



Taleo for Federal Government

Our Mission

Taleo provides leading federal departments and agencies with on demand talent management solutions to assess, acquire, develop and, align their workforce to their missions.

Why Taleo for Federal Government?

- Fresh Perspective on Talent Management
- Award Winning Solutions to Align Your Talent with Your Mission
- Expertise to Transform Your Talent Management Practices
- Secure, Scalable, and Reliable Platform
- Proven Experience and Leadership

The Challenge: Better public service in the face of talent shortages.

Hiring the best talent is the key to achieving your mission. Strategic management of human capital is a top priority. Public sector HR professionals and hiring managers are working on the front lines of a war for talent. They face a talent shortage of historic proportions and unprecedented competition—and cooperation—with the private sector.

Caught between improving accountability and service to the public and losing half your workforce to retirement, you need innovative talent management solutions now. How can you better manage your existing talent and effectively compete for the best and brightest? Taleo for Federal Government is the answer.

A Fresh Perspective on Talent Management

While Taleo for Federal Government is a new name in talent management solutions for federal departments and agencies, Taleo has extensive experience with large federal contractors and nearly one-fifth of *Fortune* 500 companies. As the leading commercial solution for *Fortune* 500 companies, Taleo can provide you with the benefit of our experience working with thousands of leading edge HR practitioners from top private sector companies in every industry. You can learn how to rapidly achieve success by networking with our extensive user community of regional user groups, special interest groups, and at the annual Taleo WORLD conference.

Award Winning Solutions to Align Your Talent with Your Mission

Taleo's strategic talent management platform can power total acquisition, retention, and alignment of key talent in your department or agency. Nearly a third of the *Fortune* 100, several large government contractors, and hundreds of global organizations trust Taleo for talent management.

Select Fortune 100 Clients

- Allstate
- Bank of America
- Best Buy
- Citigroup
- Dow Chemical
- Dupont
- Hospital Corporation of America
- Johnson & Johnson
- JPMorgan Chase
- TIAA-CREF
- UnitedHealth Group
- US Bank
- Washington Mutual
- Wellpoint
- Weyerhaeuser

Select Government and Federal Contractor Clients

- Booz Allen Hamilton
- City of Chicago
- CPS Human Resource Services
- Dell Corporation
- General Motors
- Hewlett-Packard
- Honeywell
- IBM
- Johnson Controls
- Northrop Grumman Mission Systems
- Rockwell Collins

Like these businesses, federal departments and agencies must effectively manage a large number of candidates and a complex variety of employees, candidates, and hiring processes. In addition, you have unique requirements driven by tight regulations and laws. Based on our Taleo Enterprise Edition™ platform, Taleo for Federal Government offers the highly scalable and proven talent management solutions and self-service tools you need to effectively manage all of your talent efficiently and effectively.

The Solution: Assess, acquire, develop, and align your talent.

Much more than a resume database, applicant tracking system, or limited technology augmented by a portfolio of services, Taleo is a comprehensive suite of talent management technology solutions. Rated in the eRecruiting Leaders Quadrant by Gartner and #1 in both eRecruiting and Subscription HR by IDC, Taleo is the clear leader. Recognized as the Most Innovative Product at the 2006 hrGOV conference by leading Government HR practitioners, Taleo has the solutions to help you assess, acquire, develop, and align your talent.



Assess Talent Needs, Talent Pool, and Processes

- **Assess your talent needs.** Support competency management of Knowledge, Skills, and Abilities (KSAs) using Taleo Talent Master™. Analyze skills gaps and precisely define the skills candidates will need to be the best fit for your open positions.
- **Assess your talent pool.** Match candidates with precision to your mission and talent needs with power screening and assessment tools. Set your evaluation criteria with ease, precisely match all candidates quickly and objectively, and automatically get to a short list of the best qualified candidates.



