GTM®
PAYROLL & HR

ADDITIONAL SERVICES

Time and Attendance - Occurrence Tracking

Learn & Grow - Learning Management

Share & Perform - Goal Setting & Reviews

Predictive People Analytics

ZayZoon Earned Wage Access

Work Opportunity Tax Credit

Occurrence Tracking

Increase visibility on time & attendance patterns with this automated corrective action tool.

Provide managers with comprehensive insight to workforce attendance habits and improve communication between your HR team and employees.

Easily monitor employee occurrences and automate your corrective actions.

Create rules within isolved Occurrence Tracking that are consistent with the attendance policies from your employee handbook. Assign point values to each infraction and implement the necessary course of action when an employee's total points reach a pre-defined threshold.

Develop multi-milestone occurrences that are based upon the employee's length of service that will trigger a corrective action such as a verbal warning, written warning, suspension or termination.

Easy as 1-2-3

Preparing your workforce for an automated corrective action system is easy to achieve with isolved Occurrence Tracking.

1. List the employees that will be eligible for occurrence tracking policies. These lists can be defined by a combination of filters such as an employee's length of service or position in the company.

2. Define the infractions that should be monitored along with the points associated to the occurrence. Admins will be able to edit functions of each rule and how they are displayed and applied. The following rules are some of the customizable fields within a rule set:

   • Which occurrence rule set applies to which employees.

   • Number of points applied to each occurrence and if they will expire.

   • Which alert or action to implement when an infraction occurs.

3. Create the alerts and email templates for each course of action. These alerts will be recorded to the employee's history and will be sent out to all users involved including the employee, their manager, HR teams or any other necessary client user within the system.

Admins can also import occurrence transactions to all employees in a legal company, eliminating the need to add individual transactions per employee within the Occurrence Tracking module.

isolved Time & Attendance required.

List employees

Define infractions

Create alerts

Let's talk about how we can monitor employee time and attendance and eliminate unnecessary workload with isolved Occurrence Tracking. Call us at: 518.373.4111.

isolved™

Intelligent Learning.
Simplified.

Add isolved Learn & Grow and deliver a simple, yet robust learning system to your employees – anytime, anywhere. Human Resources, frontline supervisors, and team leaders can create and track online training, personalized for your business. Learning is self-paced and includes gamification elements to keep learners engaged.

With a visually intuitive interface, the isolved learning management system (LMS) makes learning more accessible to everyone on your team. You can also assign courses and paths to employees based on roles and individual needs, or assign a course to an entire team instantly.

isolved allows you to easily upload your own content to the LMS system or upload third-party course content in a compatible SCORM format. Provide user-friendly courses across your entire organization. Your employees can add courses and paths to their dashboard with a single click. Set up teams and assign coursework to everyone on a certain team. It's also easy to create a custom course for a specific team.

Create your own paths, quizzes, and certifications that meet the needs of your organization. Certificates will sync into iSolved for an easy view of course progression. You can also add tools to create personalized and custom content, which includes access to a library of 150 pre-built courses on topics, such as compliance, business skills, workplace safety, and management.

No need for an additional third-party solution, you now have a powerful LMS that's already integrated with isolved!

Content marketplace

You can further expand your learning management system with the content marketplace, available with the isolved LMS. Within the content marketplace, you'll have access to a library of over 50,000 courses on a wide range of topics. Preview and find the courses that fit with the needs of your organization in the style and format you want. Many of the courses within this library are available in multiple languages and include written materials for visual learners.

Transforming employee experience for a better today and a better tomorrow.

Bring together learning in one LMS platform that is part of your HCM solution — delivered anytime, anywhere.

Includes short videos, gamification, and intuitive navigation for an enjoyable and engaging user experience.

Improve your employees' job performance by educating them with learning that is tailored to your organization.

Use learning to boost employee engagement and ensure consistency across various departments.

Take advantage of these benefits by adding **Learn & Grow features** to your platform!

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Share & Perform

Performance Management, Goal Setting & Reviews

Capture and promote your business's progress from the source: your employees.

Just as much as employers, employees want to know how they're performing. A clear understanding of the progress they're making towards goals and objectives fuels their engagement, productivity and wellbeing. It also helps in reducing turnover.

Gallup's 2020 meta-analysis of 1.2 million workers across 49,495 work units shows that the most highly engaged teams have:

81% less absenteeism

64% fewer safety incidents

**41%** fewer quality defects

18% higher sales productivity

23% greater profitability

66% better wellbeing

Now more than ever stronger career paths based on understanding and connection between your people and their experience at work matters. Beyond more flexible work arrangements and more safety and security, employees are looking for work-life balance, career advancement opportunities, fair compensation and continuous learning opportunities.

