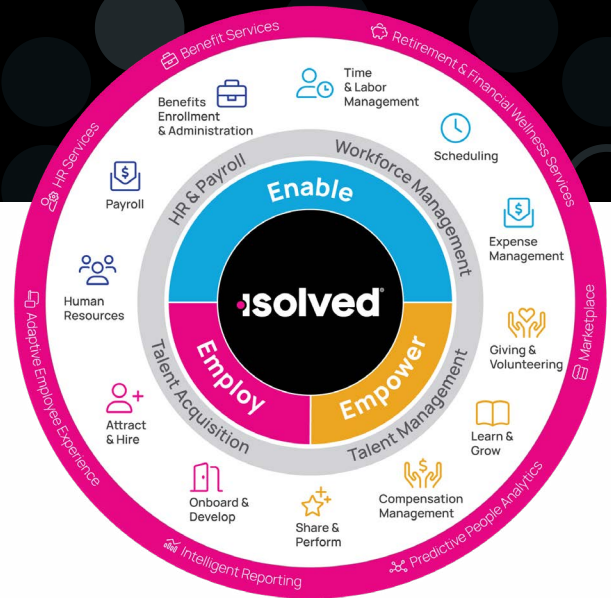# isolved People Cloud™ Checklist

isolved People Cloud intelligently connects and manages the employee journey across HR, payroll, benefits, talent acquisition, talent management, workforce management and more. No matter the industry, we help high-growth organizations employ, enable and empower their workforce by transforming the employee experience for a better today and a better tomorrow.

Is your human capital management system up-to-date with all the latest features isolved has to offer?

Talent Acquisition

Attract & Hire

- [ ] Applicant Tracking system
- [ ] Job ad writing with generative artificial intelligence (AI)
- [ ] Free and premium job boards
- [ ] Branded career site
- [ ] Job templates
- [ ] Job posting
- [ ] Job applications
- [ ] Text-to-apply
- [ ] Job requisition tracking and processing
- [ ] Offer letters
- [ ] Full-service hiring
- [ ] Recruiting agency portal

- [ ] Candidate scoring and ranking
- [ ] Candidate spotlight
- [ ] Candidate matching
- [ ] Reporting and analytics
- [ ] Background checks/drug screening
- [ ] Reference checks
- [ ] One-way automated video interviewing
- [ ] Pre-employment assessments (skills, cognitive & behavioral tests)
- [ ] Calendar, email and SMS integration
- [ ] Unlimited screening questions
- [ ] Employee referral

Onboard & Develop

- [ ] Unlimited user roles, positions and permissions
- [ ] Configurable onboarding and offboarding
- [ ] Custom messaging
- [ ] Configurable forms
- [ ] Employee acknowledgements
- [ ] Custom links
- [ ] Compliance
- [ ] e-Verify
- [ ] WOTC processing
- [ ] Workflow automation
- [ ] Pending employee dashboard

HR & Payroll

Payroll

- [ ] Employee self-service
- [ ] Direct deposit
- [ ] Pay cards
- [ ] Earned wage access
- [ ] Garnishments
- [ ] Labor and general ledger (GL)
- [ ] Percent distribution
- [ ] Next-Day ACH
- [ ] Local, state and federal tax filing
- [ ] Quarterly and year-end filing (W-2)
- [ ] Certified payroll

Human Resources

- [ ] Salary and job history
- [ ] Certification tracking
- [ ] Skills, education and training tracking
- [ ] Audit and compliance
- [ ] Document management
- [ ] Unlimited document storage
- [ ] Company assets tracking
- [ ] OSHA incident tracking

Benefits Enrollment & Administration

- [ ] Open enrollment
- [ ] Life events
- [ ] Deferred comp (401(k), 403b, etc.)
- [ ] Accrual management
- [ ] Benefit cost analysis
- [ ] ACA compliance
- [ ] COBRA alternate options
- [ ] FSA, HRA, HSA, transit, parking, tuition and lifesyle
- [ ] Carrier connections

isolved PREFERRED PARTNER

PLATINUM GROUP 25+ YEARS

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Workforce Management

Time & Labor Management

- [ ] Time tracking
- [ ] Shift configuration
- [ ] Assign shifts
- [ ] Default/pattern scheduling
- [ ] Schedule notifications and alerts
- [ ] Time off/holiday requests
- [ ] Adjustments
- [ ] Meal and break configuration
- [ ] Rounding rules
- [ ] Verification workflow
- [ ] Punch notes/attestation
- [ ] Occurrence tracking

