NextGen Project Update

Georgia Council for Human Resources Conference

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NEXTGEN

www.sao.ga.gov/NextGen

NextGen Vision & Mission

VISION

To transform state government processes by leveraging secure, flexible, and intuitive technology that promotes transparency, increases efficiency, and enables excellent customer service

MISSION

Continuously optimize user experience and business processes in human capital management, finance and procurement enabled by a unified platform

NextGen Values

Transparency
We build and maintain trust by ensuring that data will be universally accessible to a variety of stakeholders and easily consumable through simplified reporting and visual dashboards.

Integrity
We maintain data to ensure that it can be relied upon to make decisions and all legal and regulatory requirement are met.

Security
We design and configure systems to protect confidentiality, ensure availability, prevent fraud, enable business continuity and maintain security protocols.

Efficiency
Enabled by technology, we foster user self-sufficiency by continuously improving business processes to maximize productivity and reduce manual input.

Customer-focused
We provide our external customers and internal system users with an intuitive, user-friendly experience and maintain a customer service feedback loop.

Accountability
We earn credibility by fulfilling commitments, establishing standardized processes and ensuring a system of checks and balances.

Benefits of NextGen

Adaptable to the modern workforce with access from any device

End-user friendly interfaces for quicker views and analysis
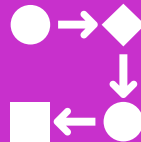
Embedded efficiencies to reduce data entry

Real-time data analytics and dashboard reporting

Streamlined workflow for paperless approvals and controls

Consistent processing of like tasks between agencies

**Engaged staff** with inherent learning & training tools

Enhanced recruitment with simplified onboarding

Desired Outcomes

OPTIMIZED WORKFORCE

- Improve employee and organizational efficiency, maximize use of resources and promote collaboration across the enterprise of state government.

- Reduce redundancy of tasks by automating processes to enable employees to increase focus on agency missions.
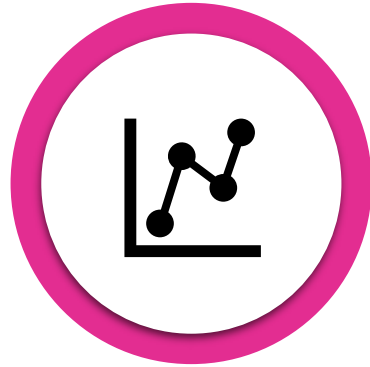
ENABLED DECISION-MAKING

- Ensure data quality, transparency, and integrity by instituting system-enabled checks and balances and standardizing data elements.

- Provide availability of data for predictive analytics using dashboards available through system-generated reporting as well as ad-hoc capabilities.

**MODERN STAKEHOLDER EXPERIENCE**

- Enhance user experience through easy-to-use, intuitive technology, accessible training and adoption of standard business processes.

- Ensure stakeholder inclusion in process development and system configuration activities to achieve standardization.

EFFICIENT STEWARDSHIP

- Leverage delivered capabilities to increase transparency of spend and ensure accountability of business operations.

NextGen Phases
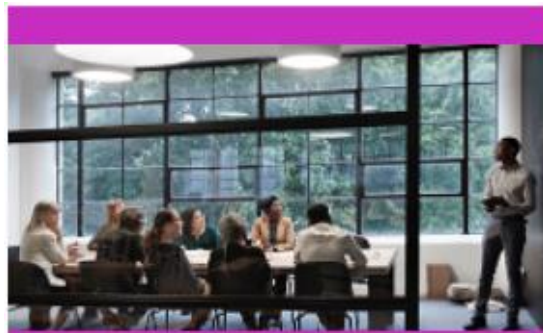
PHASE 0
Competitive evaluation

- Evaluating vendors and services including project planning, change management, staffing and backfill

