



# Improving Workforce Efficiencies for State & Local

## Key Organizational Impacts For State & Local Government

- Rapidly onboard, deliver and track training
- Align regional goals to overall business goals
- Provide competency-based performance reviews
- Identify skill gaps and training needs
- Access critical performance metrics

According to the Human Capital Institute, 60% of the workforce and 90% of senior leadership in the government sector will be eligible to retire by 2015. Are state and local agencies ready for the overall impact this will have on their ability to execute? Also within this workforce shift, many agencies will be faced with losing large segments of institutional knowledge as their most experienced personnel reach retirement ages, so leaders must also find innovative ways to preserve and share this knowledge with new generations of employees. State and local agencies need the right talent management strategy to improve workforce retention, readiness, and efficient execution.

Cornerstone OnDemand's unified talent management platform integrates recruiting and on-boarding, learning and development, performance management, and succession planning into an end-to-end platform, allowing government agencies to achieve real-cost savings, maximize workforce performance, train and develop future leaders, and improve workforce retention—for the long-term.

**Do More with Less.** State and local governments can no longer afford to have individual agencies develop and maintain all their own unique systems—simplify and streamline.

**Identify Future Leaders.** Analyze the entire workforce to pinpoint future skill gaps created by retiring talent and build bench strength for future talent needs.

**Develop Critical Skills.** Deploy learning and certification programs and facilitate necessary succession planning by objectively identifying the best candidates for critical jobs at all levels.

**Reduce Succession Risks.** Confidently develop backfill strategies using performance review processes coupled with individual career plans.



# Experience the Cornerstone Difference

- 100% Organic Technology
- True Cloud-Based Delivery Model
- World-Class Client Success & Support
- Less Complexity, More Configurability

## Recruiting

Monitor the progress of your end-users and review course assignments, learning history, and compliance completion.

## Onboarding

Onboard and engage new employees. Cornerstone Onboarding provides a holistic approach to welcome new hires delivering the right resources, connections, and tools.

## Connect

Foster collaboration and engagement. Cornerstone Connect is the social collaboration tool that connects employees to the knowledge they need to work smarter.

## Learning

Deliver targeted training and development. With Cornerstone Learning, organizations can ensure compliance, accelerate performance, engage the workforce, and support goals.

## Performance

Measure performance against business objectives. With Cornerstone Performance, organizations can align employee goals with strategy while providing meaningful feedback.

## Compensation

Gain budgetary insights and reward performance. Cornerstone provides the tools that allow to establish compensation processes and guidelines that lead to better business results.

## Succession

Identify skills gaps and build bench strength. Cornerstone Succession allows to create succession plans that benchmark skills and competencies.

## Analytics

Move your Big Data strategy forward and optimize the performance of your workforce through fact-based decision-making versus intuition in hiring and managing your people.

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Cornerstone OnDemand is a global talent management software provider that is pioneering solutions to help organizations realize the potential of a modern workforce.