- [ ] Configurable allocation rules
- [ ] Job tracking
- [ ] PBJ reporitng
- [ ] Reporting and analytics
- [ ] Team calendar
- [ ] Geofencing
- [ ] Time clocks/virtual clock
- [ ] Mobile punching
- [ ] Group punching
- [ ] Submit missing punch

Scheduling

- [ ] Shift eligibility
- [ ] Auto hour labor allocations
- [ ] On call shifts
- [ ] Scheduler alerts
- [ ] Shift request/coverage request/shift swap
- [ ] Coverage dashboard
- [ ] Employee unavailability

Workforce Scheduling

- [ ] Staff count types
- [ ] Staffing rules
- [ ] Staffing summary
- [ ] Schedule by shift
- [ ] Open shifts
- [ ] Notifications to fill open shifts

Expense Management

- [ ] Expense tracking
- [ ] Employee entry
- [ ] Delegate entry
- [ ] Admin entry
- [ ] Payroll reimbursement
- [ ] Copy expense
- [ ] Business purpose tracking
- [ ] Mileage tracking/calculations
- [ ] Per diem tracking/calculations
- [ ] Configurable fields
- [ ] Multiple policy tracking

- [ ] Multilevel approval processing
- [ ] Email alerts
- [ ] Expense limit notifications
- [ ] Non-reimbursable expense tracking
- [ ] IRS category tracking
- [ ] Expense importing
- [ ] Reporting and analytics
- [ ] Optical character recognition (OCR)

Talent Management

Share & Perform

- Employee pulse surveys
- Collaboration tools
- Rewards and recognition tools
- Goal setting and monitoring
- Performance reviews
- 360-feedback and review process
- 9-box talent grid tool
- Employee feed, bulletins and praise wall
- Leaderboard and gamification
- Employee Reward Store
- Job history records
- Supervisor rollback and change log

Learn & Grow

- Learning management system (LMS)
- Comprehensive dashboard and reporting
- Configurable curriculum
- SCORM compliant courses
- Content library
- Industry-specific and topical playlists
- AI-powered search tools and chatbot
- Social learning tools and gamification
- Badges and certifications
- Training recommendations

Compensation Management

- Compensation planning
- Configurable eligibility rules
- Automatic reminders
- Comprehensive dashboard
- Seamless payroll integration

Giving & Volunteering

- Network of over two million non-profit organizations
- Corporate volunteering and social causes campaigns
- Campaign creation
- Automated payroll donations
- Company matching
- Tax reporting
- Employee and campaign spotlight
- Program goals and milestones

Platform

Predictive People Analytics

- [ ] Centralized analytics
- [ ] Comprehensive dashboards
- [ ] Predictive modeling
- [ ] Historical trend analysis
- [ ] Benchmark Insights for salary, tenure and turnover
- [ ] Key events overlay
- [ ] Voice navigation and Virtual Assistant
- [ ] Artificial Intelligence

Adaptive Employee Experience

- [ ] Any device, anywhere, anytime access
- [ ] Employee self-service
- [ ] Manager-supervisor self-service
- [ ] Downloadable mobile app

Employee Marketplace

Exclusive Perks and Discounts at no cost, including:

- [ ] Travel-related purchases
- [ ] Events
- [ ] Dining and wellness access
- [ ] Electronics
- [ ] Retail and apparel

Intelligent Reporting

- [ ] 600+ delivered reports
- [ ] On-demand reporting
- [ ] Report writer

Conversational Virtual Assistant

- [ ] Real-time access to HR info in the flow of work
- [ ] Microsoft Teams chat integration
- [ ] AI-based natural language processing
- [ ] Configurable document knowledge base

Missing some features or want to learn more about how isolved People Cloud is best suited for all your HR needs?Call us at 828.252.0029 (Press 1).

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