According to 2021 Prudential Financial's Pulse of the American Worker Survey, of the 26% of workers who plan to leave their employers after the pandemic, 80% plan leave because they're concerned about career advancement.

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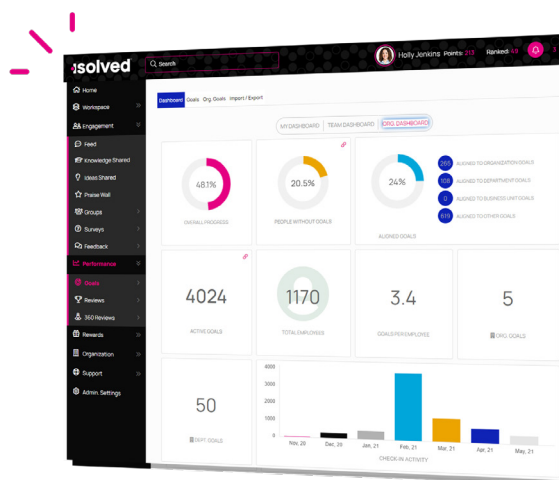
isolved Share & Perform

Create more purposeful and promising paths for your employees. By measuring and guiding their individual and collective progress, isolved Share & Perform and isolved People Cloud help you systematically connect with your employees.

With isolved Perform you'll have:

Performance reviews that help your organization monitor and report on performance with flexible cycles that can be tailored to the needs of your organization. Managers and supervisors can use pre-loaded review templates and tailor them to the needs of your organization.

Nine-box technology provides the ability to help identify the career potential of your employees. The technology helps identify the talent potential of your employees and let you focus on retaining the leaders and achievers of your organization.

360 feedback process for reviews enables you to get feedback from peers, leaders and even customers (or anyone else outside your company).

Job history records are maintained, accurate and accessible for every employee.

Goal-setting and monitoring, including goals for specific groups, individuals, and the company as a whole. Create workstreams and attach them to goals, or cascade goals down the organization to track the progress from all team members.

A personalized dashboard that keeps the most important information right where you need it.

Retain and develop your best talent and reduce employee turnover - isolved Share & Perform enables the multi-directional engagement that builds a great organization and delivers on your business goals.

Let's talk about how best to equip you to accomplish this.
Call us at 518.373.4111 or contact your account manager directly.

Transforming employee experience for a better today and a better tomorrow.

[i]Gallup Q12 Meta-Analysis https://www.gallup.com/workplace/321725/gallup-q12-meta-analysis-report.aspx
[ii]Pulse of the American Worker Survey: Is This Working? https://news.prudential.com/increasingly-workers-expect-pandemic-workplace-adaptations-to-stick.htm

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isolved Predictive People Analytics

Goodbye Reports. Hello Insights.

Meet the isolved Predictive People Analytics platform providing organizations the ability to generate predictive analytics by unifying and trending metrics from multiple HR software applications.

The analytics platform empowers an organization to firmly establish the links of critical events and evolving corporate metrics, such as productivity and turnover, and ultimately close the loop on how people strategies impact business results.

Insights made easy:
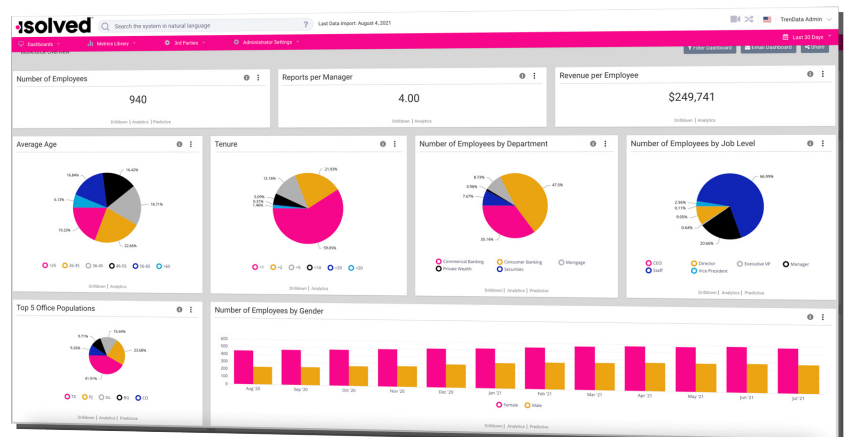
A system that is **easy to use**

Data that is **easy to import**

Analytics that are **easy to understand**

isolved Predictive People Analytics is a powerful tool that ensures your operations continue to run at peak efficiency. As a result, managers will be able to identify and address small issues before they have an opportunity to grow into large problems. These comprehensive analytics provide historical trending and predictive modeling so an organization can see how it got to where it is, and what needs to be done for a more productive tomorrow.

