



# TALENT MANAGEMENT FOR GOVERNMENT

## Attracting, Engaging & Retaining Talent

Public sector organizations are challenged by an aging workforce, difficulties in attracting millennials to government jobs, and sequestration. At the same time, they must develop succession plans and learning opportunities to support the government of the future.

Government organizations must be prepared to:

- Deliver secure mobile access to training and resources
- Train, develop and manage a high-performing, productive workforce
- Assure that staff training records are current, secure and easily retrievable
- Protect sensitive data and the privacy of personnel information
- Ensure continuity of essential services and improve service quality for constituents
- Support external learning for government contractors

# NetDimensions Solutions

## Government Extended Enterprise

Manage public sector staff and contractor training records via one central system, accessible from anywhere in the world in 40 languages.

Efficient centralized reporting tools provide a complete view of the entire extended enterprise and ensure that your agency is in compliance and records are audit-ready.

## Compliance Analytics

Take a proactive, rather than a reactive, approach to regulatory compliance and reduce the long-term costs of non-compliance.

NetDimensions competency-based compliance reporting highlights ongoing risks and drills down to details about specific departments, teams or individuals.

- **NetDimensions Learning** includes out-of-the-box reports specific to people and training compliance
- **NetDimensions Analytics** has dashboards, visualizations and self-service reports to make compliance easy. It also enables predictive analysis of learning, talent, HR, compliance, and operational data

## Learning Portals

NetDimensions Talent Suite's open APIs allow for easy integration of talent and learning functionality into any website, portal or enterprise application. Create interactive, customized learning portals for different users across your agency and extended

enterprise to help ensure that staff and government contracting partners comply with regulatory demands.

## Competency Modeling

**NetDimensions Performance** enables you to create your own competency model or import an off-the-shelf competency model to tailor to your requirements. Link each competency to one or more learning modules and illustrate the mix of training and exams or assessments needed to reach or improve an employee competency rating.

The Competency Manager identifies people with the skills and competencies needed in the organization. Key individuals can be placed in the right roles at the right time, increasing motivation and reducing turnover.

## Talent Analytics

**NetDimensions Performance** gives managers and HR professionals access to summarized performance and competency scores and trends plus real-time progress on individual and organizational goals.

Managers can drill down into a direct report's profile and easily see if the staffer has acquired the necessary competencies via mandatory training that fulfills the job profile makeup.

## Mobile Learning

NetDimensions' mobile solutions enable your organization to engage a new generation of employees serving in the public sector by providing innovative learning experiences.

NetDimensions offers a multi-pronged learning approach with award-winning mobile solutions that work in both online and offline mode:

- **NetDimensions Talent Slate** is a native mobile application for on-the-job training and performance support. NetDimensions Talent Slate provides users with both online and offline access to learning materials and is available on iPad® and Android™ tablets as well as on both iPhone® and Android™ smartphones
- **NetDimensions mEKP** is an end-user version of NetDimensions' LMS, running independently from a USB flash drive. mEKP is a fully portable, platform-neutral learning environment that requires no installation or Internet connection

## Building the Workforce of the Future

Government organizations at the local, regional and national level must ensure that they hire and train the right workforce to support their missions. Public sector organizations must overcome:

- ✓ Hiring competition from the private sector
- ✓ Limited hiring and onboarding budgets
- ✓ Reputation for bureaucracy and hierarchy
- ✓ Job insecurity during economic downturns
- ✓ Skill shortages due to staff attrition



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## NetDimensions Solutions (continued)

### Public Sector Content

NetDimensions offers a comprehensive library of 'off the shelf' content on EEO, OSHA and other critical topics. We can also create custom (bespoke) content and learning portals to meet your specific needs, all integrated into our platform from a single source vendor.

### Public Sector Clients

NetDimensions delivers talent management and eLearning content solutions to government organizations worldwide including:

- Chicago Police Department
- Health Service Executive (HSE) of Ireland
- Metropolitan Housing Partnership (MHP)

### The NetDimensions Approach

NetDimensions is widely recognized for delivering a high level of client satisfaction. We understand that we are only successful if our clients are successful. Every interaction, from our conduct during the sales process, to our consulting and implementation services, to our account management and ongoing customer support, to our client advocacy programs, is wholly client-centric. This means that we don't believe in a "one-size-fits-all" solution.

Our Global Services team understands the challenges and compliance issues of government agencies and organizations. We are committed to work with you to understand your objectives, help you address the particular needs of your organization in the most effective way, and invest in making you successful.



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