

**System Enhancement SE 139: July 22, 2017, Performance & Talent Management Release Summary**

**Issue Date: July 24, 2017 (Updated)**

**Audience: Human Resource Offices**

Release Item	Description
<p>Performance –  <b>Corrective Action Plan (CAP)</b></p>	<p>A new Corrective Action Plan (CAP) will be available in People First. Using the plan is not mandatory and will be at the discretion of the agency human resource (HR) office. The Corrective Action Plan will be administered by agency HR representatives (those users with A, H, and X security role codes) and not through the People First Service Center. Any questions regarding the CAP will be directed to the agency HR office. Features of the CAP include:</p> <ul style="list-style-type: none"> <li>• <b>Only</b> HR roles will be able to initiate employees</li> <li>• Specific dates can be assigned by the initiator</li> <li>• Pass/Fail option, no score</li> </ul> <p>Additional information related to the CAP can be found in the <a href="#">Initiating a Corrective Action Plan</a> instructional guide as well as starting on page 30 of the <a href="#">Performance Management Manager User Guide</a>.</p>
<p>Performance –  <b>Historical and Statewide Access for HR Users</b></p>	<p>Human Resource (HR) users (those users with A, H, and X security role codes) will be able to view historical evaluations as well as all evaluations statewide.</p> <ul style="list-style-type: none"> <li>• To view historical evaluations, go to the employee’s profile. On the profile, there will be a section for evaluations completed in the previous system (2013 to 2016) as well as evaluations completed in the current system (2016 - 2018). This access will only be for HR users until sufficient validation has occurred. After HR validation is completed, access will be granted to managers and employees (date is TBD).</li> <li>• HR users will also be able to search for employees statewide. This search will allow HR users to view the employee profile, including the ability to see evaluations completed in the previous and current system.</li> </ul>

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<b>Recruiting – Updates to Agency Pages</b>	<p>The following updates will be made to agency pages:</p> <ul style="list-style-type: none"> <li>• Revise the agency branded pages in the recruitment module, for agencies that requested an update to the image or language.</li> <li>• Change agency names in the dropdown selection to more easily identify agencies. As a result of the agency name changes, any agency who has posted a link to their agency jobs or agency job page on social media sites or other webpages will have to update those links after the changes are implemented.</li> </ul>															
<b>Recruiting – Updates to Candidate Profile</b>	<p>The following updates will be made to the candidate profile:</p> <ul style="list-style-type: none"> <li>• Require an end date for previous employment records. If the candidate selects ‘Yes’ for the currently employed option, an end date cannot be entered. This update is only applicable to candidates who apply on or after July 22, 2017.</li> <li>• Language presented at the top of the candidate profile has been updated to advise candidates that an end date is required for all previous employment records.</li> <li>• Section label of ‘Previous Employment’ has been updated to ‘Periods of Employment’.</li> </ul>															
<b>Recruiting – Assessment Integration</b>	<p>Agencies contracted with Infor Talent Science for assessment testing, and who have completed the implementation stage with Infor Talent Science, will have the option to advertise a vacancy with an assessment. Once the proper assessment is selected, candidates will automatically be taken to the assessment (conducted within the Infor Talent Science system) after applying for the job vacancy. Results will be sent directly to People First and can be viewed on the candidate grid.</p> <p>Additional information related to the Assessment Integration, including how to open the requisition with an assessment, can be found in the <a href="#">Opening a Requisition with an Assessment</a> instructional guide.</p>															
<b>Recruiting – Agency Column</b>	<p>A column displaying the agency name will be included when candidates are searching for job vacancies. The agency column will be presented in all search results.</p> <table border="1" data-bbox="583 1230 1885 1474"> <thead> <tr> <th>Job Title</th> <th>Location</th> <th>Posting Date</th> <th>Career Category</th> <th>Agency</th> </tr> </thead> <tbody> <tr> <td>Job Title</td> <td>Location</td> <td>MM/DD/YYYY</td> <td>Career Category</td> <td>Agency</td> </tr> <tr> <td>SENIOR MANAGEMENT ANALYST II - SES - 60068405</td> <td>ALACHUA, FL, Leon, 32399</td> <td>Jul 19, 2017</td> <td>Management</td> <td>Children and Families</td> </tr> </tbody> </table>	Job Title	Location	Posting Date	Career Category	Agency	Job Title	Location	MM/DD/YYYY	Career Category	Agency	SENIOR MANAGEMENT ANALYST II - SES - 60068405	ALACHUA, FL, Leon, 32399	Jul 19, 2017	Management	Children and Families
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