- Identify subject matter experts to participate in analysis

- Process mapping

PHASE 1
Supplier Selection

- Determine build requirements

- Continue process mapping

Current Phase

PHASE 2
Implementation

- Design, development, configuration, testing, training

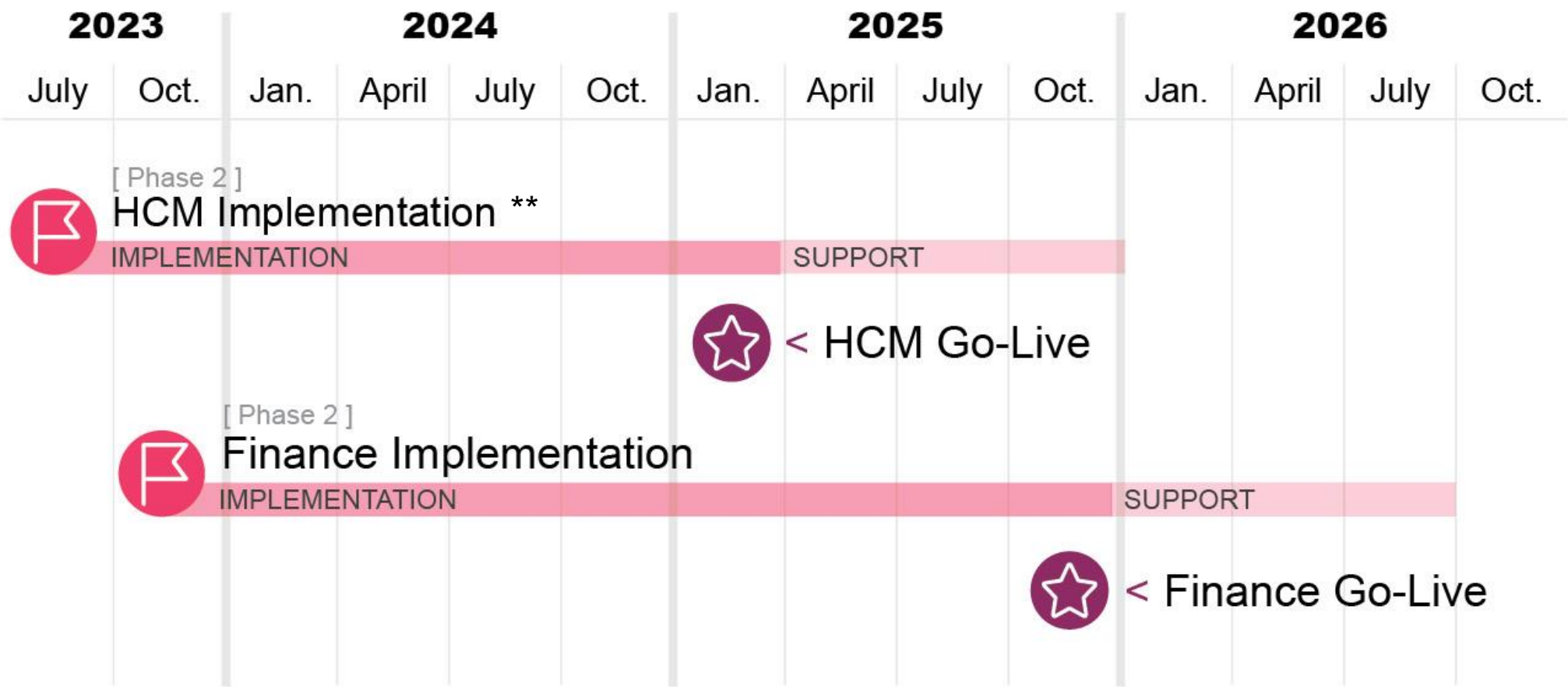- Create future statewide support organization

PHASE 3
Optimization

- Refine processes

- Deploy additional functionality if needed

Program management, change management, data governance

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Project Timeline

PROJECT TIMELINE [by calendar year*]

2023		2024				2025				2026			
July	Oct.	Jan.	April	July	Oct.	Jan.	April	July	Oct.	Jan.	April	July	Oct.

[Phase 2]
HCM Implementation **
IMPLEMENTATION   SUPPORT

< HCM Go-Live

[Phase 2]
Finance Implementation
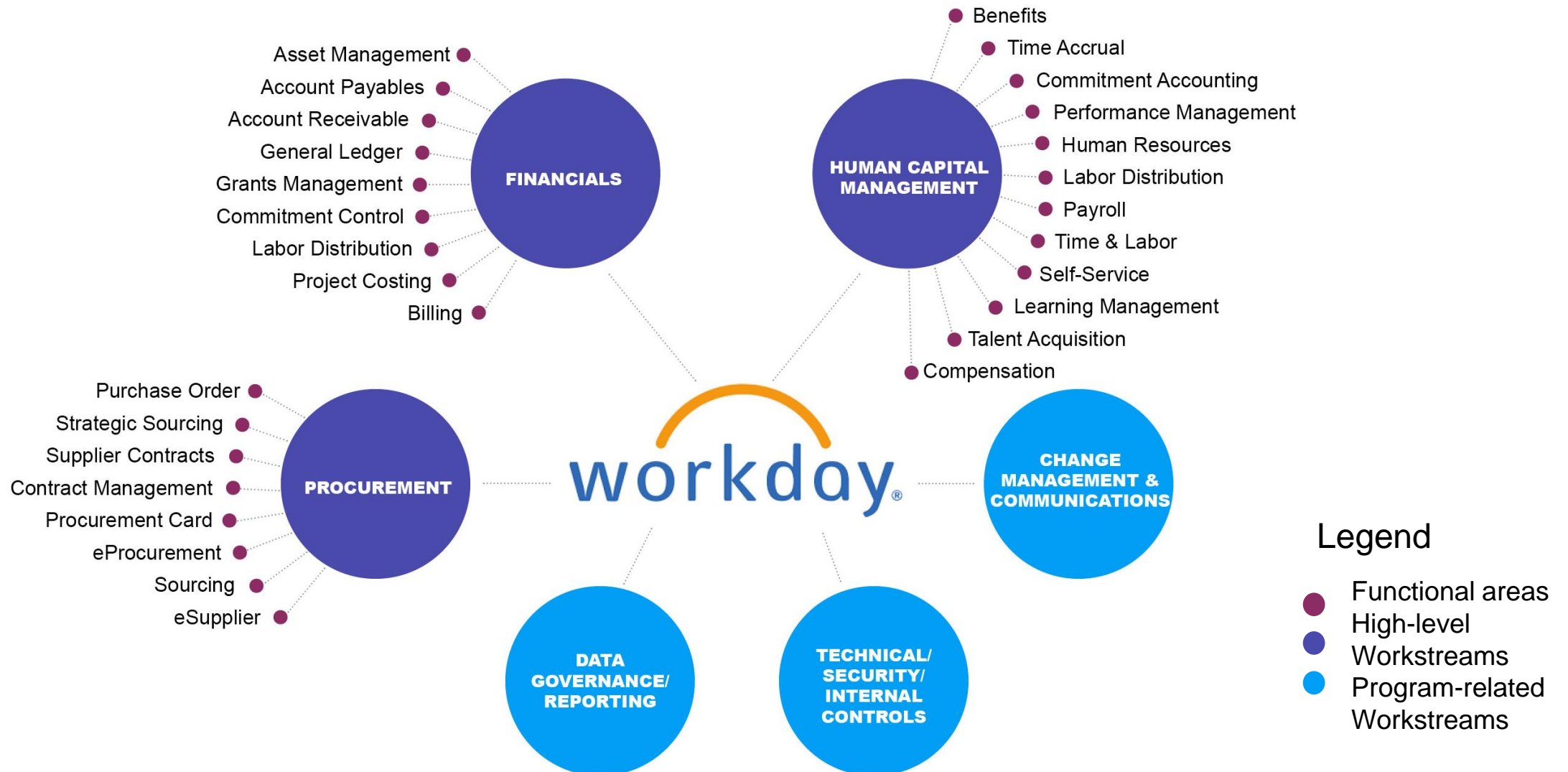IMPLEMENTATION   SUPPORT

