

# State to Coordinate Employee Access to Information, Services and Work Functions

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Ad hoc teams are working at fever pitch to plan for the implementation of a technology gateway through which state employees will access information, services, and conduct some work functions. This gateway offers all State employees the ability to readily access commonly sought after information, forms, self-service actions, as well as other statewide software applications in one place, with a single password. This “one-stop shop” will include a broad mixture of functionality that is available statewide – some that is new; some that currently exists, but will be updated; and, additional functions that will remain the same, but be housed and accessed in the new location.

One technology system, the Talent Management Software Solution, will be phased in over the next few years, but ultimately reside within the gateway and as new features are provided to employees, they can be found on the gateway. The implementation plans are currently being developed and are subject to change; however, there’s a snapshot of what will eventually be available through the new gateway.

- A new system to recruit and track applicants for state jobs (Summer 2010 implementation)
- Having new employees complete many “on-boarding” tasks on-line, such as completion of forms, viewing welcome messages, and reviewing benefit information (Summer 2010)
- On-line training and development, which will include training developed by the agency as well as courses available for purchase on a large variety of topics (Fall 2010)
- Employees will be able to set performance goals, document achievements, and be given credit for learning and development. Supervisors will be able to check employees’ goal progress, complete the performance appraisal document, and assist employees with their long-term career goals
- Agencies will be better equipped to develop employees and plan for the future through the succession planning capability
- Supervisors will be able to manage their direct reports’ compensation and have new reporting functionality through a new compensation management function
- Enterprise One functions such as accounts payable, employee self-service functions (e.g. paystub review, benefit enrollment)
- Opportunities to develop a professional network of contemporaries within the State