Rules" for the agreement, and "Facilities".

IBM has extensive experience with HR systems within the Federal Government including extensive work with PeopleSoft. Also, IBM has implemented HR systems at numerous Federal agencies and large HR systems in the private sector.

Vendor Name: **IMMIX Oracle** Vendor Point of Contact: Ben Sera, (412) 680-9125, ben.sera@oracle.com

Non-Core Category: **Employee Relations**

Product Name: **PeopleSoft ePerformance, Version 9.2**

Vendor website: www.oracle.com

Product Description:

PeopleSoft Core HR – Manage Labor Administration

Manage Labor Administration, delivered in PeopleSoft Core HR, enables users to enter and track employee relations related information for each worker in your organization. Included in PeopleSoft Manage Labor Administration are tools for tracking disciplinary actions and recording grievances.

Tracking Disciplinary Actions enables users to enter disciplinary incidents/offences, document disciplinary action details, and record disciplinary incident/offence resolutions.

Tracking Grievances enables users to enter new grievances, update existing grievances, track all steps in the grievance process, and record grievance resolutions

PeopleSoft HelpDesk for Human Resources

The PeopleSoft HelpDesk for Human Resources solution provides organizations the ability to streamline their HR service delivery from Request-to Resolve. This multi-faceted application provides users the ability to file cases associated with all aspects of Human Resources through self-service or traditional avenues. From password resets to complaint and grievance filing, HRHD has all the tools necessary to file, track, edit, update, and manage HR cases.

PeopleSoft HelpDesk for Human Resources offers seamless integration to your HR system, providing a 360° view of pertinent employee information. It has support for multichannel engagement with HR and secure case management for sensitive, employee and labor relations issues.

Some of the benefits of HelpDesk for Human Resources include empowering your HR professionals with best practices and tools to resolve both common and complex HR cases, identifying policies that require workforce communications or training, assessing policy effectiveness and compliance, and reducing your organizations risk and liability with sensitive employee relations issues.

HelpDesk for Human Resources is a highly configurable, template driven application that may be adapted to fit any type of Human Resources case management including labor and employee relations issues.

**National Finance Center
Human Resources Non-Core Solutions
Labor Relations**

Vendor Name: **AINS**

Vendor Point of Contact: Travis Jaeger, 301-670-2352, tjaeger@ains.com

Non-Core Category: **Labor Relations**

Product Name: **eCase Labor Relations**

Vendor website: www.ains.com

Product Description:

eCase® *Labor Relations* automates the complete federal labor relations process including:

Demand to Bargain: track identification of change, program office proposing change, location of program office, point of contact etc.

Grievances: track name of grievant, type of grievance, name of union representative, name of grievance officer as part of grievance action. Track the required grievance process steps and information including date grievance filed, issues grieved, remedy requested, step management representative, date step meeting held, grievance decision and more.

Information Requests: track type of information requested, union requesting the information etc.

Midterm Negotiation: tracks date notice issues to union, identification of change, program office point of contact, program office proposing change, location of program office proposing change, division of program office, due date for proposals, date proposals received, date of negotiation, and explanation of outcome.

Unfair Labor Practice (ULP): track date ULP, case number. ELR specialist assigned, union filing ULP, program office information, and more.

The eCase Difference: Configure, Don't Code

eCase *Labor Relations* is built on the eCase Platform. Unlike other HR solutions, eCase's powerful configuration options allow agencies to manage diverse HR lines of business and quickly adapt to change – in their processes or in their IT environment – without custom coding. Configuration over coding means less risk, lower cost of ownership, and longer system life. This approach also enables agencies to produce or replace more rigid HR solutions under a single unified platform—streamlining architecture, decreasing O&M costs, and reducing time to upgrade multiple applications.

Vendor Name: **The Arcanum Group, Inc.**

Vendor Point of Contact: David Marshall 303-731-1881, david.marshall@theArcanumGroup.com

Non-Core Category: **Labor Relations**

Vendor website: www.TheArcanumGroup.com

Product Name: **Infor Global Human Resources**

Product Description:

Infor Employee/Labor Relations tracks an organization's interactions with employees for capturing adverse action documentation and all attachments. Agencies can configure Employee Relations to develop rules, regulations, standards, guidelines, or processes around coaching, discipline, and grievances.

