

## Stories of Digital Transformation

### Summary

The client is a private, non-profit educational institution in New York City. Drivestream led a project to transform their extensive manual HR and information system into a robust, agile platform geared to meet their strategic goals and performance imperatives, specifically to support first-generation learners.

### About

The school is a leader in early childhood education, a pioneer in improving the quality of classroom practice, and a national advocate for children and their families. Since its inception in 1916, the client has been at the forefront of understanding how children learn and grow. From early childhood centers and schools to hospitals and museums, the client has built a national reputation for doing work that is right for children.

### Challenges

- Tracking multiple jobs based on number of hours worked using spreadsheets was a laborious, cumbersome endeavor with their legacy systems
- Lack of robust workforce modeling data and tools
- Challenges around their division-based organization model created inefficiencies while enforcing security of HR data; the division heads at the client needed the HR data partitioned by their divisions, though they belong to the same Business Unit.
- Single Payroll Statutory Unit (Payroll Legislation) with multiple assignments had payroll payment consolidation challenges on employee's paychecks in their legacy system

#### Products:

HCM Cloud  
Oracle Payroll  
Oracle Recruiting Cloud

#### Legacy Platform:

Ceridian Dayforce

### Benefits Achieved

- Completely eliminated manual forms and paperwork for all HR functions, such as job transfer, additional assignments, and change in duties/responsibilities. This was rolled out division-wide and made a huge impact in achieving efficient HR management, while ensuring data integrity across the enterprise systems
- Highly integrated HR system enabled efficiencies in complete HR business end-to-end cycle –job requisitions, recruiting to hire, transfers, merit increases, leave and absences recording, employee benefits, time tracking, goals, talent, and performance review, etc.
- Using best practices for the HCM Cloud employment model and FTE-based resource distribution across multiple assignments, we were able to solve the issues with tracking multiple job assignments of each employee.
- Position Management in HCM Cloud vastly improved visibility into workforce planning and budgeting –cost, FTE, headcount, budget, location, department, etc.
- Employee paychecks now accurately reflect consolidated payments across their multiple work assignments, which we achieved using the Payroll Consolidated Group feature.
- Used security roles and Area of Responsibility features to implement Division-based data security

### Results

- Completely eliminated manual forms and paper for key HR business functions
- Position management had increased operational efficiency, headcount insights and better workforce planning
- Highly integrated, efficient end-to-end HR business processes
- Division based security achieved even though data partition is typically defined at the BU level