

## State of Nebraska

*Building a More Efficient  
Government with Integrated  
Talent Management*



Situated on the Great Plains of the Midwestern United States, Nebraska has a population of 1.8 million and is a major producer of beef, pork, corn, and soybeans. The State of Nebraska employs 20,000 people across 80 different agencies; these agencies range in size from two to 6,000 employees.

Since 2001, Nebraska State Personnel has been operating with a limited human resources (HR) technology infrastructure that primarily functioned as an enterprise resource planning (ERP) system. Although integrated with payroll and benefits, the system lacked functionality in key operations such as learning, performance, and succession, and reporting capabilities were extremely limited. In addition, because the State allowed the 80 agencies to customize the data independent of any statewide unifying directive, the same data fields were used in 80 different ways.

### Why Cornerstone

When Governor Dave Heineman challenged the State of Nebraska to operate as one employer, State Personnel faced the complicated task of consolidating 80 talent management methodologies into a single statewide system. The department immediately began the search for a comprehensive software solution that would facilitate the standardization of HR processes across the state; deliver relevant, actionable metrics; and provide for the identification of current talent, skills, gaps, and relevant training.

**Cornerstone  
Learning Cloud**



**Cornerstone  
Performance Cloud**



**Vertical** State Government

**Region** United States

**Live Since** 2010

**# of Employees** 20,000

**Impact** Cost Savings,  
Compliance, Productivity,  
Leadership Pipeline, Talent  
Readiness, Training for Profit



*The Cornerstone system is incredibly flexible and can do just about anything you want it to do in a variety of ways.*

- Cindy DeCoster, State Personnel State of Nebraska

## The Results

Convinced of the flexibility and scalability of a software-as-a-service (SaaS) delivery model, State Personnel turned to Cornerstone OnDemand's integrated, cloud-based platforms. Impressed by the platforms' functionality, ease of use, and competitive pricing model, the State invested in Cornerstone's entire Integrated Talent Management Suite, including Learning, Performance, Succession, Compensation, and Connect.

**Enhanced Talent Readiness:** In 2010, Nebraska launched its statewide Learning Management System (LMS), the first component of its new Talent Management Suite, LINK. To cultivate buy-in for the new LMS, State Personnel formed an implementation team comprised of a cross-section of people from various agencies and functions. Cultivating employee adoption early in the implementation process proved to be effective. "Our employees bought into this because, with the Cornerstone system, they can now easily see what they need to do for training, what's available in the state, where their career can take them, and what's expected of them," said Cindy DeCoster, state personnel. "They are all in."

**Cost Savings:** Seeking to engage thousands of employees with the LMS as quickly as possible, State Personnel made available a defensive driving course, required of any state employee who plans to drive a state vehicle. The savings were immediate and dramatic, with time savings in the equivalent of 5.0 full time employees and dollar savings totaling \$7,765. State government also retired several disparate learning management systems for additional savings.

**Powerful Reporting Capabilities:** State Personnel now has access to an array of statewide metrics, including training hours per employee, training associated with accreditation standards, status of required classes, and training expenditures by agency. This reporting capability provides a holistic view of talent management across all employees and divisions and enables the State of Nebraska to make more meaningful decisions based on concrete data.

**Interagency Collaboration and Communication:** With Cornerstone's integrated talent management solution, agencies can easily share information about best practices. "The Cornerstone solution has increased connectivity between agencies," said Charles Roberson, affirmative action coordinator. "They are asking each other questions and working together in a way they had never been able to do before. That's a very gratifying thing to see."

## Going Forward

The State Personnel Department is gearing up for the statewide implementation of Cornerstone Performance, and in preparation for the launch, State Personnel is fast-tracking a leadership development program and identifying competency gaps. The department is also currently building a statewide onboarding curriculum to ensure all new hires are exposed to crucial information relevant to state government employment. Looking ahead, the department is already building the foundation for a statewide rollout of Cornerstone Succession in the summer of 2013.

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Cornerstone OnDemand is a global leader of cloud-based talent management software solutions. Our solution is designed to help organizations empower their people and maximize the productivity of their workforce. **To learn more, visit [csod.com](http://csod.com).**