

# What is Deltek Talent Core HR? – Now and to the Future

**Presented by:**

**Joel Slater, Product Sales Manager with Full Sail Partners**

**Rick Childs, Sr. Consultant/Sales Engineer with Full Sail Partners**



Joel Slater



Rick Childs

# Today's Topics

## Here's What We Will Cover!

Audience Poll

Need for Better Records

What is Core HR? (*Demo*)

Core HR Roadmap

Full HCM Suite

# Polling Question

How are you currently managing HR data and employee records?

1. Paper Files
2. Excel Spreadsheets
3. Vision User Defined Fields / Info Centers
4. Existing HR Solution (not a Deltek solution)
5. Other

# Need a Better Solution?



- No organization
- Paper files
- Vision User Defined / Info Center Fields
  - Employee Info
  - Salary History
  - Performance Scores
- ... How can we do better?

# Key Benefits of Core HR

## Automate

Automate manual processes

## Streamline

Streamline employee info management

## Eliminate

Eliminate errors and improve data integrity

## Improve

Improve efficiency of the HR department

## Integrate

Gain the benefits of having an integrated HCM solution



# Deltek Core HR

Helping you improve your people!



# Common Components in Core HR Systems



**Employee Demographics**



**Employment History & Records**



**Payroll**



**Compliance Reporting**



**Configurable Manager / Employee Self-Service**



**Benefits & Open Enrollment**

# Deltek Core HR: Available Today



**Employee Demographics**





Dashboard

MY EMPLOYEES

RECRUITING

PERFORMANCE

LEARNING

SUCCESSION

COMPENSATION

CAREER CENTER

REPORTS

CUSTOM MENU

Employees



## Chris Clark

Last Modified 08/08/2019 by Dylan McKenzie



OVERVIEW

PERSONAL & CONTACT DETAILS

EMPLOYMENT DETAILS

PREFERENCES

HISTORY

### Appraisals

Expand Panels

> Current Appraisals

> Pending Appraisals

> Past Appraisal(s)

### Career Path

Expand Panels

> Career Path

### Competencies & Skills

Expand Panels

> Competencies

> Skills

Employee Number:

10007

User Login:

cclark

Status: Active

Job Title:

Director of Staff Operations

Home Company:

Company A

Your Organization:

Administration

Location:

Headquarters

Contact Information:

cclark@hrsmart.com

+(1)5515500011 Home

+(1)5525500011 Work

+(1)5541100011 Mobile

Manager:

Dylan McKenzie

FLSA Status:

# Put HR in Control of HR Data

- Secure Employee Record in Core HR
- New role for HR Administrator
- HR Data defaults to hidden for other roles
- HR Administrator can grant view of data to users
  - Ex: Allow Managers to see Salary History of Employees



# Manager View – Limited by Default

The screenshot displays the Deltek Talent Management web application. The left sidebar contains navigation links: Dashboard, MY EMPLOYEES, RECRUITING, PERFORMANCE, LEARNING, COMPENSATION, CAREER CENTER, and CUSTOM MENU. The main content area shows the profile for Chris Clark, last modified on 09/18/2019. The profile is divided into three tabs: OVERVIEW, PERSONAL & CONTACT DETAILS (selected), and PREFERENCES. The PERSONAL & CONTACT DETAILS tab shows a photo of Chris Clark and various personal and contact information. The bottom of the profile lists the Manager as Chad Harter and the FLSA Status as Exempt.

**Deltek Talent Management**

Employees Search...

