

HCM for Public Sector

Create the best employee experience from every angle — to truly focus on your people

If the year 2020 taught us anything, it's that the employee experience is more different now than ever, and for employers, there's no greater competition today than the freedom of choice your current and potential employees can exercise. To evolve and remain competitive, governments must start thinking about the experience they're offering to employees. Employees today are looking for greater control over work/life balance and a more engaging work experience. Consequently, it's imperative for employers to empower their employees from pre-hire to retire, to ensure they attract, retain, and develop the best talent possible for their organizations.

UKG™ HCM solutions provide your leaders with a modern platform that eliminates manual HR functions while enhancing the employee experience in a whole new way. UKG HCM automates every core HR function, including onboarding and benefits management, while providing a single database that stores and tracks all employee information in one place. Marrying deep functionality and artificial intelligence (AI) technology with an intuitive, best-in-class user interface, UKG HCM makes it easier for HR leaders and supervisors to optimize performance and improve work experiences for their people, helping them focus on their people and productivity — not paperwork and processes.



Public sector HCM expertise:

- With **over 40 years of experience** in the public sector, UKG understands the scrutiny government agencies are under to operate with tight budgets, complex rules, and compliance issues to ensure quality services are provided at minimal cost to taxpayers
- UKG™ HCM solutions are designed to create the best employee experience from **pre-hire to retire**, understanding the importance to not only hire/onboard employees quickly but also to ensure they have obtained the skills/training required to work in their respective departments
- Easily **configurable solution** for HR administrators to best keep up with all the complexities of government (CBAs, schedules, shift premiums, rounding, different agencies, work breaks, FMLA, project/grant tracking, public safety FLSA overtime provisions, etc.)



Engaged employee experience — create the best and most engaging experience from pre-hire to retire by empowering your employees to work their way:

- Responsive design allows employees to get things done in the fewest number of steps possible. Employees can apply for jobs, enroll in benefits, manage time, update schedules, check pay information, and more — **from any place or device**.
- **Unleash worker potential** by utilizing powerful succession planning, talent, and performance management solutions, capitalizing on employee agency and choice as the means to drive learning, adaptability, and impact to multiple departments/teams.
- Allow employees to share their experiences, sentiments, and needs through anonymous surveys to give them visibility into the business and its processes so **they understand the why, not just the what and how**.

"We spent a lot of time on our new hire checklist to get it right. It brings value to the County. We look concise and efficient in our initial handout to an employee: Here's what we need from you. It allows us to be relational and keep the transactional in UKG."

Cameron DuBray
Systems Administrator
Yuba County

Key benefits

For HR professionals

- Onboard new hires quickly and effectively by reducing time-to-hire with welcoming recruiting solutions
- Increase engagement by providing ongoing feedback and career development opportunities
- Improve compliance and mitigate risk with automatic real-time updates to comply with the latest regulation changes
- Gain actionable insights into performance, goal progress, and skills gaps
- Simplify benefits management for multiple plan types
- Optimize employee engagement and performance with comprehensive talent management solutions
- Position control and management to flexibly manage all positions in one central location

For employees

- Easily complete onboarding forms from any device
- Become engaged from the start when hired, with resources tailored to their position(s)
- Get easy, instant access to and management of personal information, including life changes
- Better understand benefits and self-enroll in the options that are best for them
- Grow their careers by having quick access to training, feedback, and internal opportunities (multiple departments)
- Real-time access to relevant information
- Stay up to date on important organization information through push, email, and SMS notifications

One-stop HCM with UKG

UKG HCM is the one solution for your entire workforce's HCM needs, delivering complete employee lifecycle management. Its comprehensive toolset integrates recruiting, onboarding, performance management, compensation planning, time and attendance, scheduling, absence management, grant and project tracking, payroll, and more. Whether employees are salaried, hourly, full time, part time, or contract, its breadth of automated tools can help managers streamline processes that increase productivity and employee engagement across the entire organization. Eliminate duplicate data entry and inconsistency across multiple systems by having one integrated solution — **a single source of truth**: a single employee record that's updated in real time. This means that all employee data is maintained in a single database, with a single user interface to pull reports and launch workflows for the entire organization. Employee information is entered once, saving time, reducing entry errors, and streamlining reporting. The data is updated in real time, across all devices, so managers and employees can make decisions based on the latest, most accurate information no matter where they are.

“Now, one HR person takes an hour to review employee time for the entire district. The yearly labor cost for this dropped from \$17,000 to \$1,700, a lot of manpower hour and dollar savings, allowing us to reallocate staff hours.”

Jerilyn Gregory, SPHR
Human Resources Director
Las Vegas Clark County Library