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Analyze

Our analytics will illustrate where you are today and your potential opportunities to sink or grow. With this platform, you can get an overview of trends to understand why they are happening.

Through multiple chart types, you can view employee data such as average commuting distance, average last raise, and average time in a position in a simplified view, as well as compare your employees' work habits and performance to determine your organization's risk of turnover and opportunity for development.
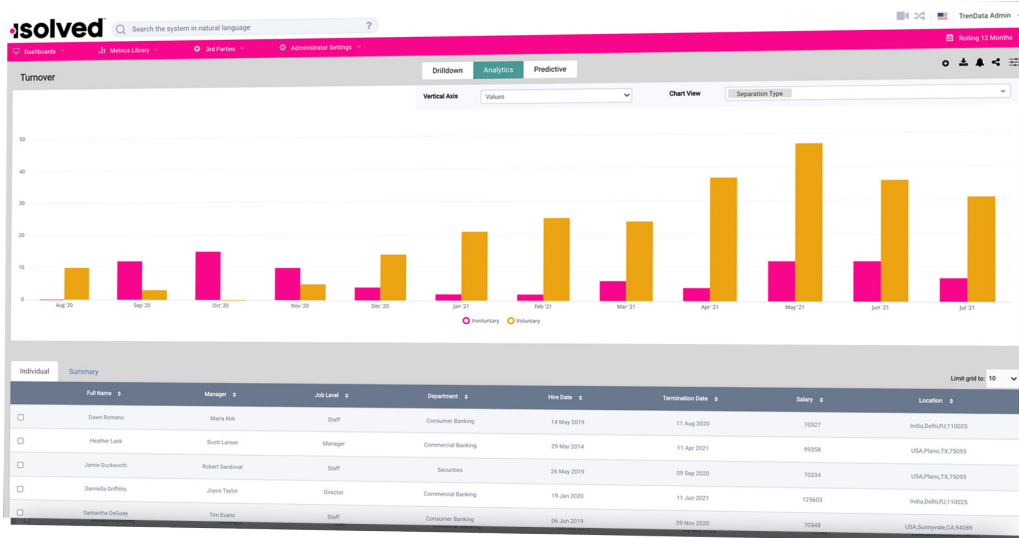
Predict

Once you know why things are happening, you can plan and course correct for a better future. Predictive People Analytics provides the ability to investigate the future and predict optimal ways to reduce turnover and increase profitability.

Using the system's workforce planning modules and streamlined design of filters and controls, you can determine the best path to success. When coupled with isolved People Cloud's data, the platform can provide managers comprehensive benchmark analytics to help them source and secure talent, with attrition prediction assistance to help with succession planning and can evaluate and carry out skill-to-need matchmaking to help ensure the right talent is recruited.

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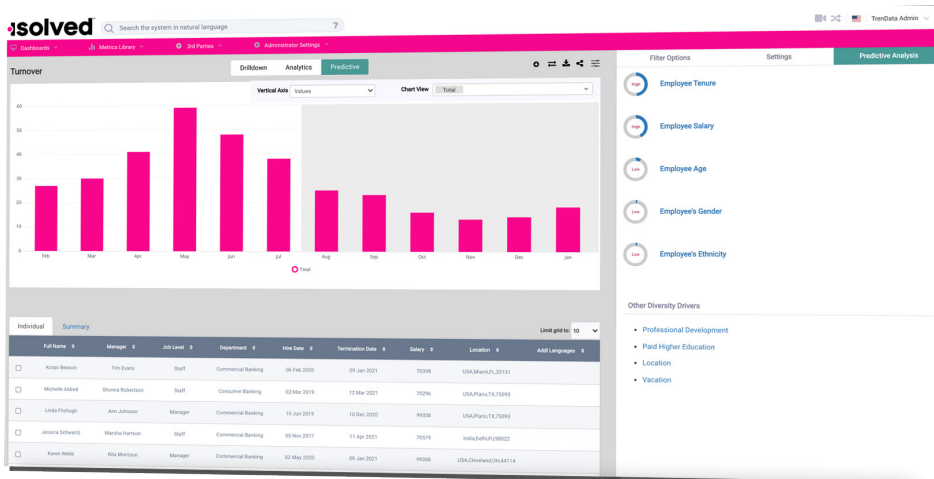
isolved Predictive People Analytics provides a simple and elegant solution that allows the collection of data, production of relevant metrics, and the trending to analytics that will dictate action. The intuitive interface is designed for no-stress use. Metrics are instantly visible on multiple dashboards, while navigation to analytics, drilldowns, and modeling are never more than two clicks away. There is no complex report building or extensive training required.

