



TalenTrace™ Agencies are using disparate, antiquated processes and systems throughout the talent lifecycle. The more reliable and efficient the talent management process, the better the experience will be for candidates, applicants, and HR professionals.

TalenTrace™, the Deloitte human capital solution, supports how your teams work by unifying data and streamlining operations. With a flexible, human-centered design, TalenTrace™ automates tasks and centralizes information. Informed by key data insights, TalenTrace™ provides decision analytics to supervisors, empowering them to grow and upskill their teams. Our all-in- one talent management platform is designed to boost efficiency and create transparency—leading to improved performance for the entire government organization.

Negative Applicant Technology Experience

Nearly 1/3 of government employers believe their current hiring technology negatively impacts the applicant experience.

Unidentified Causes of Attrition

86% of human resources employees indicated at least one employee didn't show up to their exit interview, preventing organizations from identifying causes of attrition.

Poor Talent Onboarding Experience

It may take weeks to get new hires a desk, computer, phone, or work assignments, thus new hires are not engaged from their EOD.

Highly Manual and Labor-Intensive Processes

Federal human resources employees spend more than 70 – 80% of their time manually processing tasks, diverting valuable time from strategic priorities.

Overly Complex Systems and Processes

49% of candidates interested in federal careers reported that the application process was too complicated, resulting in fewer applications submitted by qualified candidates.

Manual Errors and Rework

On average, PARs are prone to a 40% error rate when done manually, creating additional rework.

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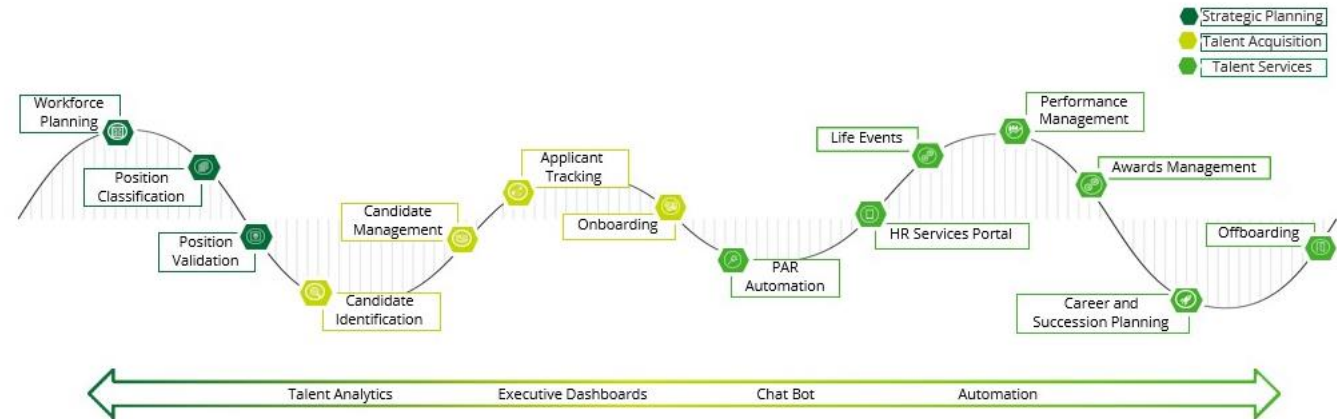
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TalenTrace™ is an integrated system of application modules that share a core foundation, bridging the gap between federal agencies and top-tier talent.



TalenTrace™ CAPABILITIES

Strategic Planning: Establishes one true source of positions, including a position description library, to automate processes and reporting and enable leaders to leverage positions for workforce and succession planning.

Talent Acquisition: Improves the end-to-end talent acquisition process by providing transparency to hiring managers, leveraging position data and automating position tracking; enables a seamless onboarding experience for employees.

Talent Services: Provides a one-stop-shop for HR services to assist employees as they independently complete key actions and accessing information.

Guides employees through HR processes during key moments throughout their careers using automated workflows, dynamic checklists, intuitive forms, and role-based views.

Equips employees, supervisors, and leaders with career pathing data, aligns talent to positions, and identifies reskilling opportunities to support career advancement and maximize the organization's potential.

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