**Chris Clark**  
Last Modified 09/18/2019

**OVERVIEW PERSONAL & CONTACT DETAILS PREFERENCES**

**Personal Information**

<b>Birth Date:</b> 01/16/1980	<b>Gender:</b> Male	<b>Ethnicity:</b> White (not Hispanic or Latino)
<b>Disabled:</b> No	<b>Social Security Number:</b> --	

**Employee Number:**  
10007

**User Login:**  
cc Clark

**Status:** ■ Active

**Job Title:**  
Director of Staff Operations

**Home Company:**  
Company A

**Your Organization:**  
Administration

**Location:**  
Herndon, VA 20170 US

**Contact Information:**  
cc Clark@hrsmart.com  
+(1)5515500011 Home  
+(1)5525500011 Work  
+(1)5541100011 Mobile

**Manager:**  
Chad Harter

**FLSA Status:**  
Exempt

**Original Date of Hire:**

Employees Search...



## Chris Clark

Last Modified 08/08/2019 by Dylan McKenzie

Actions



UPLOAD IMAGE

Employee Number: 10007

User Login: cclark

Status: Active

Job Title:

Director of Staff Operations

Home Company:

Company A

Your Organization:

Administration

Location:

Headquarters

Contact Information:

cclark@hrsmart.com

+(1)5515500011 Home

+(1)5525500011 Work

+(1)5541100011 Mobile

Manager:

Dylan McKenzie

OVERVIEW

PERSONAL &amp; CONTACT DETAILS

EMPLOYMENT DETAILS

PREFERENCES

HISTORY

## Personal Information

Birth Date:

01/16/1980

Ethnicity:

White (not Hispanic or Latino)

Social Security Number:

124-52-6848

Gender:

Male

Disabled:

No

National ID Country:

United States of America

Marital Status:

Married

Subject to ADA:

No

National Identifier:

124-52-6848

## Contact Information

Home Address:

14800 Webb Chapel Rd

Dallas

Texas

75234

United States of America

+(1)5515500011 Home

Mailing Address:

14800 Webb Chapel Rd

Dallas

Texas

75234

United States of America

Primary Emergency Contact:

Betty Clark

Spouse

5514928405 Primary Phone

Secondary Emergency Contact:

Bobby Clark

Son

551-509-9485 Primary Phone

## Veteran Information

Veteran Type:

Veteran Status:

No

Separation Date:

## Citizenship Information

Citizenship Status:

Citizen

# Deltek Core HR: Available Today



**Employee Demographics**



**Employment History &  
Records**



Dashboard

MY EMPLOYEES

RECRUITING

PERFORMANCE

LEARNING

SUCCESSION

COMPENSATION

CAREER CENTER

REPORTS

CUSTOM MENU

Employees


Search...



## Chris Clark

Last Modified 09/18/2019

Actions

Employee Number: 

10007



User Login: 

cclark

Status:  ActiveJob Title: Director of Staff Operations 

Home Company:

Company A

Your Organization: Administration Location: Herndon, VA 20170 US Contact Information: 

cclark@hrsmart.com

+(1)5515500011 Home

+(1)5525500011 Work

+(1)5541100011 Mobile

Manager: Chad Harter 

FLSA Status:

Exempt

OVERVIEW



PERSONAL &amp; CONTACT DETAILS

EMPLOYMENT DETAILS

PREFERENCES

HISTORY


## Professional Information

Your Organization: Administration Hours/Day: 

8.00

Benefit Category: 

Management

Job Type: 

Full-time

Projected Time to Retire:

25 Years

## Job Information

Career Level: 

Director



FLSA Status: 

Exempt


SOC Code: 

General and Operations Managers (11-1021)

## Compensation



Annual Pay Rate: 67,000.00 Year / 2,576.92 Bi Weekly Pay Frequency: 

Bi Weekly

Work Schedule: Full Time Payroll ID: 

10007

## Hire Information

Original Date of Hire: 07/05/1999 Rehire Date: Seniority Date: 

## Termination Information

Termination Date: 

- Dashboard
- MY EMPLOYEES
- RECRUITING
- PERFORMANCE
- LEARNING
- SUCCESSION
- COMPENSATION
- CAREER CENTER
- REPORTS
- CUSTOM MENU

Window Ship

Employees

Search...