A manager can use Employee Relations to prepare for and document a discipline that is being issued to an employee.

The Infor Employee/Labor relations module also supports grievance tracking. Grievances are created by an HR Specialist on behalf of an employee. When a Grievance is created, grievance details can be tracked and later used for reporting metrics.

Creating a grievance or discipline includes the following tasks:

- Identifying the resources involved
- Creating or attaching any relevant documentation and/or notes
- Identifying a related coaching or discipline
- Tracking correspondence

Infor's Global Human Resource Management module captures labor contract agreements. The solution stores many contract fields including but not limited to information about the type of contract, the length of the contract, and the specific details of the resource's employment.

Vendor Name: **BroadPoint Technology** Michael Reingruber, 301-634-2484, mreingruber@broadpoint.net

Non-Core Category: **Labor Relations**

Product Name: **entellitrak**

Vendor website: <http://www.entellitrak.com/>

Product Description:

BroadPoint, in partnership with MicroPact, is providing the Labor Relations Solution. The entellitrak Labor Relations (LR) software provides a full range of case management and reporting capabilities. This includes the ability to track union negotiations and employee grievances related to labor contracts and a full range of Labor Relations cases (see sidebar, right).

To file a grievance, a user fills out an administrative grievance form and submits it to a grievance specialist. entellitrak LR already includes the required data elements, such as Claimant/Grievant, Management, Documents, Claim, Case Status, Action, Location, Union, Petition, Hearing, Decision/Resolution, and Contact Information. Additional data elements may be added depending upon the specific workflows of NFC clients.

To complement its tracking capabilities, entellitrak LR comes ready with an ad hoc reporting module to assist Labor Relations professionals in developing required reports, such as daily activity and status reports, and data trend analysis reports. Like all entellitrak pre-configurations, the LR software is configurable to any organization's workflow and process model.

entellitrak LR functions as a personnel folder system to track an LR action initiated within an agency. For each LR case, the system maintains one record. The system supports personnel involved in Federal or commercial labor relations cases. Common users include employees, managers, administrators, LR Specialists and LR Assistants. Within each record, a user can track and report on any of the following key HR business processes; Arbitration, Negotiation, Representation, Unfair Labor Practice (ULP)

Each of these processes is included in, and cumulatively added to, the individual file as they are completed. Files reflect the status of the latest-completed process so that managers can identify progress and status, and in which process that file currently resides.

Vendor Name: **GDC Integration Inc.** Vendor Point of Contact: Mike Biggs 314-300-5602 mbiggs@gdcii.com

Non-Core Category: **Labor Relations**

Product Name: **LERIS**

Vendor website: www.gdcii.com

Product Description: Labor Employee Relations Information System Case Management Tracking and Reporting

LERIS is a state-of-the-art case management and reporting system designed to meet the needs of the Labor and Employee Relations Specialist and EEO, EAP, RA and Workers Compensation Specialists as well as Agency Leadership. Agencies can utilize the system to impact business processes across the enterprise. LERIS is easily accessed from an Internet browser allowing users the flexibility to monitor case activity, issue or run reports, and view or attach associated documents from anywhere they have an Internet connection.

LERIS functionality is configured to meet the specific needs of Department or Agency requirements and is flexible enough to adjust to changes in procedures or protocols. Standard functionality includes:

- Labor Relations Case Management, highlighting
 - Negotiated Grievances including Union specific timelines
 - Petitions and Forums
 - Information Requests
 - Negotiations, including Pre-Decisional Involvement (PDI)
 - Unfair Labor Practices
- Hotline Complaints and Investigation Case Management
- Performance and Workload Management
- Consolidation of documentation
- Ad Hoc Reporting for all Labor Relations processes

LERIS provides the ability to define agency specific key performance and business "health" indicators and track, manage and report on agency and/or department defined objectives or metrics. LERIS is hosted within a Tier 3 Data Center with

annual SAS 70 independent assurance. The environment is configured and maintained to adhere to all NIST 800-53 Control Standards and is currently undergoing FedRamp certification.

