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Core HCM Readiness Update

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Core HCM Readiness Efforts

FY25 Quarter 1
July - September



Core HCM Readiness Launch – HR & Payroll community presentations. July 2024



HCM Readiness Portal – Centralized community access to Workday information. Went live July 2024, currently 1,600+ users.



Core HCM Community of Practice Meeting – September 10, 2024. Focus area was Org Management. 340+ attendees. Recording posted on HCM Readiness Portal.



Community Readiness Survey – Baseline pulse survey released July 2024. 220 responses.

Core HCM Readiness Feedback

- **Used July baseline pulse survey results to inform content for the first CoP**
 - 42% of respondents *don't know why* we are transitioning to Workday. *One WA provided background on how we got to Workday.*
 - 72% of respondents *have not seen* a demonstration of Workday capabilities. *Highlighted the HCM Readiness Portal that has demonstration videos.*
- **Introduced CoP to first area of focus for readiness – Organizational Management**
 - A detailed org management structure is the foundation for Workday HCM functionality. Provided information on uses in Workday.
 - Padlet with questions for the community to provide feedback on for this focus area was open until September 17th. *The readiness team is reviewing responses for action items such as updating the FAQs with responses, finding responsive resource materials such as Workday demos, etc.*
 - Community expressed interest in an HRMS Org Management Workshop. *Workshop in development to help agencies audit data in HRMS, provide guidance on standards and orient on existing tools and reports for use in managing this work today.*

Next Steps

Upcoming Efforts



CoP Follow Up – Provide HRMS Org Management Workshop to support agencies data integrity readiness.



Quarterly HCM CoP Meeting – Community feedback supports quarterly meetings for information sharing. Additional work on focus areas.



HCM Readiness Portal Updates – Monthly blog postings. Adding new content as we discover resources.



Work In Progress – Wage Type Self Audit, HRMS Remediation for Phase 1A Financials, system changes in alignment with Workday

For more information

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