Voice Navigation & Visual Assistant - Access to a seamless and powerful voice navigation via a virtual assistant so that HR professionals and employees need to simply to "ask for" the information they want to see.

Dashboards – Configurable views of all key people metrics centralized or segmented into user defined groupings that don't require experts to interpret data.

Historical Trend Analysis – Trend all key metrics over user defined time periods.

Key Events Overlay – Correlate key events over trend analysis to better understand what happened and the effects.

Predictive Modeling – Use trended data to plot scenarios that can help decide what actions are best for the business and the workforce.

NLP (Natural Language Processing) – As applications have become more robust, the complexity in navigating to desired data points and creating the optimum views of that information has also increased.

Get access to:

- Better visibility and insights to plan people decisions
- Ability to incorporate HR, Finance, and Benchmarking data sources
- Centralized metric and analytics dashboards for one-stop action
- Trending, Insights, and Predictive Modeling for Prescriptive Analytics solutions
- Easy and more complete understanding of HR and People data
- Actionable insights and justification from human resources to C-Suite
- Predictive view into the future of workforce and necessary actions

Let's get you started with **isolved Predictive People Analytics** to analyze the trends, predict your options to reduce turnover and increase profitability.

Contact us today at **518.373.4111** to learn more.

Transforming employee experience for a better today and a better tomorrow.

ZayZoon

Financial Wellness for happier, healthier and more productive employees.

ZayZoon improves workplace productivity, retention and helps with recruitment by giving employees access to their earned wages in advance of payday.

29% Reduction in turnover for organizations that implement ZayZoon

79% of employees would choose an employer offering Wages On-Demand if all else was equal

30% of employees will access ZayZoon

$19K Saved annually on hiring costs[*]
(*based on a 200 employee company)
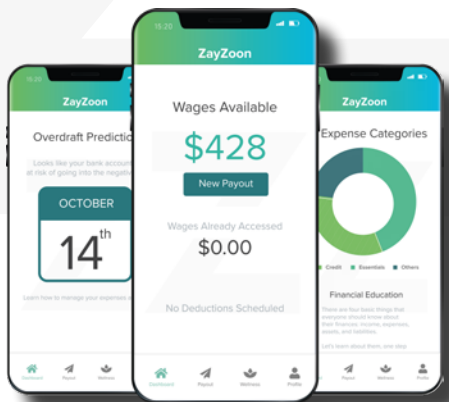
How it works:

- Data is exchanged with your systems, allowing employees to securely create an account. **Set-up in seconds.**

- We fund all transfers. **No risk or liability to you.**

- We recover funds **automatically** on the next check.

- We do all employee support. **No administrative overhead for you.**

- Includes ZayU – our financial wellness platform that provides education and predictive financial tools.

- Employee paid, employer paid or shared cost options.

Get Started at www.zayzoon.com

Work Opportunity Tax Credit (WOTC)

The Work Opportunity Tax Credit (WOTC) is a Federal tax credit available to employers who hire individuals from eligible target groups with significant barriers to employment.

Employers can earn a tax credit of between $1,200 and $9,600 per employee, depending on the target group of the new employee and the number of hours worked in the first year.

Employees must work at least 120 hours in the first year of employment to receive the tax credit.

Eligibility

Eligibility is determined by hiring employees from the following groups:

- Veterans
- Temporary Assistance for Needy Families (TANF) Recipients
- SNAP (food stamp) Recipients
- Designated Community Residents
- Vocational Rehabilitation Referral
- Ex-Felons
- Supplemental Security Income Recipients
- Summer Youth Employees

How GTM Will Help

Our process is simple – we provide a link to an online portal where your employees answer a few questions to determine eligibility. We then file your claim with the IRS and state agencies. Once the claim is processed, you'll be notified how much credit you will receive, and those credits will be applied to your next tax returns.

Clients will have access to real-time data such as credits certified, pending credits, and year-to-date screening status. This data provides employers with real-time insights and analytics to assist in making important hiring decisions.

Contact your sales rep about taking advantage of the WOTC.