Vendor Name: **IBM** Vendor POC: Chris Corbat, IBM Contracts Manager, 1-303-824-8319, ccorbat@us.ibm.com

Non-Core Category: **Labor Relations**

Product Name: **PeopleSoft Manage Labor Administration (Version 9.2)**

Vendor website: <http://www.ibm.com/solutions/oracle/us/en/index/peoplesoftenterprise.html>

Product Description:

- **IBM offers a single option for Labor Relations within the USDA NFC BPA.**
- Manage Labor Administration, delivered in PeopleSoft Core HR, enables users to enter and track labor related information for each worker within their organization. Whether it is managing labor agreements, layoffs and recalls of workers or groups of workers, or step progressions, Manage Labor Administration has the tools necessary.
- Also included in PeopleSoft Manage Labor Administration are tools for tracking disciplinary actions and recording grievances. Through the PeopleSoft Enterprise Manage Labor Administration module agencies may track employee grievances and the resolution of those grievances. Agencies may define grievance types and steps; record the results of each step; track letters sent in regard to the grievance; and allow the recording of the resolution of the grievance.
- The application allows the identification of the employee's union and allow for tracking of union actions. Manage Labor Administration allows the capture of labor contract agreements through the entry of these agreements directly into the application. Information is collected across 4 pages which include, "Labor Agreement" information, "Job Codes" that relate to the agreement, "Seniority Rules" for the agreement, and "Facilities".

IBM has deep experience with HR systems within the Federal Government including extensive work with Oracle's PeopleSoft, in addition to many other types of HR-related software. IBM has implemented HR systems at numerous Federal agencies and private industry.

Vendor Name: **IMMIX Oracle**

Vendor Point of Contact Name, Phone, email: Ben Sera, (412) 680-9125, ben.sera@oracle.com

Non-Core Category: **Labor Relations**

Product Name: **PeopleSoft ePerformance, Version 9.2**

Vendor website: www.oracle.com

Product Description:

PeopleSoft Core HR – Manage Labor Administration

Manage Labor Administration, delivered in PeopleSoft Core HR, enables users to enter and track employee relations related information for each worker in your organization. Included in PeopleSoft Manage Labor Administration are tools for tracking disciplinary actions and recording grievances.

Tracking Disciplinary Actions enables users to enter disciplinary incidents/offences, document disciplinary action details, and record disciplinary incident/offence resolutions.

Tracking Grievances enables users to enter new grievances, update existing grievances, track all steps in the grievance process, and record grievance resolutions

PeopleSoft HelpDesk for Human Resources

The PeopleSoft HelpDesk for Human Resources solution provides organizations the ability to streamline their HR service delivery from Request-to Resolve. This multi-faceted application provides users the ability to file cases associated with all aspects of Human Resources through self-service or traditional avenues. From password resets to complaint and grievance filing, HRHD has all the tools necessary to file, track, edit, update, and manage HR cases.

PeopleSoft HelpDesk for Human Resources offers seamless integration to your HR system, providing a 360° view of pertinent employee information. It has support for multichannel engagement with HR and secure case management for sensitive, employee and labor relations issues.

Some of the benefits of HelpDesk for Human Resources include empowering your HR professionals with best practices and tools to resolve both common and complex HR cases, identifying policies that require workforce

communications or training, assessing policy effectiveness and compliance, and reducing your organizations risk and liability with sensitive employee relations issues.

HelpDesk for Human Resources is a highly configurable, template driven application that may be adapted to fit any type of Human Resources case management including labor and employee relations issues.

National Finance Center
Human Resources Non-Core Solutions
Workforce Planning Succession Retention Analysis

Vendor Name: **The Arcanum Group, Inc.**

Vendor Point of Contact Name, Phone, email: David Marshall 303-731-1881, david.marshall@theArcanumGroup.com

Non-Core Category: **Workforce Planning Succession Retention Analysis** Vendor website: www.TheArcanumGroup.com

Product Name: **Infor Succession Management, Talent Science Predictive Talent Analytics Assessment Subscription**

Product Description:

Like most Public Sector organizations, a large percentage of the workforce will be eligible to retire in the next ten years, resulting in the potential loss of key institutional knowledge and a decrease in the quality of constituent service. Infor Succession Management is a unique solution in the marketplace that will assist the customer with this issue. You can set up organizational plans to backfill vacancies, receive alerts when employees are either ready for progression, or at risk of leaving. Infor Succession Management supports:

- Talent profiles and succession-pipeline reporting
- Competency Modeling
- The identification of key positions critical to business success
- High-potential and high-performing employees based on defined profile criteria
- Potential flight risks in key positions that could impact the continuity of business operations
- Individual readiness and career paths for future target positions
- “Always on” listings of successor candidates for key positions
- High-potential/high-performing designations
- Visual gap analysis of talent profiles.
- Automated identification of succession candidates based on success profile
- Aggregate view of potential successors for talent review practices.