# Chris Clark

Last Modified 08/08/2019 by Dylan McKenzie



Employee Number: 10007

User Login: cclark

Status: Active

Job Title: Director of Staff Operations

Home Company: Company A

Your Organization: Administration

Location: Headquarters

Contact Information: cclark@hrsmart.com  
+(1)5515500011 Home  
+(1)5525500011 Work  
+(1)5541100011 Mobile

Manager: Dylan McKenzie

FLSA Status: Exempt

- OVERVIEW
- PERSONAL & CONTACT DETAILS
- EMPLOYMENT DETAILS
- PREFERENCES
- HISTORY

Relocation

Willing to relocate: Yes - Domestic and International

Date Available: 01/22/2016

Location Preference: Headquarters

Availability Comments: Look forward to the opportunity.

Relocation Options

Domestic: Arizona, Arkansas, California

International: Canada

Additional Relocation Comments: Would need assistance and time.

Position

Job Function: Operations

Type: Full-time

Medical Insurances Preference: Personal

Travel: 10 - 20%

Additional Considerations

Comments: None.

# Deltek Core HR: Available Today



**Employee Demographics**



**Employment History &  
Records**



**Payroll**



# Effective Dated History in Details Tab

## Job Information

Career Level: 

Director

FLSA Status: 

SOC Code: 

Managers (11-1021)

## Compensation

Annual Pay Rate: 

67,000.00 Year / 2,576.92 Bi Weekly 

Payroll ID: 


10007

### Pay Rate History

Effective	Previous Rate	New Rate	Reason	Date Changed	User
08/08/2019	66,000.00	67,000.00	Cost of Living Adjustment	08/08/2019	Dylan McKenzie
07/12/2016	35,000.00	53,000.00	Department Transfer	09/18/2019	Dylan McKenzie

## Hire Information

Original Date of Hire: 

07/05/1999 

Rehire Date: 



Seniority Date: 

Dashboard

MY EMPLOYEES

RECRUITING

PERFORMANCE

LEARNING

SUCCESSION

COMPENSATION

CAREER CENTER

REPORTS

CUSTOM MENU

Employees Search...

🔍 ⚙️

# Chris Clark

Last Modified 09/18/2019



Employee Number: 10007

User Login: cclark

Status: Active

Job Title: Director of Staff Operations

Home Company: Company A

Your Organization: Administration

Location: Herndon, VA 20170 US

Contact Information: cclark@hrsmart.com  
+(1)5515500011 Home  
+(1)5525500011 Work  
+(1)5541100011 Mobile

Manager: Chad Harter

FLSA Status: Exempt

OVERVIEW PERSONAL & CONTACT DETAILS EMPLOYMENT DETAILS PREFERENCES HISTORY

JOB ATTRIBUTE

All

Download as Excel

JOB ATTRIBUTE	PREVIOUS VALUE	NEW VALUE	EFFECTIVE	REASON	DATE OF CHANGE	USER
Work Schedule		Full Time	08/08/2019	Correction	08/08/2019	Dylan McKenzie
Pay Rate	66,000.00	67,000.00	08/08/2019	Cost of Living Adjustment	08/08/2019	Dylan McKenzie
Manager	Dylan McKenzie	Chad Harter	09/08/2005	Department Transfer	09/18/2019	Dylan McKenzie

# Deltek Core HR: Available Today



**Employee Demographics**



**Employment History &  
Records**



**Payroll**



**Compliance Reporting**



Dashboard

MY EMPLOYEES

RECRUITING

PERFORMANCE

LEARNING

SUCCESSION

COMPENSATION

CAREER CENTER

REPORTS

CUSTOM MENU

Employees

Search...



Select Employees

## VETS-4212

TWELVE MONTH PERIOD ENDING \*



12/31/2018

## TYPE OF REPORTING ORGANIZATION

At least one of these options is required. Check one or both, as applicable.

