“The Future State of HR Automation”

Enterprise HR (EntHR)

KATIE HAGEN (CALHR)
TODD BOLTJES (STATE CONTROLLERS OFFICE)
CHRIS MAIO (STATE CONTROLLERS OFFICE)
BEN WORD (CA DEPARTMENT OF TECHNOLOGY)
Agenda

- Background
- Purpose of Ent HR
- Governance
- Data Sharing Framework
- Tying it all together
  - Enterprise Business Analysis
  - Roadmaps
- CA State Payroll System
- Next Steps
Background

- Started January 2017
- War Room Concept
- 14 Workshops Completed
- Final Delivery – April 26, 2017
**Purpose of Enterprise HR**

“The purpose of EntHR is to strategically improve employee processes and data management throughout the lifecycle of the employee though automation”

- Currently, HR processes, procedures and reporting are typically manual within and between departments. EntHR will help define enterprise strategies for addressing these business challenges including, but not limited to, business processes, data, and technology. This will provide solutions for promoting statewide interoperability and data sharing across departments.

- In January 2017, an EntHR engagement was chartered to establish enterprise HR strategies as a foundation for moving EntHR forward for the State of California.

- The engagement consisted of the creation of the EntHR Task Force that included key stakeholder leadership from CalHR, SCO and the CDT. The team was responsible for collaboratively providing direction and leadership for defining EntHR strategies, ensuring roadmap alignment with existing statewide initiatives and supporting the key EntHR engagement goals.
Purpose of Enterprise HR

Supporting the Civil Service Improvement initiative by strategically improving employee processes and data to enhance services to Californians
Business Value

- Improve Employee Experience and Retention
- Simplify and Standardize Human Resources Data Sharing
- Reduce Risk Related to Non-Compliance
- Standardize Enterprise Technology Solutions
CAI: An initiative that crosses organization boundaries to be established that has full sponsorship with identified scope and funding led by a chosen program director
Governance (cont.)

- EntHR Program Director: Katie Hagen
- EntHR Steering Committee Members: CalHR, SCO, CDT, DOF, CalPERS, FI$CAL, GovOps
- Architecture Review Board: Provides direction at a strategic architecture perspective
- EntHR Architecture Team: Provides direction at a deliverable architecture perspective
EntHR Project Portfolio will include the strategic and operational roadmaps with associated capability maturity models that department’s will align services, projects or initiates to as each pertains to the EntHR strategic direction.
• Available HR services and/or projects will be leveraged or implemented as approved by governance

• Improved HR business capability services or projects move into maintenance and operations which then feed back to the strategic roadmaps
Data Sharing Framework

CalHR

Governance Partnership

SCO

Cloud Infrastructure

EntHR Environment

Portal, API, Import / Export and Reporting Services

Exchange Data With

CalPERS
CalSTRS
FI$CAL
State Fund
Other

Co-Owners & Manages
Exchanges Data With

Governs
Sets Policy For Use Of

Co-Owners & Manages
Exchanges Data With

Manage Data
Approve Data
Org Reporting
View and Update
Employee Data
View Employee Data
Manage Permissions
Batch Processing
Create Automation
Solutions
Execute Automation
Processes

Department 1

Employees
Managers
HR Staff
Emergency Personnel
Admins
Developers
Apps

Department n
Enterprise Business Analysis
Strategic (Radial) Roadmap
Operational Roadmap
California State Payroll System

- 21st Century Project Closeout
  - June 6, 2016, settlement agreement
  - SAP paid SCO $59 million and abandoned its $23 million counter claim
  - PIER Submitted November 8, 2016

- New Project Name November 30, 2016
  - California State Payroll System (CSPS)

- Began work on the Stage 1 Business Analysis (S1BA) in December 2016
  - Submitted the S1BA May 15, 2017
  - Begin efforts on Stage 2 Alternatives Analysis
California State Payroll System

- Lesson learned from prior project
  - Incomplete inventory of all end-to-end business processes

- Hired a vendor in March 2017 to assist with creating business process documentation

- Identified 42 discrete end-to-end business processes grouped into 7 high level categories
  - Organizational Management, Personnel Administration, Benefits, Garnishments and Taxes, Time Management, Payroll and Periodic Reports
Working with subject matter experts to further decompose these high level business processes
- Allows us to create mid-level requirements for the S2AA
- Start with SCO divisions and then reach out to key departments
  - Surveys
  - In-person interviews

Timeline

CSPSPProjectTeam@sco.ca.gov
Next Steps

- Re-initiate LMS workgroup
- Initiate employee core record workgroup
- Re-initiate governance group
- Communicate information on S1BA and/or VHSS process for Departments