Vendor Name: **Carahsoft Technology Corporation SuccessFactors, an SAP Company**

Vendor Point of Contact Name, Phone, email: James Barker, (317) 474-9136, james.barker01@sap.com

Non-Core Category: **Workforce Planning Succession Retention Analysis**

Product Name: **SAP SuccessFactors Performance & Goals**

Vendor website: <http://sap.com>

Product Description:

SuccessFactors Performance & Goals equips you with the in-depth employee performance information you need to retain, reward, and develop your best people. Its innovative capabilities and intuitive user experience ensure aligned, clear goals and accurate, objective talent assessments.

- **Align goals:** Employees and managers can align individual goals with company business objectives.
- **Deliver relevant formal reviews:** Easy, engaging focal reviews and 360-degree assessments expand performance insight and improve employee engagement and retention.
- **Calibrate performance:** Intuitive, visual employee comparisons ensure objective and fact-based assessment decisions.
- **Support managers:** Writing Assistant and Coaching Advisor help managers provide more meaningful feedback and coaching.
- **Identify top talent:** Compare and rate employees across the same dimensions to identify high performers and potential future leaders.
- **Communicate continuously:** With SuccessFactors Mobile Touchbase, you can easily track issues and accelerate work on top-priority projects.

Vendor Name: **Cornerstone OnDemand** Vendor Point of Contact: Scott Sanders, 443-939-4548, ssanders@csod.com

Non-Core Category: **Workforce Planning Succession Retention Analysis**

Product Name: **Cornerstone Succession** Vendor website: www.csod.com

Product Description:

With an aging workforce, growing shortage of skilled talent, and increasing career mobility, succession planning has become critical to organizational success. Cornerstone Succession allows organizations to create succession plans that benchmark skills and competencies, identify skill gaps, and implement development plans to bridge those gaps.

Gain valuable insights into employee experience, expertise, performance, and career goals. Identify skills gaps and align development opportunities with these gaps to prepare your workforce for current and future needs. Recognize leadership qualities in your high potential employees throughout the whole organization and position them for leadership success.

Proactively address workforce planning issues with succession plans that identify talent pools for future roles and map career paths years before a critical workforce gap occurs. Develop multiple succession scenarios for any position within the organization and develop tomorrow's leaders. Determine hiring needs based on projected staffing needs and attrition rates.

EmpowHR employees to take a more active role in their career development by providing them with tools to share career preferences and discover development opportunities. Help employees build skills and follow career paths that are aligned with organizational needs, driving engagement and increasing motivation.

Develop career paths that are aligned with organizational needs and future business goals. Link learning activities with competency gaps, ensuring employees proactively build necessary skills for current and future business needs and are placed in the best-fit roles.

Vendor Name: **Deloitte Consulting LLP** Vendor Point of Contact: Boota Viridi, 703-283-7742, bvirdi@deloitte.com

Non-Core Category: **Workforce Planning Succession Retention Analysis**

Product Name: **Deloitte Foresight** Vendor website: deloitte.com

Product Description:

As one of the world's leading workforce planning solution providers, Deloitte has a wealth of experience in how to plan, manage and optimize resources across many different industries and organizations. Deloitte's Foresight suite of workforce planning and analytics applications packages this expertise in a common operating platform that allows customers to take control of their workforce planning and analytics processes.

Overview of Foresight: Foresight is a WFP solution that uses workforce behavior profiles to project key events across multiple years and their resulting impact on people, costs, and the organization's overall plans. Foresight helps agencies use their HR data to shape their recruiting and hiring strategies

according to retirements, skills gaps, or budget changes; re-structure their succession plans to get the right people in the right roles; and understand how to change their resource mix to lower staff costs without impacting their missions.