- **Achieved 97% customer satisfaction.**

—CedarCrestone Taleo Value and Customer Satisfaction Study, 2006

- **Positioned in E-Recruitment Leaders Quadrant.**

—Gartner E-Recruitment Magic Quadrant, 2006

- **Ranked #1 in Worldwide eRecruiting and #1 in Worldwide HCM Subscriptions.**

—IDC Competitive Analysis, 2006

- **Assess your talent processes.** Track performance metrics, regulatory compliance, and staffing trends using powerful reporting and analytics capabilities.

Acquire the Best Talent to Fit Your Agency and Mission

- Establish your evaluation approach using skills and competency libraries to build the KSAs you are looking for and assign scoring and ranking values right into your vacancy announcement.
- Market your employment brand by building effective internal and external career sites that are fully Section 508 compliant with self-service employment branding tools.
- Post your position announcements and source candidates through multiple channels including direct posting to USAJobs, campus recruiting, print media, veteran organizations, referrals, online talent networks, and more.
- Evaluate candidates based on criteria set by your department or agency with advanced scoring and ranking capabilities, flexible candidate lists, and certificates of eligible candidates.
- Track candidates using the best commercially available applicant tracking system.
- Hire and onboard new employees quickly and efficiently using interview scheduling, offer management, and the Taleo Onboarding™ module.

Develop Future Leaders and Employee Skills

- Manage ongoing employee performance and development including feedback and development, reviews and rewards, career planning, and leadership and succession planning.

Align the Right Talent with Your Mission and Initiatives

- Increase employee collaboration related to business goals, satisfaction, and retention.
- Match existing talent capabilities and future career preferences to job requirements using workforce mobility.

Strategic Talent Management Platform

The key to successful talent management in the future will be a full suite of talent management tools, built on a single platform. All applications from applicant tracking to performance management will share common components to leverage competencies, reporting, analytics, integration and self-service configuration tools. Taleo for Federal Government delivers:

- Easy, flexible integration to federal job boards, back-office systems, and on demand service providers for background checking, drug screening, sourcing, and more.
- Self-service tools to easily and flexibly configure Taleo to your department or agency's unique organization structure, process flows, regulatory requirements, and integration needs.

Secure, Scalable, and Reliable on Demand Platform

- Run solutions delivered on the industry's leading on demand infrastructure and strategic talent management platform.
- Connect to federal job boards, back-office systems, and service providers for background checking, drug screening, sourcing, and more.
- Configure Taleo to your agency's unique structure, process flows, regulatory requirements, and integration needs with self-service tools.

- Talent Master to make Taleo the system of record for all talent that houses KSAs and competencies for all candidates.
- SmartOrg™ so you can configure the solution according to your organizational structure, which means that your hiring managers and HR personnel get the information they need, when they need it, and how they want to see it.

The Most Secure, Scalable, and Reliable On Demand Infrastructure

Data security and reliable performance are critical to your department or agency and they are one of our top priorities. That is why we have been recognized with the *InfoWorld* 100 award by *InfoWorld* Magazine for innovative use of technologies. Media and analyst organizations have also recognized us as having one of the most secure, scalable, and reliable on demand solution infrastructures in the world.

Expertise to Help You Transform Your Talent Management Practices

Taleo Services teams deploy proven methodologies, leading edge tools, and best practices gathered from hundreds of implementations with large, complex organizations. Our support, education, and consulting teams collaborate to focus only on your success so you can create sustained value with talent initiatives.

Proven Leadership and Experience—Delivering Agency Performance

Our senior management team and board of directors come from some of the most successful names in government technology and consulting including EDS, IBM, PeopleSoft, Oracle, SAP, Accenture, Booz Allen Hamilton, and Sun Microsystems.

Leading organizations run Taleo because they improve their performance with talent management. Hundreds of organizations have achieved quantifiable results through process efficiency, consistency, and value. Rely on Taleo to meet your talent management needs as a true business partner.

To learn more about Taleo for Federal Government Solutions, visit www.taleogovernmentsolutions.com or contact your Taleo representative.



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ABOUT TALEO

Leading organizations worldwide use Taleo on demand talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

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