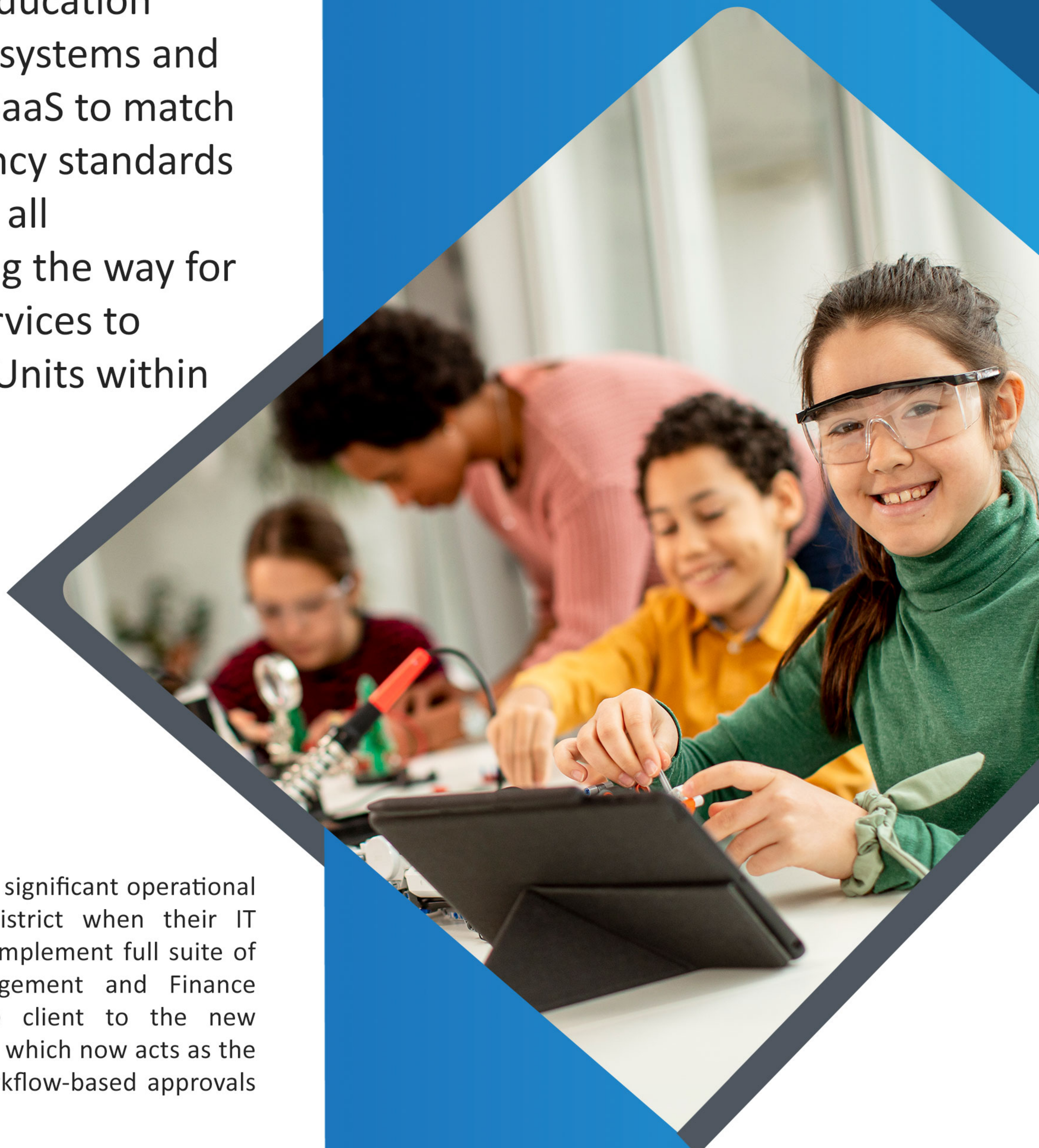


K-12 INTERMEDIATE UNIT GOES LIVE WITH CLOUD-NATIVE BUSINESS OPERATIONS

Infolob uplifts this education service agency's HR systems and processes to cloud SaaS to match their desired efficiency standards in operations across all departments - paving the way for extended shared services to other Intermediate Units within the ecosystem.



Abstract

Disparate systems were causing significant operational hinderances to this school district when their IT leadership engaged Infolob to implement full suite of Oracle Human Capital Management and Finance modules. We onboarded the client to the new operational platform seamlessly which now acts as the single source of truth with workflow-based approvals for clear accountability.



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Business Concerns

The client is a regional educational service agency that offers cost-effective, management-efficient programs to public & private K-12 schools, school districts, and the local community. It serves approximately 100,000 public and private school students across 270+ institutions and houses 9,000+ educators. Before engaging Infolob, it was struggling to function with an 'anti-agile' business operations framework. Some of the specifics of the engagement were:

- The need to replace existing manual HR and Payroll operational processes that were not following any workflow or accountability.
- The efficiencies in the existing HCM operations of the organization needed improvements.
- Some key activities of the transition were to (a) migrate existing data to the new cloud-based solution and (b) implement integrations with inhouse and third-party systems.
- Ensuring a smooth transition to Oracle Cloud via proper project management, together with retirement of existing applications, processes, and procedures.

Infolob's Intervention

- Infolob implemented the Oracle Cloud solution to streamline financials, human capital, and procurement processes with best-practice-based workflows.
- We leveraged our end-to-end HCM and Financials competencies recentering process, people, and technology - along with proprietary tools and accelerators at all project stages.
- The engagement also aligned to client's desired timeline and organizational constraints - resulting in a successful delivery of out-of-box functionalities of Oracle Cloud Applications.
- Following Oracle Cloud modules, in specific, were implemented:

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“A consistent strong implementation team is crucial to the success of the project, and we feel very confident in the Infolob team that has been assigned to our project.”

- Director of Human Resources,
Client

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- (a) Core HCM (along with Absence Management & Benefits)
- (b) Time Entry
- (c) HR Helpdesk
- (d) Performance Management
- (e) Recruitment & Onboarding (Taleo)

- Efficient design of enterprise structure is now consistent with integrable finance system.
- Meet all statutory reporting requirements.

Business Outcomes

- The client now has a unified HCM solution which acts as a single source of truth with workflow-based approvals for clear accountability.
- Business functions spreading across internal and external systems are seamlessly integrated.
- All HR processes are automated. There is significantly reduced effort and improved efficiency due to eliminated manual/paper-based steps in the business processes.
- The decision-making part rendered data-driven harnessing OTBI reporting readily available with the solution.