☒ Prime Contractor

☐ Subcontractor

## TYPE OF FORM

At least one of these options is required.

☒ Single Establishment

☐ Multiple Establishment-Headquarters

☐ Multiple Establishment-Hiring Location

☐ Multiple Establishment-State Consolidated

## COMPANY IDENTIFICATION INFORMATION

COMPANY NO

NAME OF PARENT COMPANY

Employees 


## EEO-1 Report

[Download as PDF](#) [Filter Again](#)

EEOC JOB CATEGORIES	Race/Ethnicity			
	Hispanic or Latino		Not Hispanic or Latino	
	Male	Female	Male	
	HISPANIC OR LATINO	HISPANIC OR LATINO	ASIAN (NOT HISPANIC OR LATINO)	BLACK OR AFRIC. HISPANIC OR LA1
1.1-Executive/Senior Level Officials and Managers	0	0	0	
1.2-First/Mid Level Officials & Managers	0	0	1	
2-Professionals	9	2	2	
3-Technicians	3	0	0	
4-Sales Workers	0	0	0	
5-Administrative Support Workers	0	1	0	
6-Craft Workers	0	1	0	
7-Operatives	0	0	0	
8-Laborers & Helpers	0	0	0	

# Who Can Benefit from Core HR Today?

- Manual HR processes
- Disparate or homegrown solutions
- Outsourced Benefits
- New to Employee/Manager Self-Service
- Under 350 employees (*can vary widely*)

# Deltek Core HR: Now & to the Future



**Employee Demographics**



**Employment History & Records**



**Payroll**



**Compliance Reporting**



**Configurable Manager /  
Employee Self-Service**



**Benefits & Open Enrollment**

# Deltek Core HR Roadmap

## Configurable Employee & Manager Self-Service

Easily configure options for employee/manager driven changes, notifications and approval paths

Q1'20

## Workforce Analytics

Utilize data analysis to tell the true story of your workforce (e.g.?)

Q3'20

## Mass Employee Data Changes via UI

Swiftly make mass updates and changes to multiple employees in the UI

Q3'20

## U.S. Benefits

Track plan options, cost-sharing.

Q1'21

## Open Enrollment

Process open enrollment

Q1'21

*Deltek, Inc. All Rights Reserved - Confidential. These plans represent our current estimates on timing and functionality and may be subject to future modification.*



# Talent Management Suite

# Talent Management Suite

- Career Center, online apply
- Employee referral
- Manage Candidates
- Offers and onboarding

## Talent Acquisition

- Goal management/sharing
- Continuous Feedback
- Annual appraisals
- Project-based appraisals

## Talent Performance

- Development Plans
- Career paths
- Success plans
- 9 box

## Talent Development

- Certification and credit tracking
- Online learning catalog
- RedVector learning content

## Talent Learning

- Electronic Employee Record
- Effective dates and history
- Security and Permissions
- HR Roles and permissions

## Core HR

- Configurable grids and employee details
- Compensation letters
- Budget and guideline details

## Talent Compensation

# Talent Acquisition & Onboarding

- Recruit top talent faster to improve revenue
- Speed up the hiring process to get great people on projects faster
- Create candidate pools
- Manage requisitions, applicants and offers in one place for efficiency
- Introduce new hires to your organization with a consistent process
- Train new hires on the methods and processes of the organization
- Coach new talent from the beginning

## Manage Requisitions

Create Requisition

Filter

« < 1 > »


Displaying 1 - 12 of 12 10 25 50 100 per page

<input type="checkbox"/>	POSTED	REQ. #	JOB TITLE	LOCATION	VACANCIES	VIEWS	INCOMPLETE AI
<input type="checkbox"/>	11/22/2017	MKTGREP.18	Marketing Representative	Headquarters Richardson, Texas 75080, United States of America	5	50	1

