IBC is an OPM-certified payroll provider and federal shared service center for human resources. Our comprehensive and integrated HR support services meet or exceed all government requirements and federal payroll guidelines.

FEDTALENT
A talent management system that integrates learning management and performance management.

WHAT WE OFFER
With a single system, FedTalent users create integrated electronic learning and performance records, including individual development plans and employee performance appraisals. Additionally, FedTalent:

- Enables agency management to make data-driven decisions through its reporting capabilities
- Enables agencies to manage employee development and performance in a consistent manner through data flow between learning and performance management within FedTalent
- Improves data integrity by reducing manual entry through data flow between IBC’s Federal Personnel and Payroll System (FPPS) and FedTalent
- Eliminates the administrative burden of retaining paper forms and scanning paper documents through the integration with OPM’s Electronic Official Personnel Folder (eOPF) system

KEY FEATURES
Employee Experience
- Proactive management of career and professional development
- Access to an extensive online course library and an external training request process (SF-182)
- Helpful reminders about required courses (certificates)
- Access to history of completed courses
- Access to performance plans (past and present)

Supervisor Experience
- Access to reporting dashboard
- Monitor/approve team training requests
- Guided annual performance evaluations
- Integration with OPM’s eOPF

Security Accreditation
- Federal Information Security Management Act (FISMA) Compliance
- National Institute of Standards and Technology (NIST) Compliance

LEARNING
- Learning Management System
- External Training Requests
- Individual Development Plans
- Data Reporting

PERFORMANCE
- Performance Appraisals
- 360 Feedback
- Career Planning
- Goals Alignment

COMPETENCY MANAGEMENT

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