< Finance Go-Live

* State fiscal years (FY) run from July 1 - June 30 (i.e. FY2024 began July 1, 2023)

** HCM Implementation will begin late Q3 of Calendar Year 2023

Project Workstreams

FINANCIALS
- Asset Management
- Account Payables
- Account Receivable
- General Ledger
- Grants Management
- Commitment Control
- Labor Distribution
- Project Costing
- Billing

HUMAN CAPITAL MANAGEMENT
- Benefits
- Time Accrual
- Commitment Accounting
- Performance Management
- Human Resources
- Labor Distribution
- Payroll
- Time & Labor
- Self-Service
- Learning Management
- Talent Acquisition
- Compensation

PROCUREMENT
- Purchase Order
- Strategic Sourcing
- Supplier Contracts
- Contract Management
- Procurement Card
- eProcurement
- Sourcing
- eSupplier

CHANGE MANAGEMENT & COMMUNICATIONS

DATA GOVERNANCE/ REPORTING

TECHNICAL/ SECURITY/ INTERNAL CONTROLS

workday®

Legend
- Functional areas
- High-level Workstreams
- Program-related Workstreams

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8

ERP System Complexity

2,900⁺
Configuration Requirements

22,654
Active Reports

200⁺
Processes

1,382
Banks

100⁺
Interfaces and Applications

1,700⁺
Budget Trees

74,000
Active Employees

1,800⁺
Manual ACFR Forms

60,000
Vendors

710,000
Employee Candidate Records

70,000
Learning Management System Users
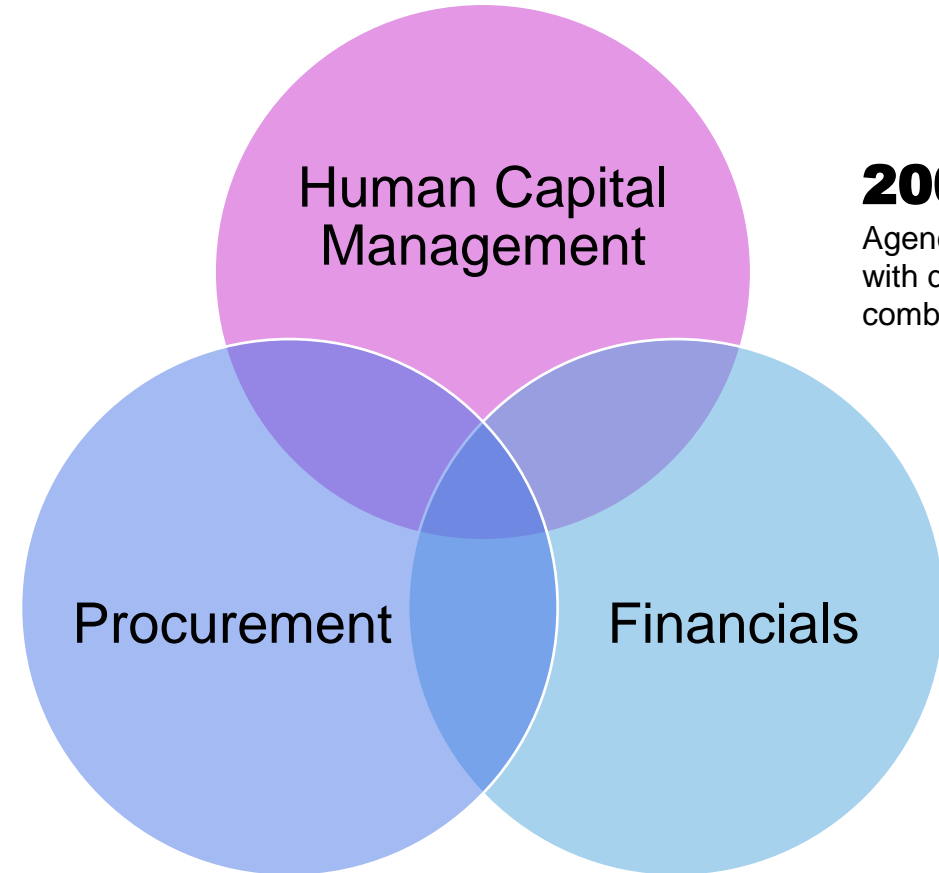
200+
Agencies and Entities with different solution combinations

Human Capital Management

Procurement

Financials

Agency Engagement

A seat at the table!