### New Hire Checklist

Welcome aboard, Sharonda

☐



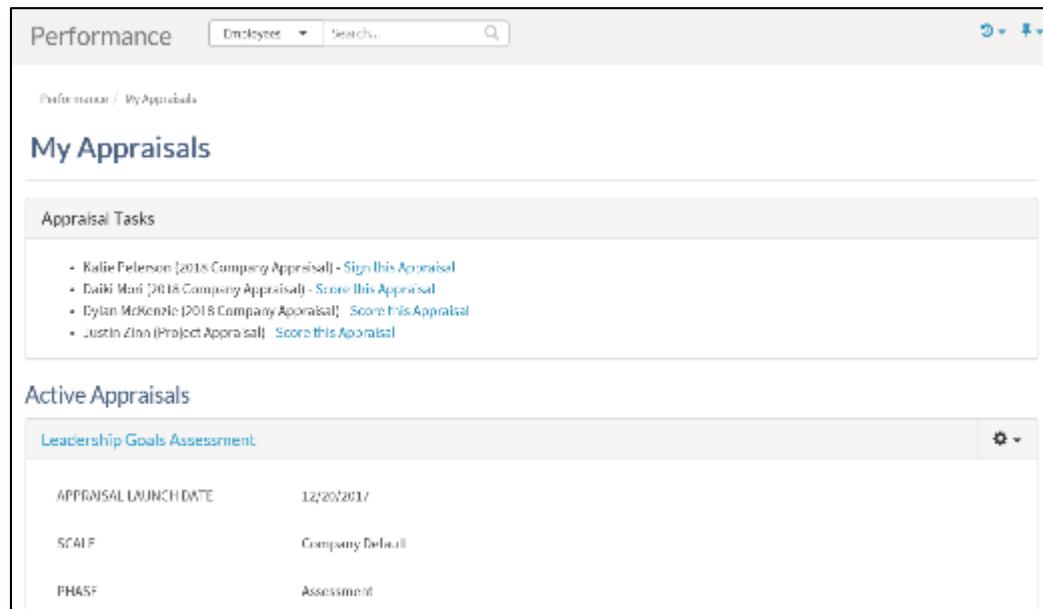
To get things started, we have several documents and forms that are a part of our onboarding process. This screen shows all of the documents that have been sent to you to read and/or complete as part of joining our team.

To access each document, click on the Document Name. As you read, complete, and sign each document, your completion val. be displayed in the Completed column.

Please complete these documents at your convenience prior to your first day in the office and bring your ID with you on your first day.

