Qlik Q

Federal Human Resources

How Data Discovery Supports Workforce Management & Recruitment

Does your agency have the resources needed to execute mission and program goals? Are you able to identify and plan for current and future skill gaps? Are you efficiently and effectively recruiting and retaining top talent? How will you manage critical gaps during a hiring freeze?

With the Trump Administration's focus on downsizing the Federal workforce, agencies need to identify and retain mission-critical talent while simultaneously identifying areas for consolidation and reduction. An accurate view of the workforce—including retirement eligibility, occupation and competency gaps, and development needs—enables managers to identify and plan for potential skill gaps.

With Qlik, users throughout the organization can easily navigate vast amounts of data to get a complete view of the workforce in one place, analyze and plan for leadership development and succession, monitor and improve force readiness, and recruit and retain talent.

What's more, you can deploy Qlik in days as opposed to months, providing a return on your investment almost immediately. One agency executive sites "without Qlik, we would have needed 5-6 analysts working over the weekend to answer a data call. With Qlik, it took them 3 hours."

A Complete View of the Workforce in one Place

Workforce data is spread across multiple systems. Qlik provides a single, holistic view of all staffing, training, performance, readiness and succession data in one interactive application. Users can analyze leading and lagging indicators to ensure that strategic priorities drive mission success. Workforce dashboards tell a story with previously disparate and siloed data. Gain greater insight into skill gaps, language and clearance levels; ensure force readiness and situational awareness; and enable effective contingency planning.

Qlik unlocks the power of information

Find your "aha" moment

Uncover hidden insights or anomalies by viewing all your data. You'll be able to see and explore not only what data is associated to your selected query, but also what's unrelated, which can provide unexpected insights.

Search data like you do the web

Searching the web is easy. Why should your data be any different? Find what you're looking for quickly, so you can move on to the next question.

Be empowered, everywhere

Don't wait to get to the office. Get answers to your questions anywhere, on any device, with an intuitive interface designed for mobility.
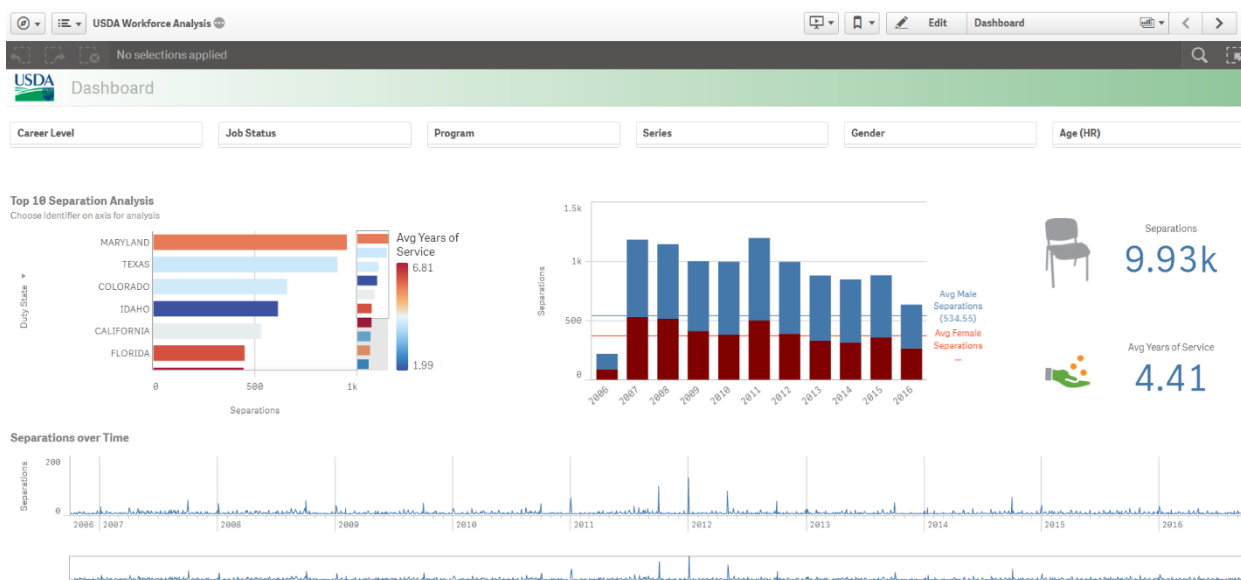
Share your story

Save time and keep your presentations on track. Create and publish findings in one place, so you can shift seamlessly from discovery mode to presentation mode and back.

Get answers now

Be up and running in a matter of days, not months. 44% of Qlik customers are live within a month; 77% are live in fewer than 3 months.

Minimize purchasing headaches

Software buying should be easy (and fun!). We work with you throughout the procurement process, offering flexible and scalable license models to deliver outstanding performance and low TCO to user communities consisting of 1 to 50,000+ people.

Strategic Development & Succession Planning

Analyze staffing resources and optimize workforce efficiency. Track training and learning offerings, which can be assessed against performance and gaps. View pending retirement eligibility—including occupational, skill, and leadership gaps—to streamline succession and ensure the agency has the right talent mix in place to achieve mission goals.

Mission Readiness

Simplify the readiness equation by joining disparate data sources, from individual medical and training information to equipment and maintenance status, at the department level down to the individual. By gaining insight into the factors degrading readiness, you can act early to address issues and maintain effective readiness levels.

Recruitment & Retention

Know where and when to invest in recruitment and personnel development, resulting in increased retention rates, reduced turnover and lower hiring costs. Quickly identify trends in top talent success factors. Combine employee survey and resume data with external sources such as national labor statistics. Optimize the recruitment and retention metrics that matter most.

About Qlik

Qlik is a leader in data discovery, delivering intuitive solutions for self-service data visualization and guided analytics. Qlik empowers the organization with a flexible analytics tool that not only answers queries, but also helps uncover additional questions to ask of the data. Qlik's products deploy rapidly and customers realize rapid time to value, often in less than 45 days. Contact us at **UncleSam@qlik.com** to schedule a discussion and live demonstration, or visit us at **www.qlik.com**.