Provide key business leadership and SMEs in several functional areas

Agency data validation and business process testing
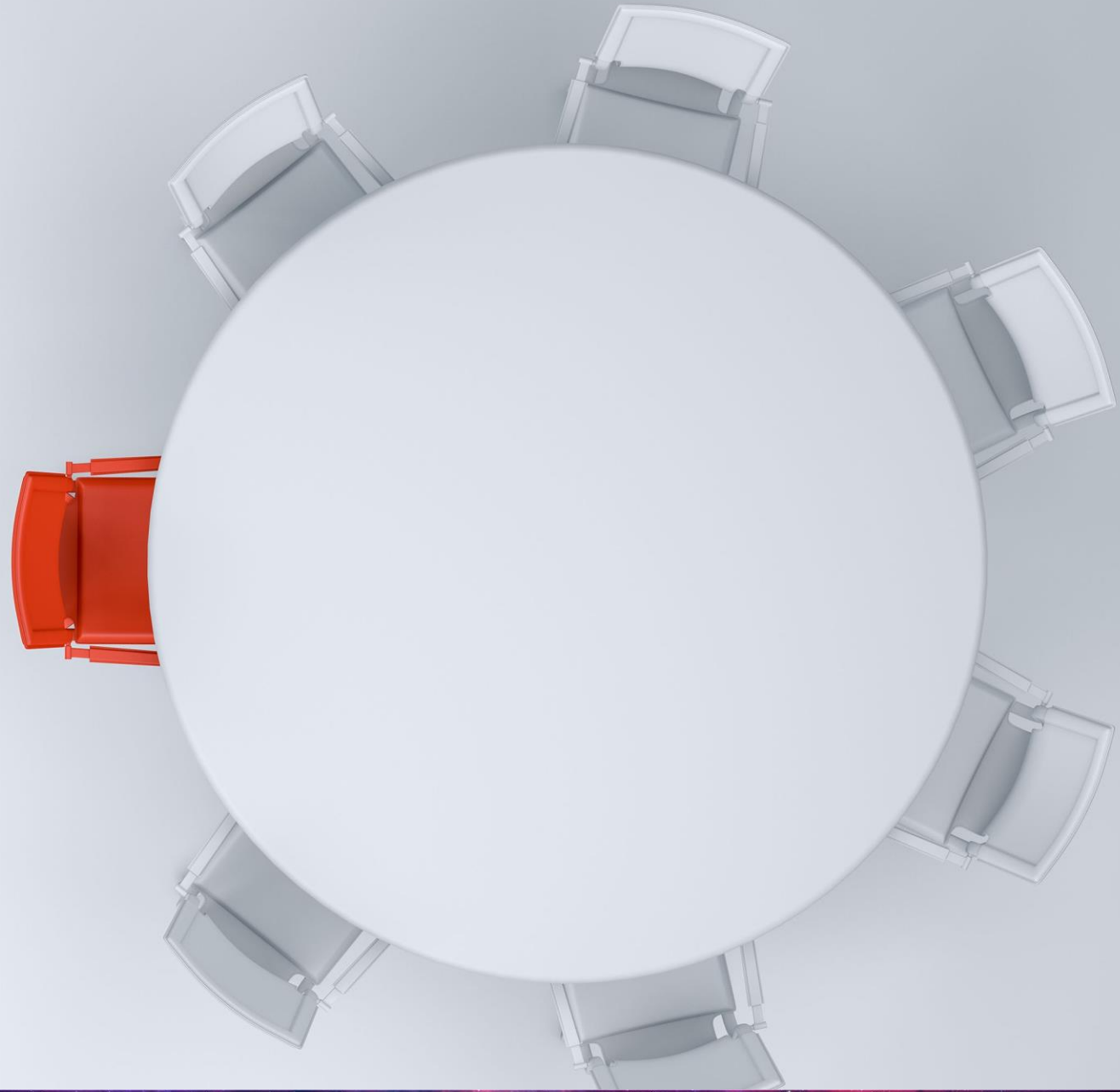
Project Participation

Workstream Leads + Subject Matter Experts

Design Sessions
Align business processes with Workday software.

Test Case Development
Create Georgia-specific test cases.

Testing
Test the configuration of product features.

Collaboration
Coordinate with System Implementer, other SMEs and team members.