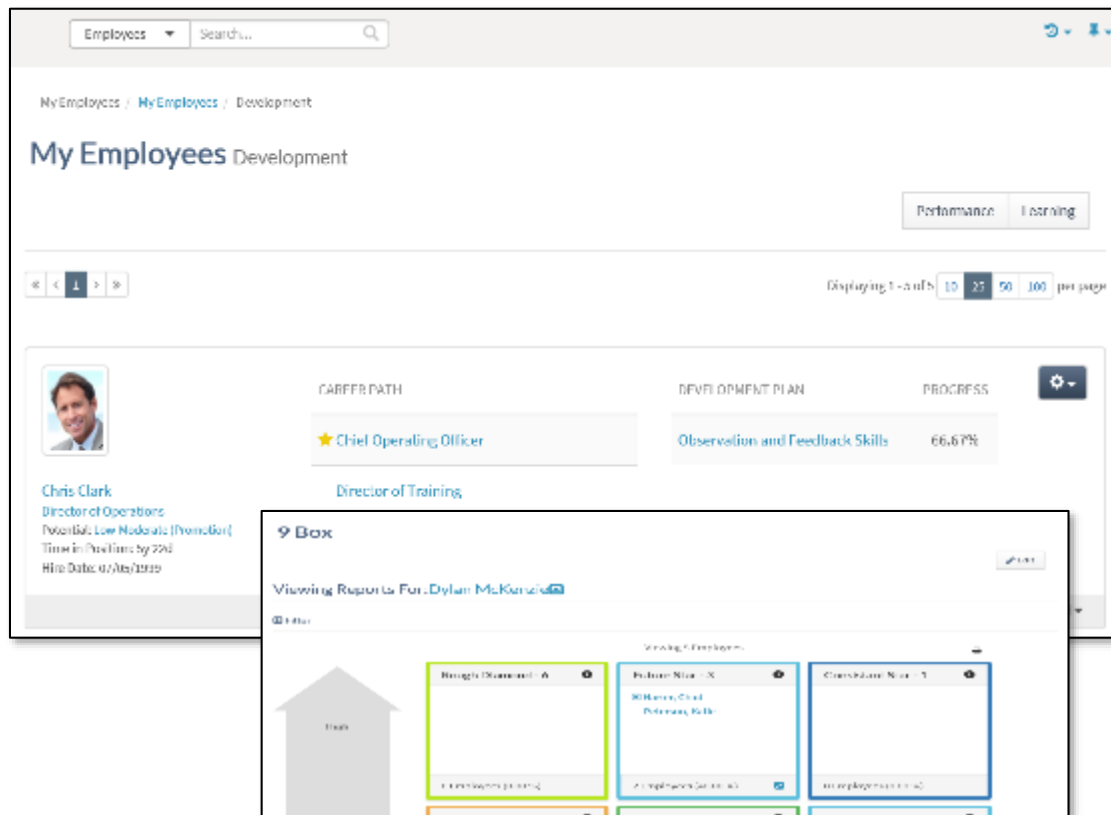
# Talent Performance

- Company-wide framework for evaluating, coaching and recognizing employees
- Calculate risk of loss to identify employees that are critical to the business
- 360 feedback can be gathered from virtually any source to create balanced performance appraisals
- Employee recognition allows anyone recognize a job well done and fosters a culture of collaboration



# Talent Development

- Collaboratively create employee development plans
- Increase employee engagement
- Develop leaders and proactively prepare them using **9 Box Planning** and **Gap Analysis** tools
- Retain key players by investing in and planning for their growth
- Analyze attrition data to determine key employee at risk



# Talent Learning

- Develop predefined and repeatable training plans to ramp new hires faster
- Provide 'on demand' training to accommodate a travelling workforce
- Align training plans with the firm's strategic plan
- Automate certification tracking and focus on proactive training
- Engage employees and increase retention

The screenshot displays a web interface for 'My Employees Learning'. At the top, there is a search bar with 'Employees' selected and a search icon. Below the search bar, the breadcrumb 'My Employees / My Employees / Learning' is visible. The main heading is 'My Employees Learning'. To the right of the heading are two tabs: 'Performance' and 'Development'. Below the tabs, there is a pagination bar showing 'Displaying 1 of 3' and a 'per page' dropdown menu with options 10, 20, 50, and 100. The main content area features a table with columns: CLASS, CURRICULUM, and PROGRESS. On the left side of the table, there is a profile card for Chris Clark, Director of Operations, with details: Total Credits: 18, Total CEUs: 18, and Time in Position: 22d. The table lists the following training items:

CLASS	CURRICULUM	PROGRESS
Building Customer Relationships	Communication for Management	25.00 %
Business Ethics	Employee Excellence	100.00 %
	Customer Relationship Management	66.66 %
	More...	

***\*Automate Certification Tracking***

# Talent Compensation

- Easily manage salary budgets without Excel
- Manage promotions, job titles, and salary grades
- Do the market analysis required to offer competitive compensation
- Remove the guesswork from your compensation structure and strategy

The screenshot displays the Deltek Compensation Explorer interface. The main table lists employees with columns for ID, First Name, Last Name, Job, Start Date, Actual Salary, Hourly Rate, and various percentile benchmarks (25th, Median, 75th). Below the table, there are summary sections for Bonus Budget and Salary Budget.