Benefits: Foresight is designed to enable agencies to meet guidelines from the Office of Personnel Management's Human Capital Accountability and Assessment Framework (OPM HCAAF), walking users through the workforce planning lifecycle of supply, demand, and gap analysis as well as monitoring.

Users can collaborate on a common platform to build scenarios, model workforce supply and demand, share their analysis, and monitor the progress of mitigation strategies. One of its most powerful features is its ease of use in addition to highly customizable and ad hoc reports, Foresight includes prebuilt tools to support workforce data analysis and visualization with minimal configuration. With the addition of Foresight, workforce planning becomes a repeatable and sustainable process for NFC customers, leveraging nightly feeds from existing data warehouse. Foresight follows industry standards for Software as a Service (SaaS), ensuring there are no additional IT costs.

Fig. Sophisticated analytics and powerful visualizations



Vendor Name: **IBM** Vendor POC: Chris Corbat, IBM Contracts Manager, 1-303-824-8319, ccorbat@us.ibm.com

Non-Core Category: **Workforce Planning Succession Retention Analysis**

Product Name: **IBM Kenexa Talent Manager**

Vendor website: <http://www-03.ibm.com/software/products/en/ibm-kenexa-talent-manager-on-cloud>

Product Description:

- ***IBM offers two options for HR Strategy –Succession Retention within the USDA NFC BPA – IBM Kenexa Talent Manager and PeopleSoft Career and Succession.***
- IBM Kenexa Talent Manager (Version 1) is all about aligning, developing, guiding, recognizing, rewarding and engaging your employees with enterprise-class Performance Management, including Succession Management, Goal Management and Compensation Management. Key modules include: Goal Management, Performance Appraisals, Assessments, Development Plans, Career Paths, Succession Management, and Maximizing Performance.
- IBM Kenexa Talent Manager combines functionality of competency management, goal/performance, compensation planning, career planning and succession planning. This tool offers a series of standard reports that focus on important metrics around potential and promote-ability, a readiness 9-box, and Eligible High Potential Employees (HIPOs), and slate detail, among other reports. These metrics can be used to forecast gaps and identify training and development opportunities based on pipeline and risk assessment. IBM's succession planning model includes the process, people and capabilities needed, and the tools and technology used to support succession planning at NFC. The modules can define careers paths and identify the logical succession of jobs that will lead an employee to a specific end position or career goals.

Overall, the IBM® Kenexa® Talent Suite is a Software-as-a-Service (SaaS) workforce solution set that makes it easier for organizations to recruit, onboard, assess, develop, and retain top talent. Since 2010, a moderately sized Federal agency has been using IBM's Kenexa solution for recruiting/staff acquisition, assessments, applicant tracking, on-boarding, as well as social sourcing of candidates through social media candidate relationship management (e.g., LinkedIn, Facebook, Twitter).

Vendor Name: **IBM** Vendor POC: Chris Corbat, IBM Contracts Manager, 1-303-824-8319, ccorbat@us.ibm.com

Non-Core Category: **Workforce Planning Succession Retention Analysis**

Product Name: **PeopleSoft Career and Successions (Version 9.2)**

Vendor website: <http://www.ibm.com/solutions/oracle/us/en/index/peoplesoftenterprise.html>

Product Description:

- ***IBM offers two options for HR Strategy –Succession Retention within the USDA NFC BPA – IBM Kenexa Talent Manager and PeopleSoft Career and Succession.***
- PeopleSoft Career and Successions (Version 9.2) are two distinct modules within PeopleSoft that may be implemented for NFC customers together or separately. The Plan Careers module has specific U.S. Federal Government functionality that may be integrated with PeopleSoft Profile Management and PeopleSoft Enterprise Learning Management to facilitate the workflow approval process for an Individual Performance Plan (IDP) and tie the IDP to a specific Training Program.
- The PeopleSoft Plan Careers and Successions module creates a hierarchy or network of jobs, identifies logical career progressions and relationships between jobs. This results in a savings of time when developing employee career plans and when planning employee successions. This module allows the construction of succession trees and success paths that will identify where employees are in the succession process and assist in the identification of competencies, training, or positions required that permit employees to move positions. The system will generate a candidate list based upon the career plan required for a specific position and the capability of the employees to fill the position.

