PEGA

Pega Government Platform for recruiting and onboarding

Transform your recruiting, onboarding, and employee engagement experience

Defense agencies know how important it is to attract and recruit high-value talent who are intellectually curious, technically savvy, and motivated to support the mission. It's critical to stand out in order to maintain a constant flow of applicants – especially as competition with the private sector is high. To attract the best resources, defense agencies must rely on new ways of engaging, screening, developing, and advancing eligible candidates. Today's applicants demand a modern and seamless recruiting and onboarding experience. However, defense agencies are hindered by industrial-age, disparate systems that create an opaque and disconnected process.

The Pega Government Platform™ is our comprehensive solution to handle defense agencies' recruiting, onboarding, and HR needs.

The Pega Government Platform is a powerful, unified, low-code platform that simplifies and streamlines the entire employee engagement process. The platform combines intelligent automation, a patented and layered architecture, and robotics, allowing recruiters to:

- Refine and accelerate identifying and screening candidates for high-demand skills – all while eliminating time spent on cumbersome, repetitive tasks
- Expedite onboarding and provide visibility to both the recruiter and candidate through the platform's open architecture with industry standard APIs and powerful dashboard tools
- Enable fully personalized and individual engagement throughout the employee life cycle, using our industry-leading, sophisticated case management with natural language processing (NLP) and chatbots

Recruiters and managers can even use the Pega Government Platform to create applications that utilize their existing legacy screening, training, and HR systems, while providing enhanced visibility for training and mission planning across the enterprise. This will improve their ability to recruit and onboard candidates for in-demand skills and career fields.

Challenge

Defense agencies face significant challenges when recruiting and retaining desirable military and civilian employee candidates. Competition with the private sector for certain skill sets is intense, and today's applicants demand a modern and seamless recruiting and onboarding experience. Keeping trained technical talent engaged and supported is imperative to mission success.

Solution

The Pega Government Platform is a low-code, intelligent automation platform that allows defense agencies to efficiently identify, assess, onboard, and continuously engage high-value talent. Our best-in-class case management with AI and sophisticated, reusable architecture allows agencies to streamline events and provide a single view of the recruit – throughout the entire employment life cycle.

Identify and engage high-value talent efficiently and effectively

- **Efficiency.** Allow recruiters to use the power of Pega InfinityTM to quickly and easily collaborate on offers, events, and community engagement – reducing redundancy and increasing access to recruiting channels.

- **Agility.** Quickly scale and adapt to changing recruiting metrics, standards, and goals so you can focus on recruiting outcomes.

- **Accuracy.** Provide an integrated, consistent view of recruiting activities and standards, enabling full visibility into the center's status and review process – even across multiple regions.

- **Standardization.** Use automation and our patented, inherited architecture to stay consistent when applying recruiting standards and techniques – all while allowing for localized demographics and data sources.

Transform your onboarding from cumbersome to seamless

- **Improve engagement.** Use data-driven decisioning and real-time integration to provide a fully personalized, consistent, and transparent view to both the candidate and HR command.

- **Evolve to a data-centric culture.** Use dashboards, AI, and industry-leading integration to automate tracking and reporting of recruiting and onboarding metrics, driving and expediting data-driven decisions.

- **Provide tools for more iterative processes.** Use decision-based automation and a sophisticated, reusable architecture to enable faster candidate assessment and skill matching to the appropriate career fields.

- **Reduce complexity.** Streamline the process from initial acceptance through screening, testing, and training with digital automation – ultimately eliminating paper-based workflows and accelerating onboarding time.

Retain high-value employees by improving employee engagement

- **Eliminate manual workarounds.** Combine requirements, standards, regulations, and cost data with intelligent process automation and robotics to eliminate paperwork and manual data transfer – all while improving accuracy.

- **Integrate according to industry standards.** Use quick, industry-standard integration with legacy and third-party systems to connect training, healthcare, payroll, certification, and performance data. This will create a single, digital employee record which can follow the employee throughout their employment life cycle.

- **Digitize records management.** Use digital process automation, robotics, and dynamic case management to automatically assign or transfer work among employees, teams, and programs. Allow employees to manage their HR needs the way they want to, improving employee satisfaction and engagement.

Create a 360-degree view

Apply advanced decisioning tools and an omni-channel engagement model to identify, evaluate, and prioritize employee interests and activities. The Pega Government Platform allows you to create a proactive approach to developing new training plans and retention offers.