



OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

Superintendent's Work Plan 1.d

Continue the implementation of the Human Capital Data Management System



Presented by Roxanne Phen, Talent Division

November 18, 2015

www.ousd.org

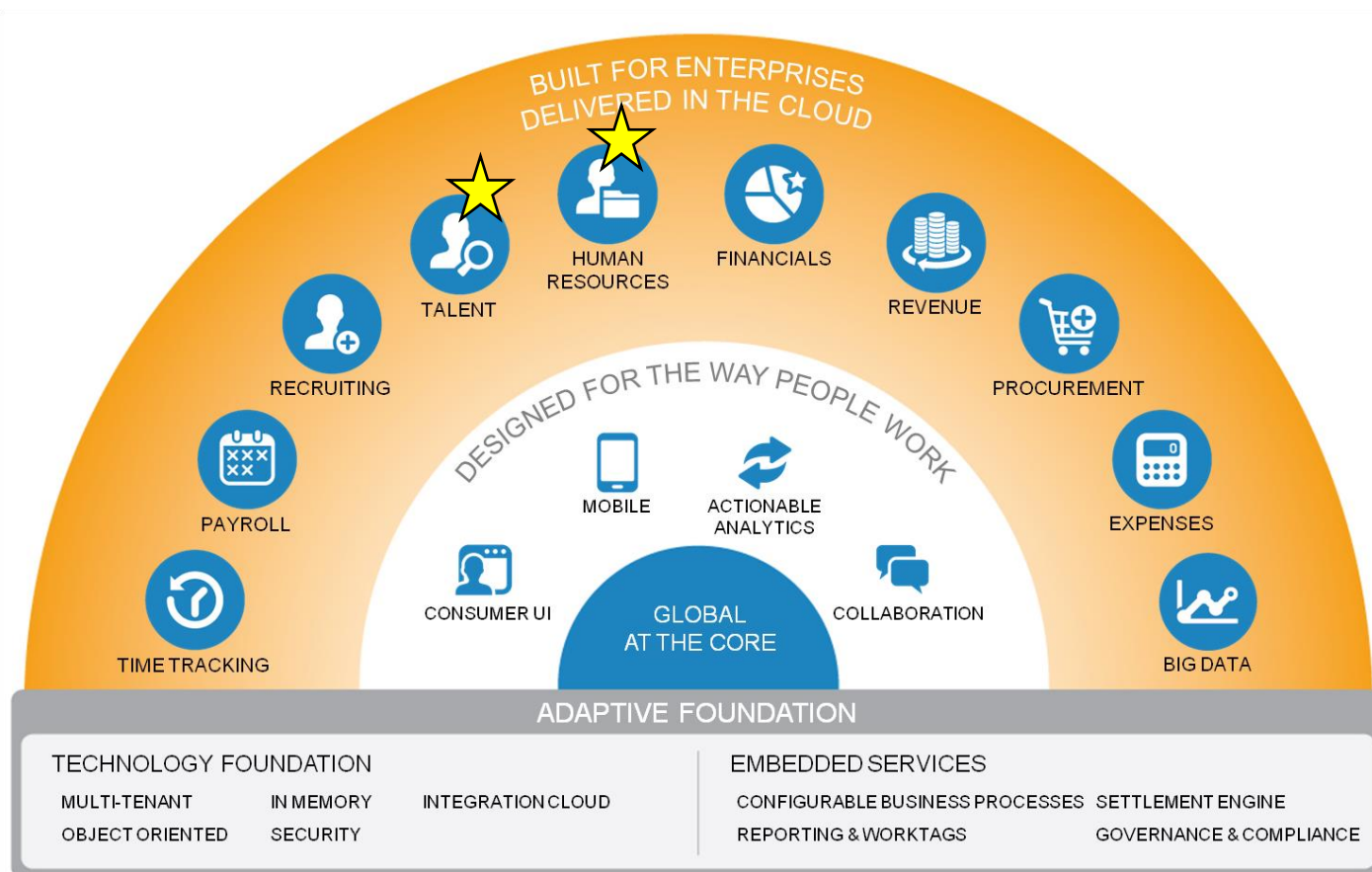


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What is Workday?

Workday provides unified Human Capital Management and Financial Management cloud applications designed for the way people work today.