IBM has extensive experience with HR systems within the Federal Government. IBM has implemented HR systems at numerous Federal agencies as well as large private sector HR engagements.

**National Finance Center
Human Resources Non-Core Solutions
Onboarding**

Vendor Name: **AINS**

Vendor Point of Contact: Travis Jaeger, 301-670-2352, tjaeger@ains.com

Non-Core Category: **Onboarding**

Product Name: **eCase Onboarding**

Vendor website: www.ains.com

Product Description:

eCase® *Onboarding* automates the complete Federal onboarding process from offer letter to electronic form completion to IT provisioning. For the new hire, eCase *Onboarding* provides a public portal to complete required forms and paperwork, communicate with the hiring manager, receive status updates, view upcoming events and perform other Onboarding tasks. For the HR manager, configurable dashboards, reports, and workflows provide instant understanding of the status of each individual onboarding activity and all onboarding activities across the enterprise. Role-based electronic forms packages streamline and speed the form completion process. eCase *Onboarding* includes the I-9, SF-61, SF-144, SF-181, SF-2809, SF-2817, W-4, SF-312 and many other Federal forms out of the box. In addition to out of the box electronic forms, custom forms may be quickly configured using the eCase forms designer.

The eCase Difference: Configure, Don't Code

eCase Onboarding is built on the eCase Platform. Unlike other HR solutions, eCase's powerful configuration options allow agencies to manage diverse HR lines of business and quickly adapt to change – in their processes or in their IT environment – without custom coding. Configuration over coding means less risk, lower cost of ownership, and longer system life. This approach also enables agencies to produce or replace more rigid HR solutions under a single unified platform—streamlining architecture, decreasing O&M costs, and reducing time to upgrade multiple applications.

Vendor Name: **The Arcanum Group, Inc.**

Vendor Point of Contact Name, Phone, email: David Marshall 303-731-1881, david.marshall@theArcanumGroup.com

Non-Core Category: **Onboarding**

Vendor website: www.TheArcanumGroup.com

Product Name: **Infor HR Service Delivery – Onboarding (Subscription), Talent Acquisition**

Product Description:

Infor HR Services Delivery Onboarding module orchestrates all steps in the employee new-hire process for employees, hiring managers and the human resources organization. Onboarding assists with:

- Engaging new employees with a personalized new-hire experience
- Providing new employees with the information they need in a personalized portal, 24/7, outside the Agency's firewall
- Delivering on-boarding tours with configurable links for new employees to complete paperwork online. I9 (Employment Eligibility Verification), Beneficiary Designation, Federal W4, State Tax Form, Payroll Direct Deposit Authorization, Employee Payroll Deduction, etc.

Infor HR Services Delivery Onboarding module orchestrates all steps in the employee new-hire process for employees, hiring managers and the human resources organization. Infor HR Service Delivery has the ability to integrate with existing applications and third party applications. On-boarding is composed of tours that can include internal links, external links, documents that require acknowledgements, and virtually any step that might be included in the agency's on-boarding process.

Vendor Name: **BroadPoint Technology** Michael Reingruber, 301-634-2484, mreingruber@broadpoint.net

Non-Core Category: **Onboarding**

Product Name: **entellitrak**

Vendor website: <http://www.entellitrak.com/>

Product Description:

BroadPoint, in partnership with MicroPact, is providing the On-Boarding Solution. entellitrak tracks whether a newly entered employee is a new Federal employee or a transfer from another agency. Based on the employee's background and the position applied for, users can set up an orientation checklist in the system and start monitoring progress toward completion. A training checklist may include HR benefits training, security briefings, IT-related training, and/or specialized training.

The workflow automation features in entellitrak are useful for establishing and maintaining a Federal human capital model on boarding program. entellitrak simulates the Government on boarding framework, tracks key information, and automates the steps that are critical to developing and implementing a successful formal on boarding program from pre-boarding through the first year. The typical entellitrak on boarding solution follows the OPM E2E Hiring Roadmap as noted in Scenario 1 and seamlessly flows from the Staff Acquisition processes described in that scenario.