Change Advocacy
Champion the change to your agency as a representative of the project.
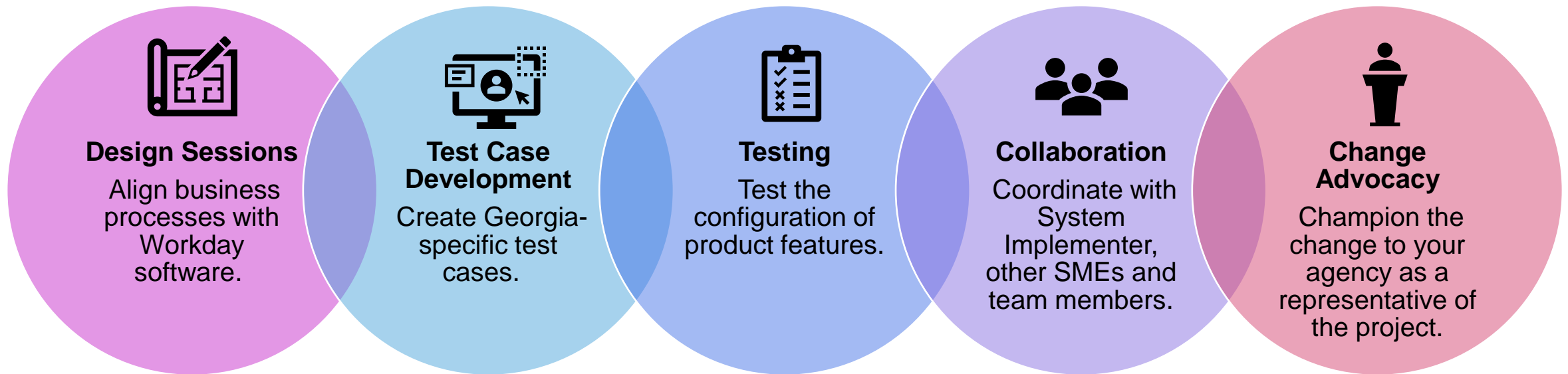
Data Cleansing Activities

1. Clean up data
2. Standardization
3. Validation and Testing

Training Approach

Training will be made available to all who will use the system in some way.
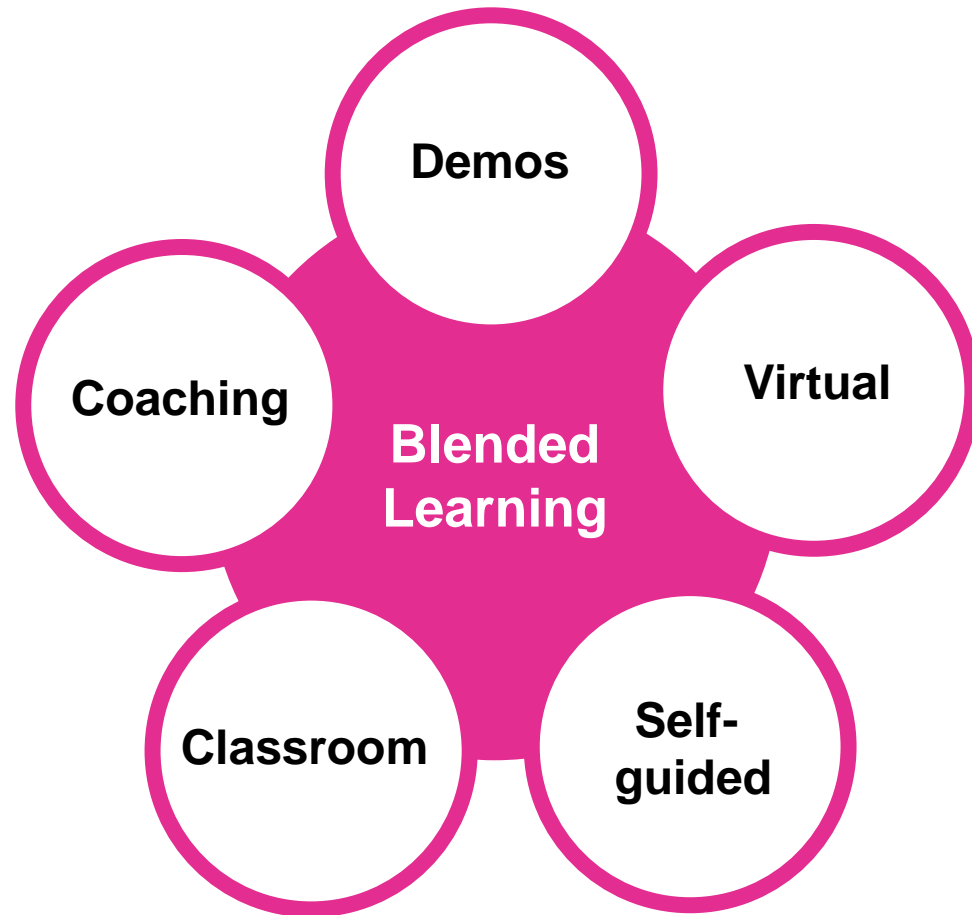
- **Blended Learning –** multiple methods of training

- **Course Curriculum** – designed by user type

- **Just in Time** – available when needed to eliminate gap between learning and using the system

- **Tracked and Measured** – learning checks and completion rates

NextGen Website

1 Read and sign up to receive monthly newsletters

2 Find Frequently Asked Questions

3 View a list of agency Points of Contact

https://sao.georgia.gov/nextgen

Up Next

NEXTGEN HCM DEEP DIVE

Project details: Timeline, Foundation Data Model, Data Cleansing

Panel discussion:

- Self-Service
- Learning Management System
- Performance Management
- Onboarding
- HCM Transactions

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Questions about NextGen
sao.ga.gov/NextGen
NextGen@sao.ga.gov

