

5 Ways to Enable a High Performance Federal Workforce

The federal government and its workforce face several unique challenges. Shifting requirements, intensifying scrutiny, and mounting workforce pressures—coupled with increased fiscal constraints—result in a steady burden on federal agencies and employees to do more with less.

Learn more

Do more with less

Modernize legacy systems quickly

On-premises systems aren’t equipped for the digital age. Bolting newer technologies such as chatbots and GenAI onto legacy systems makes them more complex and costly to maintain and scale. Disconnected systems can put data at risk and make it difficult to create a single source of truth.

Integrate disparate HR systems

To understand the workforce, inform decisions, and track hiring, retention, and development, agencies must unify their HR data. Aging, disparate systems and fragmented data can result in inaccurate and outdated intelligence, misalignment across departments, and limited insights.

Drive efficiency in workforce management

Agencies need to create efficiencies through more rigorous workforce management that includes skill-based assignments, performance outcome tracking, and workforce action oversight. In addition, rapidly changing policies require technological agility to implement quickly and accurately.

Improve data visibility and analytics

Agencies must use data strategically to inform workforce decisions, track actions, and report improvements and impacts. System users also want to draw from their own data to monitor career development, match with opportunities, and inform their career and benefit decisions.

Recruit and retain high-quality talent

The federal government requires a high-caliber workforce that is matched to each position based on skill set—all managed within a user-friendly career development ecosystem to help retain talent and foster an efficient and effective workforce.

Rethink workforce management

Explore Oracle’s modernization solutions

Oracle helps agencies move to more advanced, secure, and stable technologies by modernizing on-premises systems with OCI deployments or full SaaS offerings, depending on requirements. If the base system is Oracle, cloud modernization can be more easily accomplished to save time and money.

Implement Oracle’s modern cloud HCM

Oracle Cloud HCM maintains various elements of HR (core HR, payroll, benefits, etc.) within one integrated system. Embedded with advanced analytics and GenAI, Oracle enables seamless data aggregation, data-informed decisions, increased transparency, and improved workforce insights.

Transform HR processes with Cloud HCM

Oracle embedded capabilities—such as AI agents, prebuilt business rules, and self-service processes—can simplify workflows, automate time-intensive tasks, reduce manual effort, and generate narrative reporting to fuel transformation. Required changes are rapidly implemented across systems.

Access advanced analytical capabilities

Oracle’s systems, embedded with advanced analytics and GenAI, fulfil analytic requirements across HR to help inform decisions, facilitate reporting, and track progress. In addition, dashboards and data visualization capabilities allow for better data transparency for users and leaders.

Gain recruiting and talent management

Oracle Cloud HCM supports hiring and retaining qualified professionals through recruitment, talent management, and learning modules. It enables skill-based opportunity matching and career development via self-service and automated processes for ease of use and trackability.

CRITICAL INSIGHTS

14k+ Fusion Applications customers use Oracle Cloud HCM to plan, manage, and optimize people processes with one common data source.

Why Oracle Cloud HCM for the Federal Workforce

With integrated GenAI and AI agents available across the platform, Oracle Cloud HCM delivers personalized, scalable HR support for the evolving federal workplace.

Learn more