Employee ID	First Name	Last Name	Job	Start Date	Actual Salary	Hourly Rate	25th Percentile	Median	75th Percentile
EE106	Jacqueline	Spencer	52	Jan 1, 2014	USD 32,151.80	USD 17.30	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE106	Rose	Anderson	52	Jan 1, 2014	USD 33,063.80	USD 32.06	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE107	Ruth	Bryant	52	Jan 1, 2014	USD 33,063.80	USD 32.06	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE108	Shirley	Moran	52	Jan 1, 2014	USD 33,910.91	USD 18.23	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE109	Kelly	Sanders	52	Jan 1, 2014	USD 33,528.90	USD 18.08	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE110	Christina	Scott	52	Jan 1, 2014	USD 33,528.90	USD 23.95	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE111	Donna	Goldman	52	Jan 1, 2014	USD 33,528.90	USD 27.04	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE112	Ann	Ramos	52	Jan 1, 2014	USD 33,528.90	USD 18.08	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE113	Muse	Chavez	52	Jan 1, 2014	USD 33,528.90	USD 27.94	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE114	Arthur	Garcia	52	Apr 1, 2018	USD 33,528.90	USD 18.08	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE115	Stephanie	Monkova	52	Jan 1, 2014	USD 33,972.60	USD 22.06	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE116	Warley	Mattawa	52	Sep 2, 2015	USD 33,972.60	USD 22.06	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE117	Kathleen	Kobley	52	Jan 1, 2014	USD 33,972.60	USD 18.36	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE118	Ruby	Young	52	Jan 1, 2014	USD 33,972.60	USD 42.47	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE119	Daly	Gossone	52	Jan 1, 2014	USD 33,972.60	USD 33.97	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE140	Martina	Alexander	52	Jan 1, 2014	USD 33,972.60	USD 33.97	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE141	Ronald	Dacin	52	Jan 1, 2014	USD 34,880.94	USD 23.24	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE142	Christina	Alvarez	52	Jan 1, 2014	USD 34,880.94	USD 34.06	USD 31,886.50	USD 32,294.10	USD 33,036.00
EE143	Anita	Ramirez	52	Jan 1, 2014	USD 34,880.94	USD 23.24	USD 31,886.50	USD 32,294.10	USD 33,036.00

BONUS BUDGET		SALARY BUDGET	
Budget	USD 90,000.00	USD 412,647.24	
Spent	USD 88,091.07 (97.89%)	USD 18,886.48 (4.58%)	
Available	USD 1,908.93	USD 393,760.76	

# Talent Management Suite

- Career Center, online apply
- Employee referral
- Manage Candidates
- Offers and onboarding

## Talent Acquisition

- Goal management/sharing
- Continuous Feedback
- Annual appraisals
- Project-based appraisals

## Talent Performance

- Development Plans
- Career paths
- Success plans
- 9 box

## Talent Development

- Certification and credit tracking
- Online learning catalog
- RedVector learning content

## Talent Learning

- Electronic Employee Record
- Effective dates and history
- Security and Permissions
- HR Roles and permissions

## Core HR

- Configurable grids and employee details
- Compensation letters
- Budget and guideline details

## Talent Compensation



# Questions



Connect with Full Sail Partners:

LinkedIn: <http://www.linkedin.com/company/full-sail-partners>

Twitter: <http://twitter.com/#!/reachfullsail>

YouTube: <http://www.youtube.com/user/reachfullsail>

# Thank You for Attending!

*For more information contact:*

Joel Slater

Main: 888.552.5535 ext. 137

[info@fullsailpartners.com](mailto:info@fullsailpartners.com)

Hearing what you have to say, whether criticism or praise,  
helps us provide you better information and service.  
Please fill out the survey and provide your feedback.

[www.fullsailpartners.com](http://www.fullsailpartners.com)