NextGen HCM Deep Dive

Georgia Council for Human Resources

Fred Jenkins | Deputy Chief Information Officer | SAO

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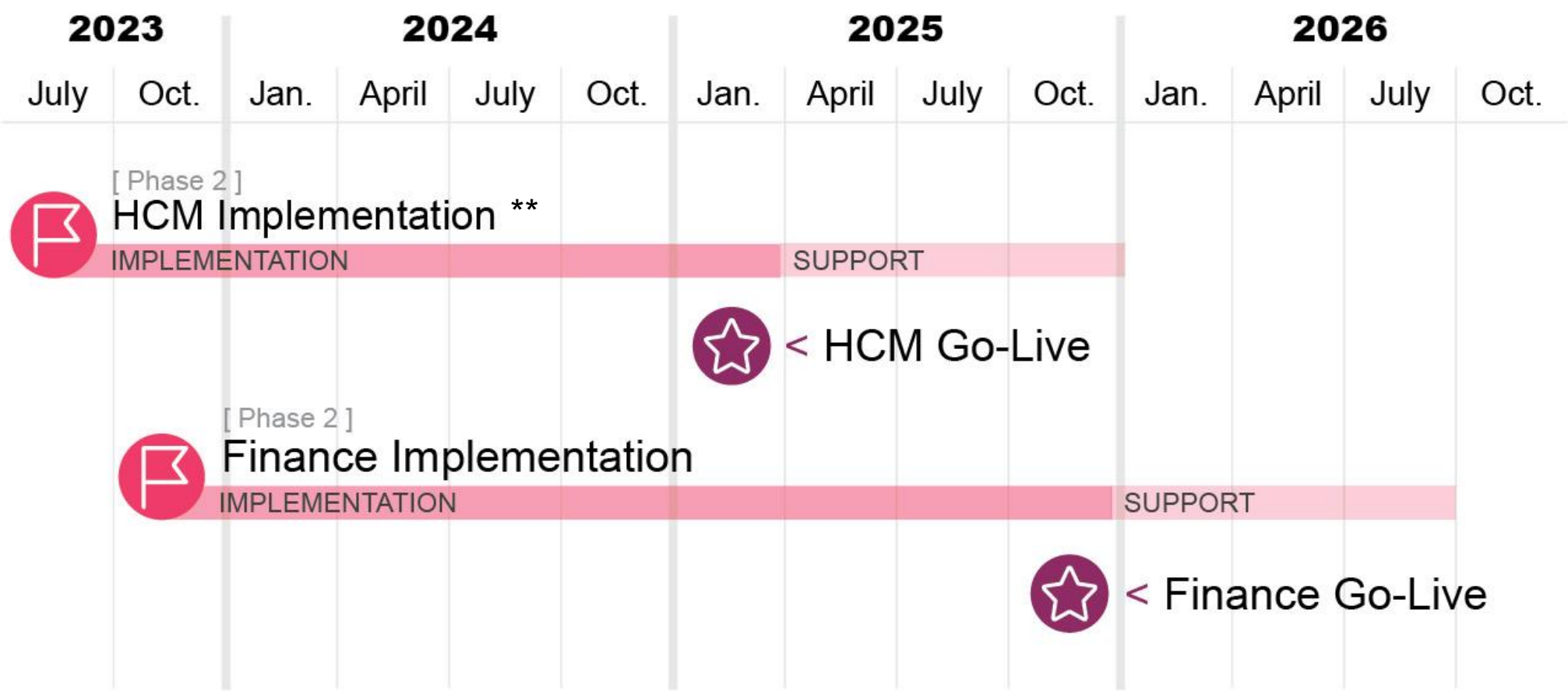www.sao.ga.gov/NextGen

NextGen Team

Subject Matter Experts

Project Managers

Workstream Leads

Change Champions

Points of Contact

Stakeholders

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3

Implementation Project Approach

Initial Planning and Foundation Decisions (Foundation Data Model)

Two waves of Workday implementation
- **Wave 1: HCM and Payroll**
- Wave 2: Finance and Procurement

Each wave will have the following phases:
- Design
- Build (Configure)
  - Conversion
  - Validation
- Test
- Train
- Deploy

Overview of TeamWorks

Administrative applications that deliver back-office tools for statewide organizations

Human Capital Management

HR transactions (Transfers, Promotions, Leaves, Termination, etc.)

Benefits Deduction Management

Compensation

Performance Management

Payroll

Labor Distribution

Employee Self Service

Manager Self Service

New features in future system:

Talent Acquisition / Recruiting

Learning Management

Financial Management

General Ledger

Asset Management

Cash Management and Cost Allocation

Accounts Receivable and Billing

Budgeting/Planning/Forecasting

Accounts Payable

Purchasing

Project Costing

Vendor Management

Purchasing Card

Travel and Expense

New features in future system:

Grants Management

Contract Management

Foundation Data Model

The goal of FDM is to build key data elements across the platform to establish a foundation for Workday transaction processing and reporting.

Objectives of FDM include:

- Model dimensions based on reporting needs

- Establish base customer configuration and data to support design sessions during Architect phase

