Build Tomorrow’s Government Workforce - Today!

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THE FUTURE IS HERE
ARE YOU READY?
EMERGING TECHNOLOGIES ARE CREATING NEW OPPORTUNITIES

Artificial Intelligence / Machine Learning
Blockchain
Autonomous Software
IoT
Human Interface
ARTIFICIAL INTELLIGENCE POWERS OUR EVERYDAY LIFE

Its value is immediate and impactful
“Citizens, increasingly accustomed to living and working digitally, are only going to have higher expectations for government’s technological adeptness and capability in the future.”

Public Sector at a Crossroad

- Loss of institutional knowledge
- Potential erosion of service quality and delivery of critical services
- Legislative/bureaucratic constraints
- Competition with private sector for highly-skilled talent
Aging Workforce

38% of US State Government employees who are 50 years of age
Source: Bureau of US Labor Statistics

30% of public employees of central government in 13 EU countries will leave during the next 15 years
Source: OECD statistics

72 is the new age of retirement
Source: SHRM, 2013

Civil Servants are aging and a large number of experienced staff will retire in coming years*

*Source: OECD “Ageing and the Public Service”
Mixed Generation Labor Market

4
Seniors
Baby Boomers
Generation X, Generation Y

60%
Of Millennials leave a job in under 3 years

86%
Of job seekers say they would use their smartphone to search for a job

For the first time, most consumers have access to better technology than employees from public sector organizations. Candidates who are digital natives are growing less tolerant of these “old technology” experiences*

*Sources: SHRM, 2013; Tammy Erikson, 2009; Forbes, 2013
Limited Public Brand Differentiation Options for Public Sector

• No native social sourcing capabilities for referrals and social job distribution to address the mixed generation
• Archaic, limited career pages
• Siloed, niche Recruiting systems
• No extensibility
Talent Acquisition should be Candidate Centric

- Public sector no longer has to be behind the digital curve

**Sourcing**
- Agency brand that tells the story of public service
- Encourage employee referrals
- Automate recruitment marketing campaigns
- Comprehensive dashboards & reporting interfaces
- Automatically post and run social media campaigns

**Recruiting**
- Increase recruiter productivity despite public sector complexities
- Easily integrates with other HR systems
- Enhance internal mobility
- Increase visibility to applicants with multiple broad and targeted portals, complete with job alerts

**Onboarding**
- Organically tied to Recruiting, HCM and Talent
- Ensure quick new hire productivity/engagement
- Extend positive employer brand

**Analytics**
- Recognize trends
- Answer key questions like, where top candidates come from, strength of the talent pipeline, cost to hire, diversity statistics, etc.

Talent Acquisition should be Candidate Centric
BUSINESS CHALLENGES

- The Future of Work
- Exceptional Customer Experiences
- Digital Supply Chains and Operating Models
- The Future Finance Function

TECHNOLOGY CHANGE

- Artificial Intelligence / Machine Learning
- BlockChain
- Internet of Things
- Conversational UI’s / Chatbots

NEW ENTRANTS & MODELS

- Airbnb
- Stripe
- Spotify
- Netflix
- Rocket Mortgage
- Uber
- Tesla

* http://www.wired.co.uk/article/estonia-e-resident
NO INDUSTRY IS IMMUNE TO DISRUPTION
Evolution of HR Technology Adoption

**Payroll-Centric Technology**
- **Control**
  - Personnel Department
    - Administration
    - Payroll
    - Regulation
    - Back Office Functions
- **Payroll-Centric Technology**
- **HR ERP Technology**
- **Serve Workforce & Automate**
  - Operational HR
    - Recruiting, L&D, Org Design
    - Total Rewards
    - Service Center
    - Center of Excellence
    - HR Business Partners
- **Enable Decisions & Management**
  - Integrated Talent Management
    - Management, succession
    - Leadership, coaching
    - Integrated processes and systems, talent management
- **Support Business Strategy for Future**
  - Business Driven HR
    - Differentiate & segment talent plan for the future
    - Globalize workforce & HR
    - Integrate with the business
- **Drive Business Imperatives**
  - High Impact HR
    - Shift from supporting to driving through talent
    - User workforce data intelligently
    - Embed a nimble, flexible, and coordinated HR into the business

**Source:** Deloitte 2014 Partner Briefing

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To Evolve, Get to the Cloud

Cloud HR Technology

Support Business Strategy for Future
A COMPLETE HCM CLOUD INCLUDES . . .

