

State of Human Capital Management in Government Report 2019:

Pursuing Digital Transformations and Planning for the Future of the Workforce.

COMPLIANCE

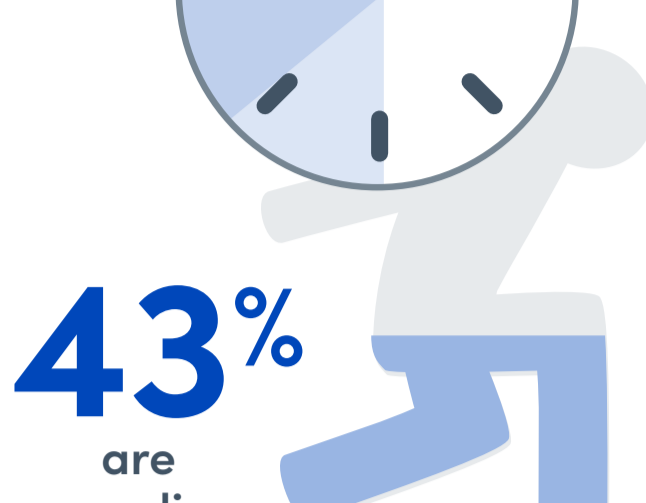
Compliance impacts every organization. It is high priority yet....



Compliance is an essential part of HR, but following the rules and filing reports can be time-intensive.

Cornerstone makes compliance **SIMPLE** so you can spend less time reporting and more time on mission critical activities

Let's go!



36-50%

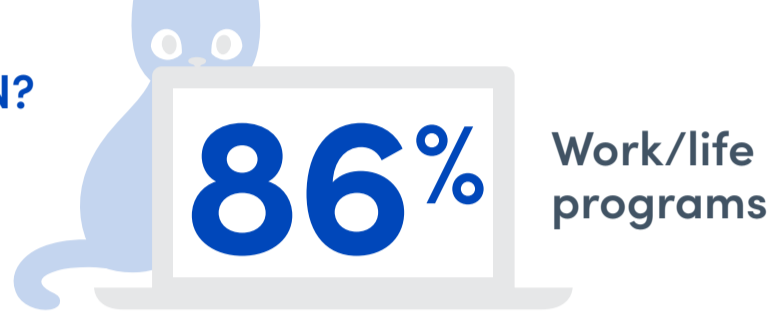
of their time on managing compliance requirements

[Learn more](#)

DEVELOPMENT

Employee retention Little to no budget, not a problem—Get creative!

WHAT ARE YOUR PEERS DOING TO PROMOTE EMPLOYEE RETENTION?



85% One-on-one training/coaching

80% Employee recognition programs

77% Mentorship programs

74% Tech training on new platforms/solutions

[Learn more strategies for retaining your employees.](#)

SUCCESSION? Closing the Workforce Gaps

WHERE DO YOU SEE THE GREATEST NEED FOR STAFF DEVELOPMENT IN YOUR ORGANIZATION?

31% succession planning

61% ranked succession planning as one of the top 3 talent management priorities

20% feel their agency is unsuccessful or not very successful at succession planning

Only **51%** are using automated tools for succession planning

In today's world of work, succession planning and systems are essential to ensuring your organization can achieve its mission.

[Learn how to close the gaps in your workforce with succession planning.](#)

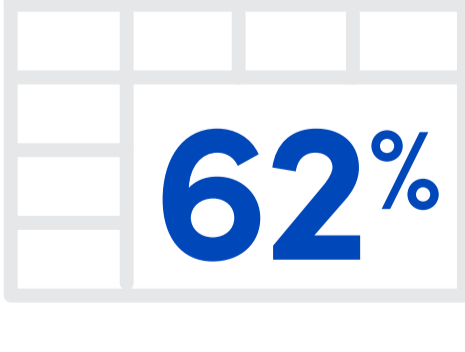
TRANSFORMATION

More and more agencies are using technology to quickly identify, reskill and adapt the government workforce.

WHERE DO YOU SEE THE GREATEST NEED FOR STAFF DEVELOPMENT WITHIN YOUR ORGANIZATION?

21% [**9%** increase since last year's survey]

use of tech systems and applications



are investing in digital transformation and the implementation of new technology over the next 12 months

Over **50%** will use automation across several elements of their jobs.



40% of public sector organizations do not have the right skills in place to adapt to digital transformation.

(Cloud Industry Forum (CIF) Public Sector Specialist Interest Group (SIG))



Don't get left behind!

[Learn more about how to harness the power of digital technologies to re-imagine and your workforce.](#)