- Begin to address key cross-functional issues

- Establish clear guiding principles for foundation design

- Ensure consistency in design and configuration across the platform

- Establish a scalable, future-proof solution

One System, One Foundation

Workday Foundation Data Model
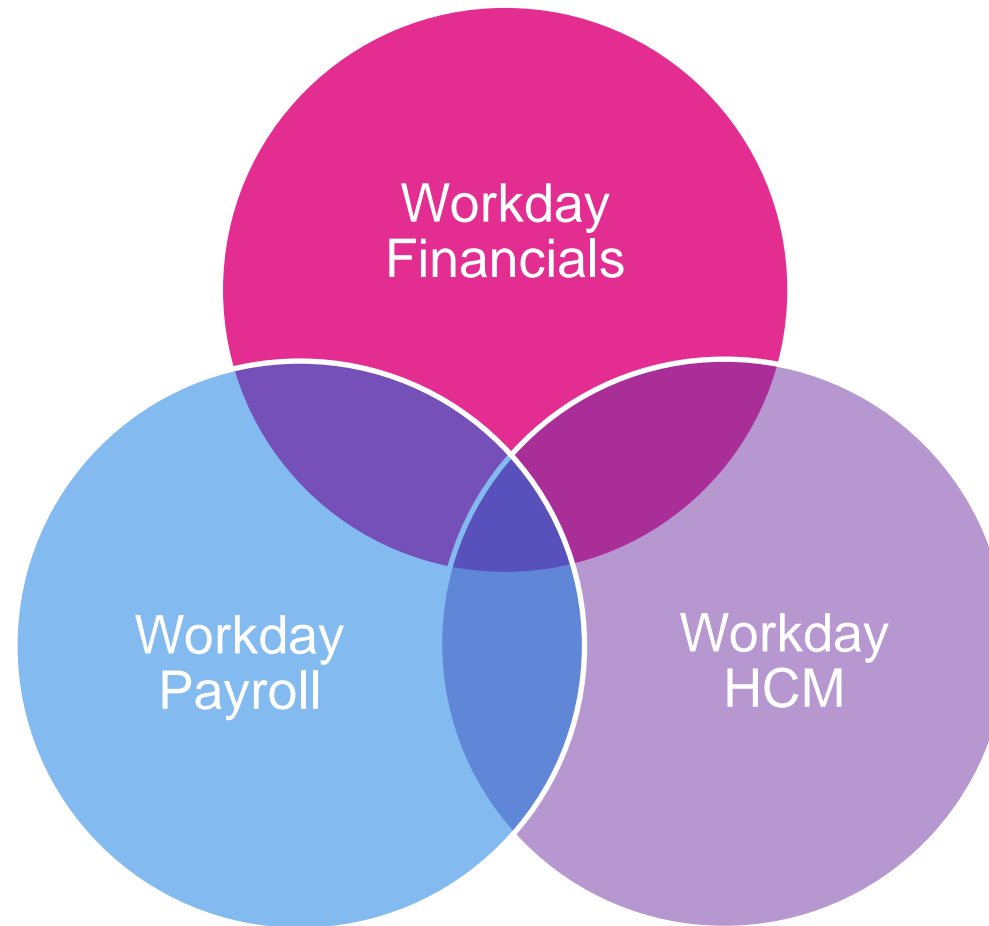
Foundational Data Elements

This list is an example and not exhaustive…

Workday Financials	Workday HCM	Workday Payroll
• Company • Cost center • Fund • Program • Project • Grant • Appropriation • Location • Ledger account • Spend category • Revenue category • Security Groups & Assignments	• Supervisory organization • Location • Job profile • Job family • ID types • Compensation Grades/Grade Profiles • Custom Organizations • Security Groups & Assignments	• Company • Pay group • Run Category • Period schedule • Payment Election Rules • Company Fed, State and Local tax setup • Location • Security Groups & Assignments

Data Cleansing Activities

- Clean up data
    - Open Job Requisitions
    - Vacant Positions
    - Departments not being used

- Standardization
    - Pay codes and earnings codes
    - How we do personnel actions
    - Definitions
        - Pay
        - Performance

- Validation and Testing
    - Reports to position (ePerformance)
    - Requisition data
    - Training records
    - Security access

Meet our Panelists

Fred Jenkins - Moderator
Deputy Chief Information Officer
Georgia State Accounting Office

Al Howell
Deputy Commissioner
Georgia Department of
Administrative Services

Lynn Hurley
Principal Managing Partner
Workday

Will Workday have a robust Employee Self Service and Manager Self Service?