- Core HR
- Workforce Directory
- Workforce Predictions
- Workforce Modeling

- Global Payroll
- Compensation Management
- Incentive Compensation
- Benefits

- Time & Labor
- Absence Management
- Project Management
- Expense Management

- Sourcing, Recruiting, & Onboarding
- Goals & Performance
- Talent Review & Succession
- Career Development
- Learning

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- Goals & Performance
- Talent Review & Succession
- Career Development
- Learning
- My Wellness
  - My Competitions
  - My Reputation
  - My Volunteering

- My Wellness
- My Competitions
- My Reputation
- My Volunteering

- Work Life

- Global HR
- Workforce Rewards
- Workforce Management
- Talent Management

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- ORACLE

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THE NEW IMPERATIVES

Focus on Connected Outcomes

- High Level of Digital IQ
- Business Process Agility
- Engaging Technology
- Secure Data / Intelligence
- Customer Obsession
CREATE A CONNECTED INTELLIGENT AGENCY

Customers

Finance / ERP

Data

Workforce

Supply Chain

APPLIED EMERGING TECHNOLOGIES

ONE DATA MODEL. PROVEN BEST PRACTICES

READY TODAY. FOR YOUR TOMORROW.
CONNECTED
Do away with partial insight

INTELLIGENCE
Achieve superior outcomes
CONNECT INTELLIGENTLY
WITH YOUR CUSTOMERS
Candidates, Department Leaders

Create connected, exceptional experiences
Maximize efficiency & out-perform expectations
Provide unprecedented service
Create real-time candidate/employee experiences
CONNECT INTELLIGENTLY
WITH YOUR WORKFORCE

Create the workplace of the future

Engage and empower your employees

Identify, recruit and retain stellar talent

Drive a simply powerful HR function
CONNECT INTELLIGENTLY
DATA INTO YOUR OPERATIONS

Securely access and combine in-house data with sensory data and acquired data

Leverage decision science

Augment Human abilities with AI / ML

Clear data strategies. Prevent data silos
CLOUD BACK OFFICE FOR PUBLIC SECTOR

TAILORED TO GOVERNMENT

User experience, business intelligence dashboards and Best Practices for processes & policies

YOUR PLATFORM FOR INDUSTRY TRANSFORMATION

One standards-based cloud platform for industry transformation. Enabled with mobile, social, analytics, Big Data, Internet of Things, AI

FASTER TIME TO BENEFIT

Fixed scope, fixed price solutions; partner extensions, apps, packaged configurations, and pre-built connectors
PERVASIVE AI AMPLIFIES HUMAN ABILITIES

Software that learns from you and adjusts to you

Automate non-value add activities that machines are better at

Decision support through intelligence augmentation

Elevate your employees to become smarter strategic drivers
AI: READY FOR GOVERNMENT

4 key elements of modern Cloud solutions

DATA
Mine-able data is everywhere

DOMAIN & INDUSTRY APPS
Cloud Purpose-built with domain knowledge

DECISION SCIENCE
Bundled & pre-tuned decision science

COMPUTE
Deliver intelligence within milliseconds
THE HUMAN INTERFACE
DESIGNED AROUND YOU

CONVERSATIONAL
Voice, chatbots

ADAPTIVE
Software that learns from you

VISUAL
Delightful experiences
INNOVATE FASTER
Cloud accelerates change

ONE PLATFORM
Disrupt. Don’t just replace
UNLEASH INNOVATION

Connected intelligent cloud suites will drive sustained transformation

“The human interface” will change the way we interact with systems

Mundane Tasks will be automated (e.g. Robotic Process automation)

Human capabilities will be be augmented with AI (ML / AI - e.g. Augmented CFO)

More data is better. In-house data and acquired data drive differentiation.

New roles emerging (e.g. CDO - Chief Data Officer, Chief Insight Officer)
BEWARE THE CLOUD HAIRBALL

Tactical Cloud Adoption can become a costly inhibitor

- Data fragmentation
- Security risks
- Multi vendor SLA’s
CYBER RISKS ARE EVER INCREASING
Are you in control of your data?

SECURITY SHOULD BE BUILT-IN AT ALL CLOUD LAYERS
Reduce risk with a trusted, proven cloud
MULTI-LAYER SECURE CLOUD FEATURES
Designed to be secure at every layer

- Role-based Access
- Global Access Controls
- Backup and Redundancy; Government-specific US Data Centers
- Local Data Residency
- 24x7 Security Experts
- Data Center Man Traps, Biometric Ids, Etc.
Does Your Agency have a Chief Data Officer?

Virginia creates new chief data officer position
Published: June 29, 2018

Gov. Ralph Northam signed legislation last week creating the new role, which will make Virginia the 19th state with a statewide data officer.

https://iq.govwin.com/neo/marketAnalysis/view/2870?researchTypeId=1
FIND A PARTNER WHOSE GOAL IS TO HELP YOU SUCCEED
Take the Next Step Forward

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• Check out all the validated partner solutions at https://cloud.oracle.com/marketplace
CREATE TOMORROW, TODAY
Integrated Cloud
Applications & Platform Services