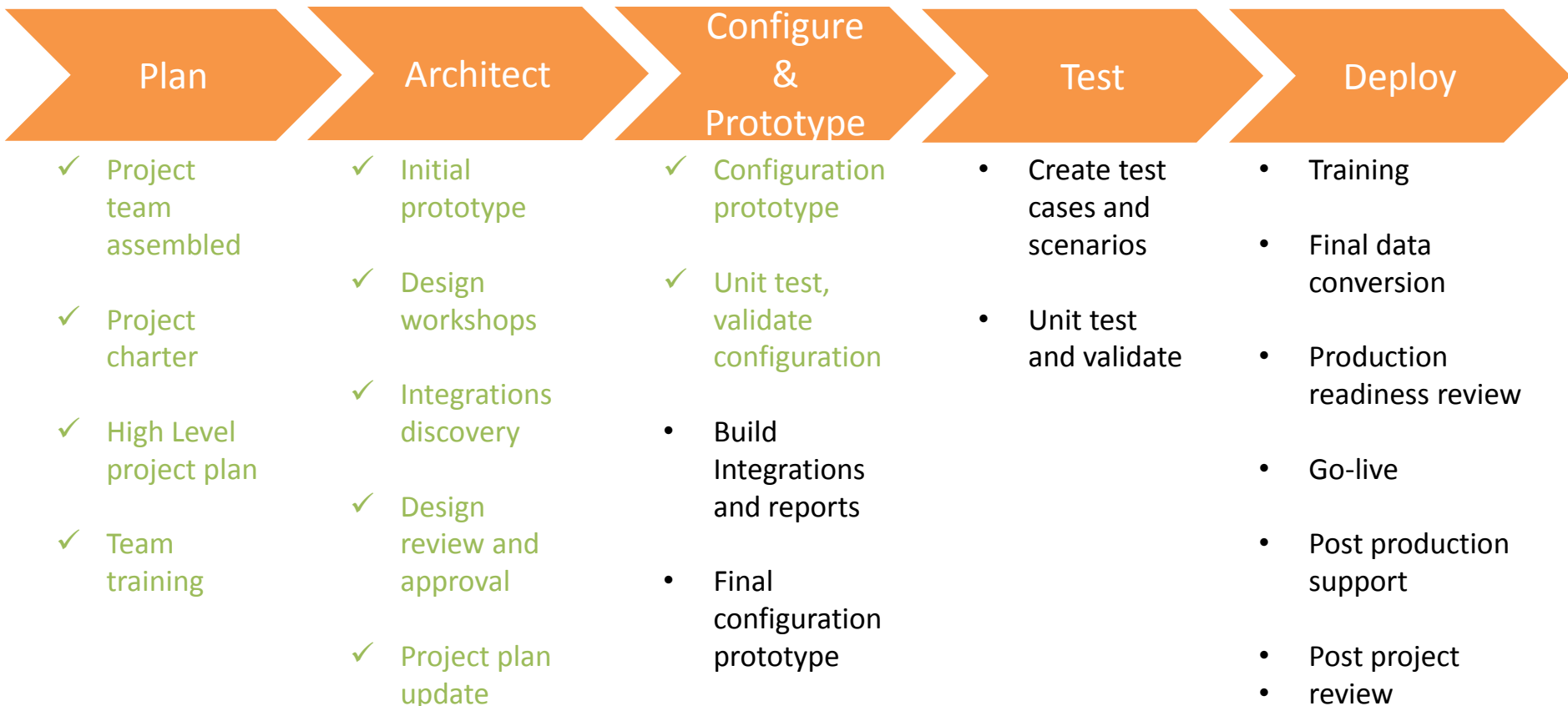


Project Objectives

- Improve the employee experience
- Improve the efficiency of the Talent Division
- Inform policy and practice
- Increase organizational management capacity
- Improve ability to comply with federal, state and local reporting requirements



Workday Progress



Key Wins

- Defined and implemented business processes
- Mapped organizational structure and management levels
- Developed built-in validation in Workday resulting in:
 - Employees being routed into the correct benefits, compensation plans, etc.
 - Talent not relying on institutional knowledge to assign comp/stipends/benefits
- Developed first set of reports (starting with demographic reports)



Workday/IFAS Timeline Implications

- IFAS/Workday implementations need to be staggered
 - Same technical resources required for IFAS upgrade activities and Workday integrations testing
 - Talent Division cannot successfully adopt two major technologies at the same time
 - Integrations must be built and tested against a mirror of production IFAS
- IFAS upgrade was delayed before going live this week
 - Workday timeline has been re-worked to accommodate these changes
- Workday timeline will be delayed to May 2016
 - Draft timeline being vetted by various stakeholders. Considerations include:
 - Key District/HR events and activities (open enrollment, etc.)
 - Workday update schedule



Interim Solutions

Talent Division will balance improving existing stop-gap solutions with properly investing in our long-term solution (Workday)

Vacancy Data/ Employee Onboarding

Evaluate TrackVia set-up and usage to determine improvements or alternatives.

New Employee Characteristics

Supporting access to information on new employees.