Sample dashboard
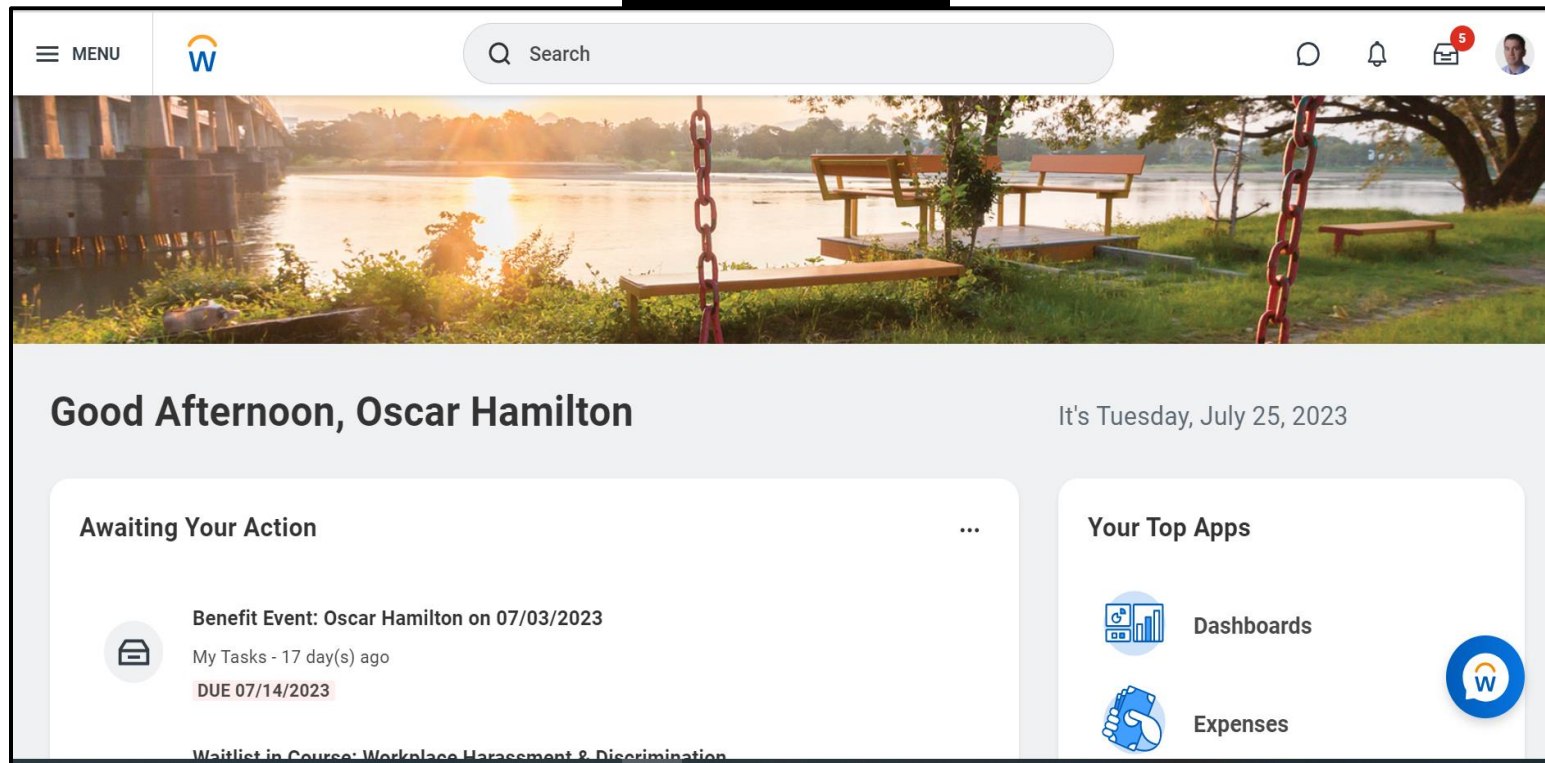
Sample mobile experience
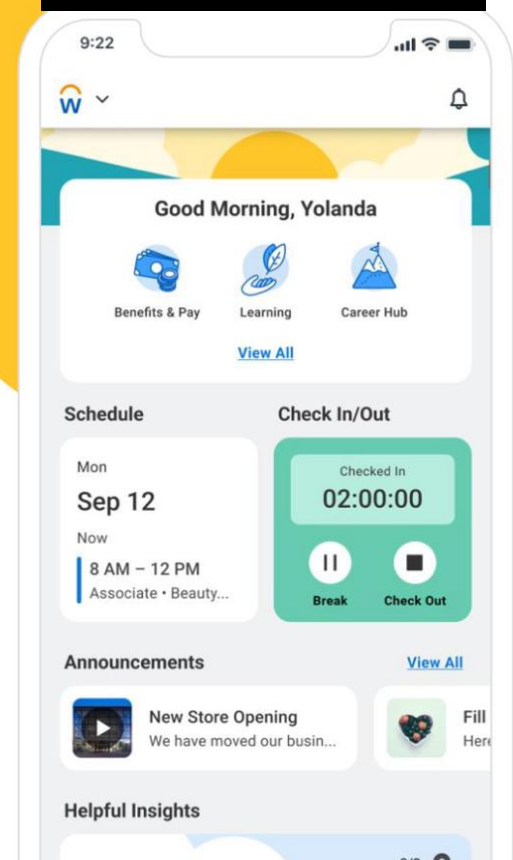
Will Workday include an Enterprise-Wide Learning Management System?
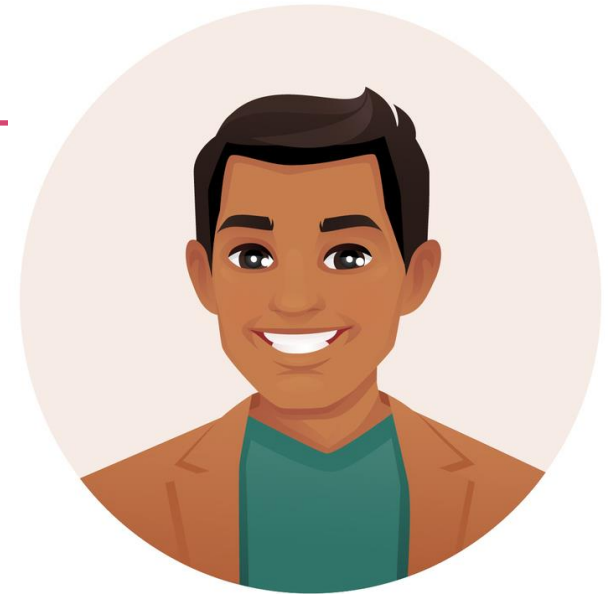
Will Workday include an improved Performance Management tool?

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How will onboarding look different?

Will Workday streamline HCM transactions?

Stay in the Know!

- Send questions to NextGen inbox NextGen@sao.ga.gov

- Questions may inform FAQs

- Connect with your POCs

- Review our website https://sao.georgia.gov/nextgen

- Subscribe and read our monthly Newsletter

- Come to HR Community meetings

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Questions about NextGen
www.sao.ga.gov/NextGen
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