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Vangent to Sponsor Human Capital Institute's "High Impact Learning" Initiatives

Washington, D.C. – June 19, 2007 – The Human Capital Institute (HCI), a global professional association and educator in talent management strategies, and Vangent, (formerly Pearson Government Solutions and Pearson Performance Solutions), a leading provider of talent management solutions, announced today that Vangent will sponsor HCI's High Impact Learning education and research track, one of several topics addressed in HCI's Talent Development community of interest, a community HCI considers critical for organizations seeking to leverage human capital.

The track focuses on more effective approaches to addressing organizational talent gaps. To maximize investments in learning and development, organizations need to focus on changing behaviors and improving performance in linchpin positions, those with the highest correlation between high personal performance and superior business performance. However, closing performance gaps isn't as easy as creating a learning program around those high performer skills and attributes. It is essential to know which employees have high potential, and how to target development programs toward them in order to accelerate their transformation into high performers. It is also critical to leverage advanced learning strategies, which provide rapid and self-sustaining performance results. These steps move organizations beyond traditional instructional systems design or organizational development strategy into the realm of high impact learning.

"Visionary companies recognize that in order to gain competitive advantage it is essential to identify high performers and build on their skills," said Allan Schweyer, HCI's President & Executive Director. "HCI's High Impact Learning track provides human capital professionals with information and insight to help them maximize learning initiatives in their organizations."

A panel of expert advisors explores best and next practices in integrating learning and performance. Currently, track advisors are Virginia Clark, Vice President of Organization and Talent Management for SAP; Paul H. Elliott, President of Exemplary Performance, LLC [EP]; James Holincheck, Research Vice President for Gartner; Karen Kocher, Vice President of Enterprise Learning for CIGNA; Leighanne Levensaler, Principal Analyst for Bersin & Associates; and Lisa Rowan, Program Manager for HR and Talent Management Services for IDC. Webcasts, white papers, education, and other resources provide human capital professionals with tools to facilitate the process.

"The skilled labor shortage is here and organizations are facing significant challenges in maintaining talent levels across critical job functions. As a result, integrating talent identification and talent planning with performance-based learning and organizational development is essential," said David Fabianski, President of Vangent's Human Capital business. "We're pleased to support the Human Capital Institute to help educate organizations about best practices in learning and performance."

More information about HCI's education and research tracks is available at:
www.humancapitalinstitute.org

About Vangent, Inc.

With over 5,500 employees worldwide, Vangent, Inc. is a leading global provider of Consulting, Systems Integration, Human Capital Management, and Business Process Outsourcing services to the U.S. federal and international governments, higher education institutions, and corporations. Through Vangent's Human Capital products and services, thousands of clients have successfully improved workforce acquisition, development, and advancement. From industry-leading selection and hiring solutions, to best of breed learning, organizational development, and talent management solutions, Vangent helps clients achieve the greatest return from their human capital. For more information, please visit: www.vangent-hcm.com

ABOUT THE HUMAN CAPITAL INSTITUTE

The Human Capital Institute is a global think tank, educator, and professional association defining the agenda and setting the pace for the new business science of human capital management. With over 80,000 members in over 40 countries, HCI offers a new association framework that cuts across the silos of recruitment, HR/OD, finance, sales and marketing, operations, manufacturing and IT. We provide key executives, line managers and human capital professionals with the newest education, most effective tools and best practices in talent strategy, acquisition, alignment, engagement, deployment, measurement, and retention. The future belongs to leaders with innovative ideas and strategic knowledge. We invite you to learn, share and grow your career with HCI's comprehensive resources, and join our high-achieving, forward-looking membership community. For more information, please visit: www.humancapitalinstitute.org

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