RivCo Talent (formerly known as CORLearning) is the County of Riverside's system for learning and performance management and also includes the Skillsoft Online Learning Library. RivCo Talent's performance functionality helps the County of Riverside as an organization continually develop and improve our workforce by providing a comprehensive, integrated set of tools for measuring employee performance, tracking goals, and fostering continuous development.

Components of the performance management system are as follows:

Managing Employee Development Plans: Create and track development plans for yourself and your staff. Development plans can be aligned to goals in the system and are a component of the evaluation form in the system.

Managing Employee Goals: Utilize the system to create, track, and assess your employees professional and developmental goals for the current and upcoming review periods.

Completing Employee Evaluations (Including the Performance Improvement Plan, or PIP, Process): Complete your employee's annual evaluations in the system. Should you rate an employee as "Unsuccessful/Needs Development," the Performance Improvement Plan, or PIP, process will be initiated in the system. Components of a standard employee evaluation in the system are competencies, goals, development plan, year-end rating, and signature.

Continuous Feedback: Request and provide continuous feedback in the system. Create 1:1 journals between managers and direct reports to maintain a constant stream of continuous feedback throughout the performance management cycle.

Notes Functionality: Track employee accomplishments, one-on-one meeting notes, or anything you'd like to include in an evaluation using the "Notes" feature in the system. All notes saved throughout the year can easily be accessed and pulled into an evaluation form!

Talent Profile Functionality: The Talent Profile houses important information such as licensures, education, and languages. Information shown in your Talent Profile is populated from PeopleSoft and refreshes on a nightly basis.
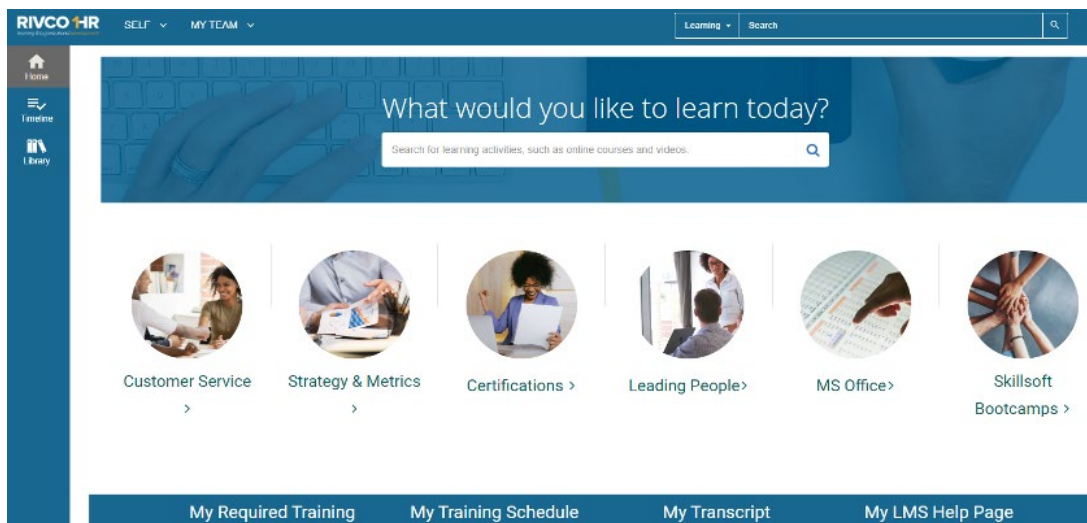
Important System Terms & Definitions:

"My Team" tab: If you are a manager or supervisor and have employees that report to you in the system, you will have the "My Team" tab. Utilize the "My Team" tab to view your employee's development plans, as well as their progress on them.

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"Self" tab: Use the "Self" tab to access important learning and performance features, such as your upcoming training, goals, and development plans. Access the "Self" tab on the top-left hand side of the screen.

Timeline: Use your Timeline to act on or review any task assigned to you - current, overdue, or future. The Timeline lists current and overdue items first, so you can easily find and accomplish your most critical tasks. Access your Timeline by clicking "Timeline" on the left-hand side of the screen.

Task: Let's face it. If you have an assigned task, you want to be able to get in, complete the task, and get out as quickly as possible so you can get back to your normal duties. Thankfully, our system makes it easy for you to see what's assigned to you and complete these tasks. A task is assigned in the system to alert you that you have an item to complete. Access all current, overdue, or future tasks through your Timeline.

Library: Use the SkillSoft Online Learning Library to browse and search for available learning activities in the system. You can access the library by clicking "Library" on the left-hand side of the screen, under your "Timeline."

Read more about RivCo Talent by accessing the Performance Management guidebook.

Still have questions? Reach out to the Performance Management Team at PerformanceMgmt@rivco.org.

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