Specifically to support automation of the diversity hiring process, the BroadPoint team's solution includes MicroPact's Equal Employment Opportunity (EEO) management solution which is leveraged by 95% of all Federal agencies. entellitrak EEO provides a configurable solution with options for tailoring on boarding programs to meet the different needs of these individuals. For example, entellitrak can be configured to provide diverse types of information or the same information in different ways, tailored to the specific user. entellitrak can also track the completion of peer mentorship programs, educational events, cultural awareness programs and other diversity management priorities.

Vendor Name: **Cornerstone OnDemand** Vendor Point of Contact: Miranda Ashby, 410 592 1160, mashby@csod.com

Non-Core Category: **Onboarding**

Product Name: **Cornerstone Onboarding**

Vendor website: www.csod.com

Product Description:

Talent teams face challenges with effectively onboarding new employees and helping them achieve productivity faster. Organizations need a holistic approach to welcome new hires and set the stage for developing to their full potential. Cornerstone Onboarding goes beyond day one to deliver the right resources, connections, and tools.

Employees get on the right track through targeted training and goals. Provide the right resources at the right time so employees become faster and more effective contributors.

Reduce administrative hassle and increase compliance while delivering accountability with greater collaboration between employees, managers, HR, and across departments.

From hire-to-retain, seamlessly handle the employee lifecycle for any role – new hires, transfers, relocations, retirements, and offboarding.

Engage employees by immersing them into your unique culture and support employees with personalized onboarding and social connections with colleagues.

Vendor Name: **GDC Integration Inc.** Vendor Point of Contact Name, Phone, email: Mike Biggs VP Business Development 314-300-5602 mbiggs@gdcii.com

Non-Core Category: **Onboarding** Product Name: **EOD Express/ eForms**

Product Description:

HCM professionals enroll new hires and indicate the forms required based on the job position. New hires receive a packet of information specifying the job offer, the forms needed, and the required completion date. HR personnel have access to the employee-completed forms on the web and may complete the enrollment prior to start date. All positions require multiple forms for hire: EoD Express allows the new employee to supply data once for use across all forms, reducing the time for enrollment, streamlining the enrollment process, and eliminating manual and redundant, data entry.

Beyond forms management, EoD Express integrates the new hire data across multiple systems to facilitate the provisioning process.

Functionality-EoD Express can be configured to meet the specific needs of Department or Agency on-boarding requirements and is flexible enough to adjust to changes in procedures or protocols.

Standard functionality includes:

- Secure web-based access for HCM and on-boarding personnel
- Secure web-based access for new hires
- Easy new hire entry of required data populates multiple forms
- Required "first-day" forms can be printed in advance; others are stored electronically and may be retrieved as needed
- Eliminates redundancy during enrollment process
- Saves time for new hire in advance and on first day of job
- Associates correct forms with position, saving HCM professional time
- Speeds time to provision of the new hire and streamlines the process

Technical-EoD Express is written in Microsoft .NET 3.5 technologies and utilizes SQL Server 2005.

Environment-EoD Express is hosted within the GDCI GSS. The platform is located in a Tier 3 Data Center with annual SAS 70 independent assurance. The environment is configured and maintained to adhere to all NIST 800-53 Control Standards and has achieved Level 2 Certification & Accreditation from several federal agencies.

Vendor Name: **HRworx**

Vendor Point of Contact Name, Phone, email: Cecelia Evans, 703-587-0952, Cecelia@cevanconsulting.com

Vendor website: <http://hrworx.com/hr-solutions/onboarding/>

Non-Core Category: **Onboarding**

Product Name: **Intellexorx: Onboarding**

Product Description:

The Onboarding module of the Intellexorx platform is the only Federalized Onboarding solution that is hosted behind a Federal firewall and currently provides full integration to OPM eOPF; NFC (HRIS and payroll); and AgLearn (LMS). Other systems required to allow the seamless delivery of new hire, ensuring new hire Ready Day 1, and other interactions, is also available. This module is configured to the agency specific onboarding workflow and this process is mapped during implementation. Within Federal agencies, Intellexorx: Onboarding functions as a central data hub that ties the front end hiring process with the downstream systems such as HRIS, payroll, learning systems and the employee's eOPF.

Intellexorx: Onboarding guides the new hire through an interview process to collect the needed information to provide the agency with all the required Federal and agency specific onboarding forms (I9; Federal W4; State/Local Tax forms; beneficiary designation; emergency information; metro transit card; payroll deduction; and any other agency unique forms)

The notification process within Intellexorx: Onboarding enables ongoing communication and data flow between systems, agency groups, the new hire, HR and all stakeholders. On Day 1, the new hire can be READY and able to begin productive work with system access, a computer, and an ability to send/receive emails. With the proper communication and optional 'Welcome' videos, the new hire arrives mentally prepared for the new role and ready to focus on being productive in the job.

This period between job offer and Day 1 is fully leveraged with configured content management to allow Agencies and Departments to communicate using their own culture and style, while ensuring consistent Onboarding workflow driven by Intellexorx: Onboarding. Your agency's process and workflow for Onboarding can be fully automated and configured using Intellexorx: Onboarding as your one stop solution.

Vendor Name: **IBM**

Vendor POC: Chris Corbat, IBM Contracts Manager, 1-303-824-8319, ccorbat@us.ibm.com

Non-Core Category: **Onboarding**

Product Name: **IBM Kenexa Onboard**

Vendor website: <http://www-03.ibm.com/software/products/en/talent-acquisition>

Product Description:

- **IBM offers one solution for Onboarding for the USDA NFC BPA, IBM Kenexa Onboard.**
- IBM Kenexa Onboard (Version 1) is designed to transform new hires into dedicated employees by getting them excited and engaged, connected to the company culture and productive in the shortest time possible. IBM's cloud-based on boarding software, IBM Kenexa Onboard, allows employees to complete all necessary forms online to dramatically reduce the amount of time it takes for new employee on boarding and orientation.
- The IBM technology allows NFC and Federal agency customers to validate information for pre-hire. The onboarding technology is highly configurable to assist NFC in managing the Entry-on-Duty process. The solution comes pre-developed with many of the forms you would expect to see in an onboarding system (W4, I9, etc.). Our Onboard™ technology also includes: new hire portals, workflow management with multiple levels of approval, electronic mouse signature, electronic forms, Smart Dashboards and Reports, stakeholder collaborations, integrated talent management, and task and compliance management
- Overall, the IBM® Kenexa® Talent Suite is a Software-as-a-Service (SaaS) workforce solution set that makes it easier for organizations to recruit, onboard, assess, develop, and retain top talent.

Since 2010, a moderately sized Federal agency has been using IBM's Kenexa solution for recruiting/staff acquisition, assessments, applicant tracking, on-boarding, as well as social sourcing of candidates through social media candidate relationship management (e.g., LinkedIn, Facebook, Twitter).

Vendor Name: **Monster Government Solutions, LLC** Vendor website: monstergovernmentsolutions.com

Vendor Point of Contact: Meagan L. Prior, Sr. Contracts Director, 703-270-7167, meg.prior@monster.com

Product Name: **Monster Onboarding**

Non-Core Category: **Onboarding**

Product Description:

Monster Onboarding (OB) is a web-based tool that automates and standardizes the entry on duty process, which improves the retention efforts and applicant's first impression of the agency. Monster OB pre-populates forms for applicants by using data already provided by the applicant and by HR, resulting in reducing the time needed to complete them, and substantially reducing errors. The forms management process is made more efficient as new employees complete necessary forms online reducing postage expenses. In addition, Monster OB provides HR with full visibility into the onboarding process by providing dashboards with key onboarding metrics at the individual and organization levels. Role-based security authorization ensures that data is appropriately protected. Monster OB also operates on a standalone basis, supporting applicants that did not apply through the MHME ATS (USAJOBS). The following represents key Monster Onboarding benefits:

- Integrates with MHME ATS (USAJOBS) profile to ease applicants' onboarding/new hire process.
- Enables greater standardization of the onboarding process across business units
- Flexible enough to support several Entry on Duty (EOD) processes.
- Includes a New Hire Portal that tracks new hire tasks and provides them with access to orientation materials.
- Automatically alerts all involved in the onboarding process of their respective responsibilities.
- Allows file output to be imported to support all agency needs such as the Electronic Official Personnel Folder (eOPF); Learning Management System (LMS); or Security System